

Helsinki, Finland, 19th of December, 2025

IFF Central Board meeting 6/2025 11.12.2025 in Ostrava, Czechia

Place: Ostrava, Czech Republic

Hotel: Clarion Congress Hotel:

Participants: Filip Suman **President**
Jörg Beer **Vice president**

Tamuz Hidir
Steen Houman
Remo Hubacher
Pekka Ilmivalta
Carlos Lopez
Ben Ow
Agata Plechan
Pakkamol Siriwat
Zuzana Svobodová
Nicolas Van Thielen
Helén Wiklund Wårell

ATC chair

Veli Halonen
Stefan Kratz
John Liljelund

Secretary General

Invited: Tomas Eriksson **Honorary President**

Excused: Sarah Mitchell

AGENDA

§ 1. Opening of the meeting

Mr. Suman welcomed all CB members to the last CB meeting of the year during the Women's WFC 2025.

Mr. Suman opened the meeting at 8:30 CET.

§ 2. Approval of the agenda

Mr. Suman concluded that the agenda has been sent out in accordance with the CB Rules of Procedure on Sunday the 7th of December and that all appendixes have been received and there are no new appendixes to be approved.

CB decided:

1. To approve the agenda for the meeting
2. To appoint Mr. Remo Hubacher and Mr. Nicholas Van Thielen as the scrutineers for the meeting

§ 3 **Minutes from the CB meetings: 05/2025 (26.10.2025) in Helsinki, Finland**

The minutes from the last CB meeting held in Helsinki were scrutinised, approved and put ad acta. (**Appendix 1**)

The CB is further checked the status of the actions that were to be taken after the previous CB meeting documented in the List of CB decisions 5/2025 (**Appendix 2**). Mr. Suman felt that it is good that most of the tasks are fulfilled, but there are still some tasks that CB will discuss how to proceed with tasks which have not been fulfilled.

CB decided:

1. To approve the minutes of the IFF CB meeting 05/2025
2. To confirm the status of the CB tasks taken in the October 2025 meeting

§ 4. **Financial questions**

a) Financial report 2025 by 30.11.2025

Ms. Wiklund-Wårell reported on the financial report and balance sheet as of the 30.11.2025 (**Appendix 3**).

The outcome per 30th of November is CHF 471 416, which is CHF 198 548 (2024: CHF 272 867) better than last year mainly due to period of income and costs, e.g. office and staff costs for Q2 and Q3 have not yet been invoiced by the Finnish federation to the IFF, and these were already paid this time last year. The outcome with the expected Q2 and Q3 cost included would approximately be CHF 321 900, which then would be CHF 49 000 better than 30th November last year.

The forecast for 31st December has been thoroughly updated and is currently -390 CHF, meaning that we have a balanced result.

The liquidity per 30th of November is CHF 1 053 448, which is CHF 398 390 better than the same time last year (2024: CHF 655 058) mainly due to the delay of the Q2 and Q3 invoicing but also due to booked but not yet paid WFC 2025 costs. Mr. Kratz informed that we have finally received the invoice from the Finnish federation and the invoice was within the expected level.

The finances are continued to be monitored daily, and possible savings will be considered if, and when, we see signs of possible lower income or higher cost than forecasted.

CB decided:

1. To approve the report.

b) Information on IFF claims – License system and WFC 2025-2026 – status November 30th

Ms. Wiklund-Wårell reported on the claim's situation by 30.11.2025 for Associations participating in the WFCs in 2025 and 2026 and separately for those not participating in any of the IFF Events. (**Appendix 4 and 5**).

Canada, Colombia and the Philippines are following their plans. Ms. Siriwat has further discussed the situation with Malaysia, and they have expressed that they will do their best to come up with the money to cover the debt but currently they do not have the funds. A meeting in person is planned to be held with Malaysia in December to follow up on the matter. The situation has not really changed, Ms. Siriwat reported that there will be a meeting with Malaysia held by Mr. Ow and Ms. Siriwat during the SEA Games.

Mr. Houman has addressed Cote d'Ivoire and reminded them, and the federation has now answered Mr. Houman. Mr. Houman reported on the answer from the Cote d'Ivoire president Mr.

Marcel Wajda to him and that they need to take care of the debt. The Cote d'Ivoire delegation is not coming to the Association meeting. (**Appendix 6**).

c) Budget 2026 update

Ms. Wiklund-Wårell proposed an update of the budget for 2026 (**Appendix 7**), which has been worked out with Mr. Kratz and Mr. Liljelund.

The budget proposal is basically an adaption to figures not known when the original budget was decided, such as number of registered teams for the WFCs 2026 but also a new cost centre for Anniversaries and Awards that was not in place at that time. The most significant changes are for the income: Transfers raised with 15,000 and IFF Media app raised with 27,000. The main cost changes are 3v3 WFC raised with 11,500 (now a standalone event), TV raised 14,000 and Anniversary & awards 20,000 (was not at all originally, the sum is the same that has already been allocated) In the notes the Champions Cup still needs to be discussed and the cost for the new Auditor. The ExCo has discussed and confirm the proposal of the budget.

Mr. Houman asked why cost for the Champions Cup is over 243.000 CHF, to which Mr. Suman answered that this is total costs and there is also income, so the real out of pocket cost is budgeted maximum just 70.000 CHF, which will not be exceeded. Mr. Ilmivalta felt that the budget is good and it will important to get more outside financing and will need to focus on that. Mr. Suman answered that is exactly the plan to work on improving the income side.

Ms. Wiklund Wårell reported that discussions with a Swedish auditor company have been held and that Mr. Kratz has had a Teams meeting with them to both give and get information. The company, BDO Mälardalen AB, and its main responsible Mr. Jonas Mårtensson has handed in a tentative cost proposal to take on the auditing of IFF. The IFF ExCo proposes to select the company BDO Mälardalen AB as the IFF Auditor. The cost for the new auditor is higher than before, because IFF had a non-commercial price. In the ExCo it was discussed that this is still much less than what a Swiss certified auditor would cost. Mr. Hidir asked if we will have more work, to which Mr. Kratz answered that there will be much more work to prepare the materials for a new auditor, but he sees that as a positive. CB was in agreement of finalizing the cooperation with proposed company, just CB wanted to include in the agreement that the audit of the books of 2026, is dependent of the confirmation of the General Assembly in 2026.

Mr. Suman reported that the Ukrainian federation has asked for some kind of solution for the handling of their debts to the IFF (**Appendix 8**). The ExCo has discussed the matter in their meeting and will continue the discussion, as it is connected to the task related how to treat the old debts of the member federations.

Tasks from previous CB meetings:

To prepare a proposal for how to deal with the old debts for the member federations (4/4/2/25), 31.12.2025, Helén Wiklund Wårell, Ongoing

To continuing negotiations with the countries not following their pay-off plans of how to solve this (1/4/4/25), 30.11.2025, Stefan Kratz, Ongoing

CB decided:

1. To acknowledge the reports,
2. To continue to follow up on the pay-off plans for Canada, Colombia, Cote d'Ivoire, Malaysia and the Philippines,
3. To continue the negotiations with the countries not following their payment plans
4. To continue to follow up on the debts of the non-participating Associations.
5. To appoint the new Auditor for IFF for 2025 and 2026 (2026 depending on GA approval).
6. To approve the update of the budget for 2026

Task: To sign an agreement with BDO Mälardalen regarding the auditing of IFF based on CB decision

Responsibility: Helén Wiklund Wärell

Deadline: 31.12.2025

§ 5. IFF Executive Committee and Statutory entity reports

a) ExCo reports

Mr. Suman reported that the IFF ExCo has held their monthly meetings in November and December, to discuss the urgent topics that needed to be discussed and, in some cases, decided upon before the December IFF CB meeting and preparing for the CB and the Associations meeting. The ExCo reports have been distributed to the CB members directly after the ExCo meetings have been held (**Appendix 10ab**).

The decisions the ExCo has taken are noted under their respective points in the CB Agenda. The ExCo reports are to be confirmed by the IFF CB

Mr. Suman reported on the work of the committees and the reporting system for the committees. The use of the reporting tool for committee meetings has continuously been improving, but it is important to stress that it is very important that committees fill it directly after the meeting, so it is easy to follow how the work is developing. All the committees (27) that were expected to start have started their work, which is very positive and Mr. Suman thanked to all CB members. During first weeks after the onboarding meeting there were around 50 committee meetings in total. There is still some information missing from some of the committees in the reporting tool and also the next date of meetings for some committees. Committee chairs will remind respective committees secretaries to do the updates.

ExCo also continued to define the document workflow, which was previously discussed also at the CB. The first submission of the Yearly Plan documents has been for this CB meeting, with the deadline well in advance of the meeting on the 4th of November. This is intentional, as the volume of materials will gradually increase. The primary goal is to ensure that all documents arrive for discussion at the CB in a high-quality, well-prepared state, so CB avoids situations where is forced to reject a submitted document. Mr. Suman stressed that it is imperative that the CB members inform if there are issues of the submissions of the Yearly Plan documents with the ExCo, so ExCo can discuss the matter.

Therefore, CB process will be as follows:

1. The ExCo will first discuss all submitted documents.
2. Those materials that are ready will then be forwarded to CB members. Those materials which need further update will be discussed with respective chairs.
3. CB members to review the documents and confirm that there are no fundamental problems with them.

This process will ensure that when CB meets, CB can focus on discussing the content and final tuning the documents rather than having major, unresolved disagreements.

The CB discussed how this process was handled for the first time for CB December meeting. Mr. Ilmivalta asked about the need of some documents and what if committee feels there are also other documents needed. Mr. Suman answered that there are several reasons for having each document in the Yearly plan and quite often are the documents connected to other documents in the yearly plan, but the committee can always propose to add a new document to the yearly plan. Mr. Suman reminded that the CB members can be in contact with him in regard to all questions around the Yearly plan. The ExCo discussed if there is need for a bigger update for the documents, the ExCo can agree to move the deadline forward

Further there has not really been any feedback from the CB member to the request to provide information of what information committees need to collect from the member federations. This has also slowed down the planning of how the questions shall be handled. The proposal for the

solution is to prepare a Webropol questionnaire to be sent out about a month prior to the committee deadlines for the submission of the Yearly Plan documents, where the specific committee questions can be asked from the federations. Mr. Suman listed the Yearly plan documents that will need to collect more information from the member federations.

CB Materials which need information from the countries - documents until CB meeting in May

- Floorball for All Committee
 - Information on how national federations utilize different versions of floorball
- Para Floorball Committee
 - Reports on the situation with national para floorball programs
- Grassroots and Youth Committee
 - Report on successful grassroots and youth programs implemented by national federations
 - Report on the availability of floorball equipment and accessibility measures
- Members Services Committee
 - Reports on feedback collected from member federations regarding services
- Internal Communication Committee
 - Summaries of feedback received on communication effectiveness

Regional development committees are not listed, as we discussed at the CB that they can talk to their countries directly.

Committees will provide the information until 9.1.2026

Mr. Liljelund reported on the preparations on the solution for the comprehensive data system for the communication for the committee members and a platform for all the materials. The two preferred solutions are either Google Drive or Microsoft 365. There are possibilities to apply for a non-profit version in Switzerland and the IFF Office has investigated the option for how to build the Microsoft 365 solution, but the company in Finland has not yet come back with a concrete proposal. The question if we can get one as a non-profit version in Switzerland is still to be defined. The ExCo decided to try to apply for a non-profit status both from Google and Microsoft, with the license for 30 persons and the others can be invited as guests. Mr. Halonen explained that the Microsoft 365 can be turned into the name of the IFF, even if it would be a sub licence of the Finnish federation.

Mr. Suman reminded all committee chairs that the deadline for the next submission of the Yearly Plan documents is on the 15th of February.

The CB further discussed in detail the preparations for the Associations Meeting, which at the moment has a total of 30 registered member federations, after the withdrawal of Cote d'Ivoire. The meeting will have around 55-60 participants. The responsibilities for the CB members during the Association Meeting for each session was sent before the CB and discussed. The task related to the preparation of the questions for the Committee session second workshop in the Association meeting had not resulted in very many responses from the CB members, that is why the session will be organized based on the regional division. Mr. Suman stressed that we made the program of the Association meeting interactive for the participants. CB discussed how to handle the workshops and what to achieve.

Ms. Svobodova presented the content of the first session Development and Support of the Member Federations and the participation of the 4F program countries Belgium, Germany, Spain, and Ukraine and that the CB members have been sent a detailed guide for how to run the working sessions.

Mr. Liljelund shortly presented the content and the goals for the 3v3 sessions.

Mr. Suman presented the content of the Committee session and the CB discussed the working group sessions and the division of the groups. Mr. Suman further presented how the Calendar Structure change will be handled, with Ms. Mitchell making the presentation over Teams from the SEA Games in Bangkok and then there will be the panel discussion led by Mr. Suman.

The presentation of the Association meeting will be prepared by Mr. Veli Halonen.

Mr. Suman informed about the discussions with the Mexican federation and their proposal to create a network with all Pan-American federations based on proposed agreement. (**Appendix 42ab**) Based on the correspondence it has become evident that IFF still needs to gather more information to fully understand the idea of the Mexican federation. It would be needed to ask for tangible next steps as the overall approach is still quite vague.

Mr. Liljelund reported that the Ethics Commission (ETC) will hold its yearly physical meeting on 11.12.2025 to discuss i) the need for alignment of the different IFF policies and regulations when it comes to the field of jurisdiction for the different entities; ii) planning of the education material for prevention of betting manipulation; iii) review the status of the preparation of the Vetting rules and the Safeguarding policy.

Mr. Ilmivalta reported on the present status in the Finnish betting case and the next steps in the process. The competition and disciplinary group of the Finnish league (KKR) has given their decisions in the betting case on the 3rd of December. There were 115 suspects altogether and the KKR there were 80 persons which were suspended and 35 which were released without any sanction, because they were not under the jurisdiction of the Finnish League and betting as such is not illegal in Finland. The offences are defined under the Finnish federation competition regulations and the license terms.

Most of the suspensions were until 28.01.2026 and the more severe cases until 28.02.2026 and 28.03.2026 and the longest suspension was until 30.06.2026. The placed bets were mostly only a few euros altogether and majority were nevertheless under 100 € altogether. There were some 30 persons who had bet altogether more than 100 € during 2022-2025, which was the period the KKR was able to investigate and decide upon.

There are still five persons under the investigation of the FINCIS concerning the betting of the FIN-NOR game during the WFC 2024 and FINCIS has informed that the further investigations will be finalized by Mid-December 2025.

There were two Finnish players, who has been sanctioned by the Finnish KKR, and presently are playing abroad, the Finnish federation have applied to the IFF Disciplinary Committee to adopt the Finnish sanctions to become internationally valid. The CB discussed the matter and agreed that it is in the general interest of floorball that the sanctions are valid internationally. The IFF regulations allows for this and that DC has based on this made the decision to adopt the Finnish KKR decision. The CB asked to have the reasoning behind the decision of the IFF Disciplinary committee for information

Mr. Liljelund to inform that the Ethics commission has prepared a more rigid education package for the Captains & Technical meeting for the WFC 2025.

Tasks from previous CB meetings:

To prepare a proposal for how to deal with the Mexican proposal to form a Pan-American group (22/7/4/25), 28.11.2025, ExCo, ongoing

Create a proposal for an online workspace for communication and document management for the CB and committees, including the task management, (4/5/5/25), 30.11.2025, John Liljelund

CB decided:

1. To confirm the ExCo reports,
2. To acknowledge the other reports

3. Approve the proposal for the solution of the collection of information from the members for the committees

Task: To provide the needed committee questions from the federations for the February Yearly plan documents to the IFF Office

Responsibility: All concerned committee chairs

Deadline: 09.01.2025

Task: To apply for the non-profit status to earn the Google and Microsoft services

Responsibility: ExCo

Deadline: 31.01.2026

§ 6 Development Cluster Committees

6.1 Member Development committee

Ms. Zuzana Svobodova reported that the Members Development Committee has started working on the Yearly Plan document scheduled for March CB for the General Members Development Plan and has provided it for the CB for the first presentation and feedback. (**Appendix 11**) The CB discussed the plan and how it will affect the work of the other committees and if the licensing system will be combined in any way. Mr. Suman felt that it is important to evaluate in which direction the work in the Regional Development committees will proceed based on this document. Mr. Suman felt that this will help to measure how quickly we can move the development further in the different regions. Mr Van Thielen suggested that the development scale as currently presented could be split in 2 dimensions (international development and national dimension) and will make a suggestion to Ms. Svobodova for her to consider this in the Members Development Committee.

Last committee meeting date: 28.11.2025 / Next meeting date: 30.01.2026

CB decided:

1. To acknowledge the report

6.2 Grassroot and Youth

Last committee meeting date: 28.11.2025 / Next meeting date: To be agreed

6.3 Floorball for All

Last committee meeting date: 03.12.2025 / Next meeting date: 07.01.2026

6.4 ParaFloorball

Mr Houman reported that the first ParaFloorball meeting has been held and they discussed building a "House of Floorball" formats under the IFF umbrella for the different para disciplines where it makes sense. Additionally, there was a discussion about including these disciplines as associate members under IFF in accordance with the IFF regulations, which is possible. However, this is a decision the respective disciplines need to make themselves.

The current disciplines involved are Powerchair hockey, Manual wheelchair floorball, Volt hockey, and Special Olympics. Of these, Special Olympics is a well-established independent organization making it logical to collaborate with them and not to create any own activities. For the other disciplines, further work is required to see if it ends up with them as members of IFF, and for sure for IFF to have the talk on what it will mean for IFF in terms of additional tasks, related responsibilities, administration, and financial implications

Yearly Plan document submitted, but needed to be updated for the CB March meeting -
Report on the situation with national para floorball programs

Last committee meeting date: 24.11.2025 / Next meeting date: 06.01.2026

CB decided:

1. To acknowledge the report

Task:

To submit the finalized document - Report on the situation with national para floorball programs
Responsibility: Steen Houman, Deadline: 15.1.2026,

6.5**Regional Development**

The CB discussed the final division between the North America regional development committee and the Latin America regional development committee, that has been agreed between the committee chairs. In North America will be included Canada, Jamaica and the USA. All other Centrals and South American countries will belong to the Latin America regional development committee.

Western Europe (20)

Austria, Belgium, France, Netherlands, Luxembourg, Italy, Spain, Portugal, Ireland, Iceland, United Kingdom, Malta, Andorra, Monaco, Liechtenstein, San Marino, Vatican City, Hungary, Cyprus, Greece

Eastern Europe (21)

Estonia, Lithuania, Ukraine, Belarus, Russia, Moldova, Georgia, Armenia, Azerbaijan, Slovenia, Croatia, Bosnia and Herzegovina, Serbia, Montenegro, North Macedonia, Albania, Kosovo, Romania, Bulgaria, Turkey (Türkiye), Israel

Six Nations (6)

Denmark, Poland, Slovakia, Germany, Latvia, Norway

EFT (4)

Sweden, Finland, Czech Republic, Switzerland

North America (3)

Canada, Jamaica and United States

Latin America (32)

All other Central and South American countries - Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Ecuador, El Salvador, Grenada, Guatemala, Guyana, Haiti, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, Venezuela

Africa (54)

All African countries - Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Democratic Republic of the Congo, Republic of the Congo, Côte d'Ivoire, Djibouti, Egypt, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Rwanda, São Tomé and Príncipe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, Zimbabwe

Asia and Oceania (59)

All Asian and Oceanian countries - Afghanistan, Australia, Bahrain, Bangladesh, Bhutan, Brunei, Cambodia, China, Federated States of Micronesia, Fiji, Hongkong, India, Indonesia, Iran, Iraq, Japan, Jordan, Kazakhstan, Kiribati, Kuwait, Kyrgyzstan, Laos, Lebanon, Macau, Malaysia, Maldives, Marshall Islands, Mongolia, Myanmar, Nauru, Nepal, New Zealand, North Korea, Oman, Pakistan, Palau, Palestine, Papua New Guinea, Philippines, Qatar, Samoa, Saudi Arabia,

Singapore, Solomon Islands, South Korea, Sri Lanka, Syria, Taiwan - Chinese Taipei, Tajikistan, Thailand, Timor-Leste, Tonga, Turkmenistan, Tuvalu, United Arab Emirates, Uzbekistan, Vanuatu, Vietnam, Yemen.

Mr. Suman stressed that it is important to work with the information of what services the IFF has for the member federations. The reasoning for the document for the utilisation of the IFF services in the regions, is to help the Members Services to create their work. The idea was to know what the IFF member federations are now using and what do they know about.

6.5.1 Asia and Oceania

The Asia-Oceania regional development committee has prepared the Yearly Plan document - Report on the utilization of IFF services within the region (**Appendix12**)

Last committee meeting date: 10.11.2025 / Next meeting date: 01.12.2025

6.5.2 Africa

Mr. Houman reported that the discussions with the African federations have informed that there is still not an organiser for the Africa Cup 2026.

Tasks from previous CB meetings:

To start discussions with the Africa Cup 2026 organisers of how to combine educations seminars with the tournament (33/9/4/25), 27.11.2025, Steen Houman,

Last committee meeting date: 08.12.2025 / Next meeting date: 12.01.2026

6.5.3 Latin America

The Latin America regional development committee has prepared the Yearly Plan document - Report on the utilization of IFF services within the region (**Appendix13**)

Last committee meeting date: 07.11.2025 / Next meeting date: To be agreed

6.5.4 North America

Last committee meeting date: 13.11.2025 / Next meeting date: 13.12.2025

6.5.5 Western Europe

The Western Europe regional development committee has prepared the Yearly Plan Document - Report on the utilization of IFF services within the region (**Appendix14**)

Last committee meeting date: 17.11.2025 / Next meeting date: To be agreed

6.5.6 Eastern Europe

The Eastern Europe regional development committee has prepared the Yearly Plan Document - Report on the utilization of IFF services within the region (**Appendix 24**)

Last committee meeting date: 01.12.2025 / Next meeting date: 27.01.2026

6.5.7 Six Nations

Yearly Plan Document not submitted for December CB meeting

Reports on the utilisation of IFF services within the region

Last committee meeting date: 25.11.2025 / Next meeting date: 27.01.2026

6.5.8. EFT

Last committee meeting date: 13.11.2025 / Next meeting date: 13.12.2025

CB decided:

1. To define the division of countries between the regional development committees
2. To acknowledge the Regional Development Committee reports.

Task:

To submit the missing document - Report on the utilisation of IFF services within Six Nations region

Responsibility: Steen Houman,

Deadline: 15.1.2026,

§ 7. Members Cluster Committees

7.1 Member Services

Last committee meeting date: 18.11.2025 / Next meeting date: 18.12.2025

7.2 Internal Communication

Yearly Plan document not submitted for December CB meeting

Regular report on changes to key contact information of the member federations

Last committee meeting date: 19.11.2025 / Next meeting date: 28.01.2026

7.3 License System

Last committee meeting date: 19.11.2025 / Next meeting date: 14.01.2026

7.4 New Member onboarding

Mr. Hidir reported on the proposal the New Member onboarding committee has created for the Plan of processing new membership applications (**Appendix 16**), until the proposal for the new member applications is finished. The idea is to follow-up on the formal questions that IFF needs to have answers on, but there is a difference between the submitted information and the reality is different. The CB discussed that the new members need to follow the path to get legally recognised in their own country, then apply for the membership within the IFF and then have the recognition in the national sports community.

Last committee meeting date: 01.12.2025 / Next meeting date: 26.01.2026

7.4.1 New Member applications

No new applications

7.5. IFF Members

7.5.1 Membership questions

Tasks from previous CB meetings:

To prepare a proposal for how to solve the situation in Burkina Faso based on the mediation organised by the Burkina Faso Ministry (36/12/4/25), 31.05.2025, Secretary general, Ongoing

7.5.2 Members under suspension

CB decided:

1. To acknowledge the Members Cluster Committee reports.
2. To approve the Plan of processing new membership applications

Task:

To submit the missing document - Regular report on changes to key contact information of the member federations

Responsibility: Tamuz Hidir,

Deadline: 15.1.2026,

§ 8. Competition Cluster Committees

8.1. Events Committee

Ms. Svobodova reported that Events committee has prepared the IFF Event VIP Guidelines and how they shall be implemented (**Appendix 17**) and the Yearly Plan document proposal of the Procedures for the evaluation of Adult WFC (**Appendix 18**). The Event VIP Guidelines is to secure that the VIP has a certain standard in the Events. Based on the approval of the IFF CB, the VIP regulation would be applied for the WFC 2026 in Tampere.

Mr. Suman expressed that this document followed the procedure that will work for the Yearly plan documents, that the ExCo has discussed them and then provided to the CB members well in advance to evaluate.

The Events committee has further prepared an update for the Organisers Regulation 2026 (**Appendix 19**) and the new 3v3 Organisers Regulation 2026. (**Appendix 20**)

CB discussed some wording and finalized the text of both Organisation regulations.

Further there has been one new jury member for the WFCQ events has now been confirmed – Arif Azfar (SGP) will be at the AOFC event in New Zealand.

Tasks from previous CB meetings:

To handle with priority the documents in the CB yearly work plan defining procedures during preparations and execution of the tournaments (27/9/4/25), Zuzana Svobodova, 31.12.2025, Ongoing

Last committee meeting date: 21.11.2025 / Next meeting date: 16.11.2026

CB decided:

1. To acknowledge the report.
2. To approve the Yearly Plan document - Procedures for the evaluation of Adult WFC
3. To approve the IFF Event VIP Guidelines and how they shall be implemented
4. To approve the Organisers Regulation 2026 and the new 3v3 Organisers Regulation 2026

Task: To publish the Organisers Regulation 2026 and the 3v3 Organisers Regulation 2026

Responsibility: Stefan Kratz

Deadline: 19.12.2025

8.1.1. Next Events

WFC 2025

Ms. Svobodova reported on the preparations of the WFC 2025 based on the LOC report (**Appendix 21**) The LOC had broken a number of records during the group stage. There has been some 300 schools involved in the preparations. In the last Czech group game, the former NHL star Mr. Jaromir Jager was present in the arena and he made the comment that the atmosphere in the arena was better than in ice hockey. The new WFC Trophy has been revealed

The ticket sales has picked up and the LOC has now secured over 30.000 tickets, with over 15.000 school kids in the venues. Opening game was sold out (2811 in the arena) and the sales for the Czech other two Czech group games now are around 2.400. There are so far over 5.000 spectators for the quarterfinals, 5.000 for the semifinals and some 5.500 for the finals. The ticket sales are aiming for a sale of 6 million Czech crowns and already now they have reached some 5,7 million.

Mr. Kratz reported on behalf of Ms. Mitchell that the final weeks of preparation for the event were a little frantic, with a lot of things being finalised quite late, in particular the Match Programme, Event Manual, Media Guide, ceremony plans, TV rundown, transport plans, and accreditation layout.

Having to work on these documents & tasks at the last minute with tight LOC timelines created and a heavy workload for the IFF office, that could have been avoided with better preparation from the LOC. Despite the last-minute rush of preparations, we expect that the event will be managed and presented very professionally.

The Media team reports that the focus now is fully on the WFC 2025 in Czechia. Further great and engaging content for the WFC channels, promoting Women's sport through their "Women's Power" channels and online campaign, local tourism (things to do and see in Brno & Ostrava). Final things checked with the local organisers like photo backup in case Flickr doesn't work, Media Guide and trophy news. The new Trophy has been revealed on Friday December 5th.

Mr. Liljelund reported that the preparations for the TV Production are proceeding well, even if there has been a serious delay in the reception of the taker's information for the signal delivery the deals that Protocol Sports Marketing has sold and agreed upon. On the 1st of December there was still a few deals that had not been agreed and there was missing still the signal delivery information from three takers, which will create an issue for the Czech TV with the signal test.

The result of the Protocol Sports Marketing has been a little disappointing, as they have so far only managed to provide 7 agreements and only two of them brings any revenue for us. Protocol Sports marketing has explained that the industry is currently going through significant change. Many major broadcasters are still evaluating their long-term strategies — whether to prioritize linear channels or streaming — and several large media groups are in the middle of restructurings or potential acquisitions. Additionally, across the market, broadcasters are facing significant budget constraints due to the global economic downturn. Many are struggling to cover technical costs for bringing in events and providing local language commentary. The total number of territories are presently 15 and there are still 2-3 potential countries to be included. (**Appendix 22**)

U19 WFC 2026

Mr. Kratz reported on behalf of Ms. Mitchell that the LOC & IFF had their first big planning meeting in November. The key discussion point was the match schedule, which was published on 20th November. (**Appendix 23**) It will be updated with the qualifying teams in February 2026. The LOC has built an event website - <https://www.italiafloorball.it/> - this site will be used for the U19 WFC 2026 and will then transition into being the Italian Federation's own new website. The LOC will start to use Eventello for the event management, adding more users, and in the new year, the IFF & LOC will have regular bi-weekly meetings.

The IFF Media team has informed that the communication continues with the U19 WFC 2026 LOC and their small LOC team so far. The ballot draw was successful, and the match schedule has now been published online. Good branding and visuals for the event already.

Mr. Liljelund reported that the TV/streaming production has been secured with Two Circles/PolarHD after long negotiations. IFF and the LOC will cooperate in the coordination of the production.

U19 WFC Qualifications

The IFF prepared a task update list for both EUR & AOFC organisers, which was sent to the LOCs in November. It outlined all the outstanding tasks, due dates, and IFF staff with whom they should communicate with on these.

Mr. Suman pointed out that even if we don't have the CB meeting during the U19 WFC, it would be good for the CB members to participate in the event in Italy

3v3 WFC

Mr. Lopez reported on the preparation of the 3v3 WFC (**Appendix 25**). The LOC has chosen a project management persons to strengthen the organisation.

Mr. Kratz reported on behalf of Ms. Mitchell that the IFF & LOC conducted a venue inspection in November in San Lorenzo de El Escorial. The venue will be very suitable for the event and plans on court layouts and other venue use was decided. The LOC has secured some extra accommodation in the city at the university, which will be available for teams, and they have an agreement with an accommodation service who will manage all accommodation requests.

The IFF has discussed the possibility of sending one Gerflor from the U19 WFC 2026 in Italy to Spain to be used as the synthetic flooring on both courts has a lot of line markings, so at least for the show court (TV broadcast) there will be a 'clean' floor.

The invitation to register for the event was sent to all National Associations on 24th October. Registrations are not due until 15th January, but so far we have registrations from Singapore (NEW), Brazil (NEW), France, Italy, Austria, Czechia and Colombia.

WFC 2026

Mr. Ilmivalta reported that the IFF Secretary General & Event Manager met with the key LOC staff in November to confirm the preliminary match schedule and the use of the venues. For the preliminary stages Hakametsä Ice Hall and Kauppi Sport Centre will be used, with Hakametsä being the main venue. The Kauppi Sport Centre has limited free space around the FOP, which will make TV camera placement a little bit difficult but manageable. Nokia Arena will be used for Thursday – Sunday with only the semi-finals, bronze & final being played there on the weekend, and once Nokia Arena comes into use then Hakametsä will be used as the second arena, and the use of Kauppi Centre will stop.

The IFF & LOC met again in November to discuss the preliminary public ticket release which was on 11th November. Prior to that there had been a pre-sale to Finnish Floorball registered members and clubs. The LOC started the ticket sales for the WFC on the 18.11. and has so far sold a total of over 2.700 final weekend packages. So far there are no sponsor agreements signed

Mr. Liljelund reported that the production for TV has been agreed with Two Circles and the more concrete preparations and agreement will be handled in the first part of 2026.

QUALIFICATIONS

IFF Office is in regular contact with all Qualification organisers. All match schedules have been finalised and information letters for the events have been sent to the teams.

Tasks from previous CB meetings:

To prepare a proposal for the playing format of the 3v3 WFC 2026 (8/5/4/25), 15.02.2026, Martin Klabere, Ongoing

CB decided:

1. To acknowledge the Next Events reports.

8.1.2. Future Events

Mr. Kratz reported on behalf of Ms. Mitchell on the future events.

Men's U19 WFC 2027 (February) - The Latvian Floorball Union has begun contract discussions with IFF to host this event in Riga. Three venues have been secured with preliminary bookings: Xiaomi Arena (main arena) / Team Sports Hall (second arena) / Track and field Manege (training hall)

Invitation to register was sent to all National Associations on 10th November and registration closes on 31st December 2025. So far, we have registrations from Austria, Canada, Czechia, Finland, France, Great Britain, Poland, & Singapore. Mr. Suman asked if it's a problem for the federations that the Latvian Floorball Union has not been appointed as the organiser for the registration and participation of the teams. Mr. Kratz replied that it is not.

Women's U19 WFC 2027 (May) – Swiss Unihockey are officially appointed to host this event. The invitation to register was sent on 6th November and registrations will close on 31st December 2025. So far, we have registrations from Austria, Canada, Czechia, Finland, France, Poland, Singapore. Swiss Unihockey has still to confirm in which cities/venues the event will be played.

Women's WFC 2027 (December) – the invitation to register was sent to all National Associations on 4th November 2025 and registration will close on 31st December 2025. So far, we have registrations from Austria, Canada, Czechia, Finland, France, Great Britain, Poland, & Singapore.

Men's U19 WFC 2028 (February) – Still waiting on confirmation from Singapore Floorball Association about an official announcement of their appointment as host.

Men's WFC 2028 (December) – Nothing reported.

CB decided:

1. To acknowledge the Future Event reports.

8.2 Club Events

8.2.1. Champions Cup

Mr. Liljelund reported that the Champions Cup Steering Group (CCSG) in the previous meeting discussed that due to the impossible situation to agree on same dates for all 4 countries for the quarterfinals, has agreed to continue with the present system of two conferences one more year for the season 2026-2027.

That is why CCSG has proposed that during the season 2026-2027 there will not be made any changes but instead implement agreed changes and a re-branding of the competition for the season 2027-2028. Mr. Suman informed that due to this change in the plans, the CB needs to confirm the financial support for the coming year. The ExCo proposes to confirm the IFF support for the coming season. Mr. Houman thinks it is important to have the competition, but we need to consider how big our investment is. CB discussed the situation and IFF investment. The commitment for IFF is just now for one year and then we will discuss the longer time commitment if all the new aspects of the proposed changes will be included. Mr. Suman will inform CCSG about this.

The CCSG will meet on Friday the 12.12. to discuss the question of the dates and the steps forward. (**Appendix 26**)

Mr. Kratz reported on behalf of Ms. Mitchell that the semi-finals have all been completed with the winning teams being:

Women

Thorengruppen IBK (SWE)

1. SC Vitkovice (CZE)

Men

IBF Falun (SWE)

Storvreta IBK (SWE)

All four teams have expressed an interest to host the final match and have now been asked to submit their bid offers which are due no later than 4th December. The Champions Cup Steering Group will then review them and decide on the hosts at their next meeting which will be held in Czechia during WFC 2025.

Mr. Halonen reported on behalf of Mr. Varecka that the Champions Cup 2026 semi-finals have now been played. Further great promotion work on social channels by all the clubs involved from Czechia and Sweden. The streaming had quite some issues in 2 matches but the root cause of these was found in the changes that Amazon has made on their servers and should not happen again. No media staff at any SF due to travel costs and timing (closeness to WFC 2025) so all media work done remotely.

Tasks from previous CB meetings:

To prepare a proposal for the European Club top layer competition structure (11/6/4/25), 28.02.2025, Champions Cup Steering Group, Ongoing

To prepare the proposal for the Champions Cup for the next five years (12/8/5/25), 31.05.2026, Martin Klabere, / Competition Structure committee

8.2.2 EuroFloorball Cup

Mr. Kratz reported the discussions with the Czech Open organisers are ongoing for the EuroFloorball Cup (EFC) and Euro Challenge 2026. The preparation of the EFC will continue after we have the proposal from the Czech Open organiser.

IFF will have a meeting with the Six Nations representatives in Ostrava on the 14th of December to discuss the potential inclusion of the EFC winner into the Champions Cup 2027-2028.

Tasks from previous CB meetings:

To start discussions with the Czech Open organisers for a long-term model (14/6/4/25), 31.12.2025, Secretary general, Ongoing

To prepare the proposal of the set-up for the EuroFloorball Cup 2026 tournament, (13/5/5/25), 14.03.2026, Martin Klabere / Competition Structure committee

CB decided:

1. To acknowledge the Club Event reports.
2. To confirm the present level of the Champions Cup financial support for the season 2026-2027

8.3. Referee committee

Mr. Lopez reported that a referee education clinic was organized in Singapore from the 6th to 9th of November. The main target group for the education were the referees nominated for the upcoming SEA Games, but there were also other educations run during the clinic. Video education for Singaporean and AOFC referees, a theory session for the AOFC referees on match coaching. There were 22 participants in the clinic. The referee coaching took place in the international matches between Singapore and Malaysia organized at the same time and then in the Singaporean league matches. Eight referee pairs were coached.

Mr. Halonen reported on the IFF Referee Coach seminar, which took place in conjunction of the WFC 2025 in Brno during the first weekend of the event. There were 15 IFF referee coaches present. The program was concentrating mainly to handle the educational aspect of game management and leadership. It's vital to have the mutual understanding of these topics in order to pass the information also to the national associations and to the international referees. The work to update the IFF Referee Playbook also started during the seminar based on the feedback and evaluation from the participants. The feedback from the participants was mainly positive and it was decided that the seminar will also take place in 2026 during the first weekend of the Men's WFC 2026 in Tampere in Finland.

Yearly Plan document submitted, but needed to be updated for the CB March meeting -
Procedures for the scheduling and assignment of referees and referee coaches for IFF events and international matches

Last committee meeting date: 11.11.2025 / Next meeting date: 17.12.2025

CB decided:

1. To acknowledge the reports.

Task:

To submit the finalized document - Procedures for the scheduling and assignment of referees and referee coaches for IFF events and international matches

Responsibility: Carlos Lopez,

Deadline: 15.1.2026,

8.4. Competition Structure committee

Mr. Kratz reported that the Competition Regulations for National Teams and Friendly international matches have been reviewed (**Appendix 27 and 28**). For both regulations the titles are changed to better reflect the contents.

For the Friendly International matches the major changes are points to match other regulation documents and current event organisation practices. When it concerns National Teams other major changes are eligibility dates for the U19 WFCs 2026 and 2027 and updates of playing periods for championships & qualifications, participation fees, responsible committees for decisions, disciplinary proceedings to match current IFF protocols and update of WFC trophy information. Ms. Svobodova stressed that these types of documents need to be handed in much earlier than just some 4-5 days prior to the CB meeting, in order for the CB to have the possibility to study them in detail.

Mr. Suman pointed out that the work for the creation of a new more holistic Ranking system for the National Teams must start immediately, as it will be needed for the coming season 2027-2028.

Yearly Plan document not submitted for December CB meeting -
Annual report on set event structure for next three years

Tasks from previous CB meetings:

To start the preparations for the creation of a new quota system built on both number of registered teams and the quality (ranking) factors (9/5/4/25), 24.11.2025, Martin Klabere, Ongoing

Task: To create a new holistic ranking system for the IFF National Teams

Responsibility: Competition Structure committee

Deadline: 13.03.2026

Last committee meeting date: 13.11.2025 / Next meeting date: 18.12.2025

CB decided:

1. To acknowledge the report
2. To approve the Competition Regulations for National Teams and Friendly international matches 2026

Task:

To submit the missing document - Annual report on set event structure for next three years

Responsibility: Martin Klabere,

Deadline: 15.1.2026,

Task: To publish the Competition regulations of the IFF website

Responsibility: Stefan Kratz

Deadline: 19.12.2025

8.4.1

Change of the Competition structure

Mr. Suman reported that the Calendar Working Group (CWG) has after the confirmation of the new competition structure and the Information meeting held in October for the members, been working on fine tuning the IFF Event Structure Information Package for the membership and how it would be presented after the WFC. The Information Package has been made into a booklet with IFF graphical design. (**Appendix 29**).

The CB analysed and discussed the proposal. CB felt that the document has been very well prepared and looks beautiful and professional and gives answers to all aspects of the change. There will still be detail changes regarding few language issues and selection of the pictures for a better balance between men's & women's and players from different countries.

The CB also discussed how to handle the communication of the change. The topic will be in detail presented and discussed at the Association meeting. The information package will be sent out during upcoming weeks.

CB decided:

1. To acknowledge the reports.
2. To approve the IFF Event Structure Information Package

Task: To send out the IFF Event Structure Information Package to the members

Responsibility: John Liljelund

Deadline: 31.12.2025

Task: To prepare the related news for the publication

Responsibility: Filip Suman

Deadline: 31.12.2025

8.5.

Rules

Mr. Kratz reported that the Rules Reference Group had a meeting 14.11.2025 to discuss the feedback received and to finalise the proposal of the IFF Rules of the Game Edition 2026, to be valid from 01.07.2026 (**Appendix 30a-c**).

The CB discussed some points, like the activity rule and the fact that the players need to sit down on the substitution bench and the movement of the coaches. It was explained that activity rule was not included into final proposal as it needs further testing. There is a concern that the rule would harm the weaker teams and that is against the Close the Gap initiatives. There was a

discussion about procedure of the final proposal creation and especially how it was discussed within the referee committee. Few CB members expressed concerns about the wording of the rule of having the players to sit down. There was a deeper discussion about the reasons for this change and in the end CB decided by majority to keep this rule in the final proposal. There is a need for a very good communication of this rule and reasons behind it. There was also a discussion about formulation and interpretation of the team staff movement around the bench. The CB felt that the wording regarding this needs to be looked over.

Mr. Houman asked about if the playing time question was considered, to which Mr. Suman answered that during the World games was the rules proposal already in the final stage. Mr. Beer asked about the future role of the reference group and its influence on the final rules proposal. CB confirmed that also in the future it is the Rules Committee which proposes the rules changes.

Mr. Ilmivalta asked how this would be communicated. Mr. Kratz informed that the rules will be communicated in the mid-January.

CB decided:

1. To acknowledge the report
2. To approve the IFF Rules of the Game Edition 2026 according to the proposal
3. To ask the Rules group to come with a proposal to clarify the formulation of the team staff movement around the bench

Task: To prepare the finalisation and publication of the Rules of the Game in accordance with the approved timetable

Task: To prepare a final proposal and clarification of the team staff movements around the bench

Responsibility: Rules Committee

Deadline: 31.12.2025

Task: To publish the Rules of the Games with explanation of central changes and how to implement them

Responsibility: Rules Committee

Deadline: 15.01.2026

§ 9. Sport Cluster Committees

9.1 Athletes Commission (AC)

Ms. Plechan reported on the preparation of the Yearly Plan document for the Athletes commission's annual activity plan (**Appendix 31**)

The AC plans to meet in January, a more detailed timetable to be agreed on.

The meeting will be first physical meeting after AC elections; we will focus on the topics from the Annual Activity Plan. The Athletes Commission would be like to be involved what type of education are given to the Captain in the Captains and Technical meetings.

9.2. High Performance

Last committee meeting date: 28.11.2025/ Next meeting date: 16.01.2026

9.3 Coaching Education Structure

Mr. Liljelund reported that the European Union has decided that all non-EU member country organisations are not allowed to be part of any Erasmus+ projects in 2026, even as partners. commission's annual activity plan, IFF has discussed with the Eerikkilä Sport Institute that we should still apply, as the member federations that have been part are still keen to participate. But due to this new EU rule, we need to consult the Finnish EU Erasmus+ coordination office and this

meeting has been moved to January. This is why the decision has not been made yet. Mr. Liljelund has consulted with the Finnish Ministry of Education and Culture and based on this been in contact with two Finnish Members of the European Parliament about the present situation.

Eerikkilä Sports Institute is to send out the invitation for the IFF Youth Camp in the first weeks of December, to some internal coordination challenges with persons being on vacation. As the publication of the invitation has been delayed, it was agreed with Eerikkilä that we are publishing in the week after the WFC

Tasks from the previous CB meetings:

To prepare the invitation letter and material for the Youth Camp together with Eerikkilä Sport Institute (16/9/5/25), Secretary general, 12.11.2025

Last committee meeting date: 12.11. / Next meeting date: 12.01.2026

CB decided:

1. To acknowledge the reports
2. To approve the Athletes commission proposal for the commissions yearly plan 2026

Task: To prepare a new proposal for the Erasmus+ COACHES project, as IFF can't be a partner

Responsibility: John Liljelund

Deadline: 31.01.2026

9.4

Medical

Mr. Halonen reported on behalf of Mr. Varecka that the work with the Anti-Doping questions continues in the background assessing any enquiries or applications that come in. There have been a various number of TUE applications & enquiries (majority of which are for the U19 qualifications in January). Mr. Varecka has further finished the ITA Education Anti-Doping seminar and course at the end of the month.

Mr. Varecka proposes to make a change in the IFF Anti-Doping regulation for the season 2026, to include the requirement for all travelling players (including the reserve players) and the entire Team Staff to have completed the Anti-Doping education in accordance with the IFF regulations prior to the arrival the IFF Event. The change is in article 17 of the Anti-Doping regulations. CB discussed that next time there is a need for proposal of exact formulation planned to use in the regulation.

CB decided:

1. To acknowledge the report
2. To approve the change of the Article 17 in the IFF Anti-Doping Regulation

Task: To publish the change of the Anti-Doping regulation on the IFF website

Responsibility: James Varecka

Deadline: 19.12.2025

§ 10.

Marketing Cluster Committees

10.1

Partners committee

Mr. Beer introduced the two Partner committees Yearly Plan documents that has been prepared, namely the Information on the IFF's system of sales of marketing rights and its updates (**Appendix 32**) and the annual financial goals for partner acquisition and retention (**Appendix 33 – internal document only**).

Mr. Beer commented how the committee came to a conclusion to set the financial goal for the next season to 200.000 CHF. There was a discussion and CB approved the proposal.

Mr Beer further reported on the sales and marketing status (**Appendix 34**). The first Partners committee meeting took place 19.-20.11.2025 using the former plan of a meeting of CCMNG group. The committee members presented a holistic picture of the sales and sponsorship status

and models of their respective countries. Further Mr Kalsta provided insight about the status of IFF sponsorship sales currently and in the recent past. The group made a SWOT analysis of the IFF sales situation and eventually had a long discussion about next steps. The committee fixed monthly meeting dates for H1 2026 and also created a to-do list for the next twelve months.

There are couple of direct sales cases on-going at the moment but not much has happened with the sales partner in Finland (also due to current betting case). A meeting with the agency is planned after the WFC 2025. Some last-minute offers for WFC visibility were made in cooperation with the Finnish Federation LOC sales partner and the Swiss Federation

The agreement with Spintso (referee communication equipment provider) for WFC 2025 is signed and referee management and referees have been informed. The agreed actions are being implemented (e-mail campaign / news post)

After the Partners Committee meeting the approach regarding the 3v3 sponsorship is still a bit open as there is no clear picture how it should be constructed. This is one of the things to be solved among the first things on the to-do list for the committee. Apart from floorball equipment manufacturers there is a negotiation on-going for a rink and possible other material partner.

The IFF has indicated to its existing sponsors that there is interest to negotiate on prolonging the agreements. The Partners Committee discussed this topic and was unanimous that the value of the agreements is in part undervalued. Further the market should be investigated for larger interest. Some discussions on this front have been initiated.

Last committee meeting date: 19.-20.11.2025 / Next meeting date: 07.01.2026

CB decided:

1. To acknowledge the report
2. To acknowledge the Yearly Plan document Information on the IFF's system of sales of marketing rights and its updates
3. To approve the Yearly Plan document the annual financial goals for partner acquisition and retention

10.2

External Communication

Mr. Ilmivalta reported that the committee and the IFF Media department has proposed to leave the social media channel X (previously Twitter), to focus on working more with other channels. For example, the Swedish federation has already left X earlier. (**Appendix 15**). CB discussed the situation and agreed IFF can freeze the channel but keep it for potential wake-up in case the situation would change.

Mr. Halonen reported on behalf of Mr. Varecka that there has been full focus now on the WFC 2025 in Czechia from the Media team. Further great and engaging content for the WFC channels, promoting Women's sport as a whole through their "Women's Power" channels and online campaign, local tourism (things to do and see in Brno & Ostrava). Final things checked with the local organisers like photo backup in case Flickr doesn't work, Media Guide and trophy news. New Trophy should now be ready to go and revealed on Friday December 5th.

The IFF Media team are actively updating necessary content on the current site and creating new pages. While this process is ongoing, it is important to note that not all content has been re-created. Our primary focus has been on the most critical areas, including Transfers, Rules and Regulations, and the meeting minutes for Central Board and General Assembly. We are committed to ensuring that this essential information is accurate and up-to-date, and we will continue to enhance the site as needed.

Mr. Suman reported on the discussions concerning the solution for the IFF website, as the present version we have now have only been contracted for 12 months in use until July 2026.

The IFF Media team is currently exploring options for a website provider. It appears that the Finnish company (Sarmantti/Solinum) we are already collaborating with could potentially handle both the hosting and design of the website. This arrangement would streamline communication, allowing us to have a single point of contact for server and website issues, which would be beneficial for everyone involved. We are awaiting a price estimation from them and plan to hold a meeting to discuss our requirements. They have indicated that a deadline for April is feasible, although they are currently busy with other projects as the year ends. Given our own commitments with the WFC 2025, it is likely that the work will not resume until after the event. ExCo previously already discussed other solutions. We need to compare the offers and functionality to ensure we make an informed decision. CB agreed that the decision will be made by ExCo. There was also a short discussion about the future of IFF statistical system.

Mr. Liljelund reported that the pre- and the first Day sales of the IFF App have resulted in a total of 19.942 CHF, which is some 2.300 CHF better than for the WFC 2023 pre- and first day sales and the best of any Women's WFC or U19 WFC.

Last committee meeting date: 04.11.2025 / Next meeting date: 15.01.2026

CB decided:

1. To acknowledge the report
2. To freeze IFF account on the social media channel X

Task: To make a decision with which provider to work with to create the new website

Responsibility: ExCo

Deadline 14.1.2026

10.3 TV Rights

Last committee meeting date: 25.10.2025 / Next meeting date: 15.01.2026

10.4 Fan Culture

Mr. Halonen reported on behalf of Mr. Ales Hlavicka that the Fan Culture committee is preparing a survey on how spectators evaluate Floorball as sport experience. The questionnaire will be published on the IFF media channels and is open for everyone.

Last committee meeting date: 7.11.2025 / Next meeting date: 13.01.2026

10.5. Hall of Fame

Mr. Halonen reported on behalf of Mr. Kalsta that the project coordinator is working on organising the first meeting for the new Selection Committee to get organised and introduced. The IFF is also preparing to send out a notice National Federations about submitting candidates for the Hall of Fame. The Central Board / ExCo will work on the preparations to propose and select recipients for the IFF Service Awards (to be presented in conjunction with the new HoF members).

Tasks from the previous CB meetings:

Task: To call for the first meeting of the Hall of Fame Selection Committee

Responsibility: Tero Kalsta

Deadline: 15.11.2025

Task: To prepare the proposal for the IFF Service Awards recipients

Responsibility: ExCo

Deadline: 30.08.2026

CB decided:

1. To acknowledge the reports

§ 11. External Relations Cluster

11.1 External Relations

Last committee meeting date: 18.11.2025 / Next meeting date: 13.01.2026

IOC

Mr. Suman reported on the application IFF together with Floorball Australia has handed in for the Brisbane 2032 Olympic Games Organising Committee. The application has been received by the Brisbane OC Sport department, which is expected to make their shortlist of 7-8 sports in beginning of December. (**Appendix 35ab**) The CB discussed the further use of the data sheet and use the figures in the data sheet for the sales towards the potential sponsors. The CB feels that the approach of the application was right and that we are taking another important step forward.

Mr. Halonen reported that the IFF Office has filed in the reports to the IOC for the financial support granted by the IOC for the year 2025 by the deadline of end of November. There were three development projects which the IFF reported on. The 3v3 project, which has been a two-year project, Rules Interpretation mainly concentrating on the holding and the interpretations of the stick offences and the third being the relaunch of the GoGirls project. (**Appendix 36a-c**)

SportAccord

Mr. Suman reported on the IF Forum held in Lausanne on the 27.-29.10 with the theme of change. Mr. Suman participated in a panel discussion on Women sports.

The SportAccord Convention will be organised in Baku, Azerbaijan 24.-28.5.2026.

ARISF

The ARISF AGM was held in Lausanne on the morning of the 27.10.2025, before the start of the IF Forum. President Raffaele Chiulli was re-elected with the votes 19-16 over Ms. Anna Arzhanova. Mr. Riccardo Fraccari was re-elected as the secretary general and Mr. Liljelund as the new vice president. Ms. Zena Wooldridge, Rober "Nob Rauch and Ms. Anna Arzhanova as the three Executive Board members. CB congratulated to Mr. Liljelund and highlighted this success.

The result of the ARISF Good Governance review has been published and IFF was ranked fifth out of all the participating International Federations. (**Appendix 37**). ITrust Sport has also made a list of the Best practises for each indicators (**Appendix 38**). The IFF Office will evaluate the report and come with a proposal of action to score even better in the future. ARISF has decided to run the Good Governance review every second year.

The new ARISF Executive Board (EB) has held its first meeting in November and agreed on the membership service for 2026.

Anti-Doping: All ARISF federations would need to amend their Anti-Doping rules during 2026. The proposal is to give the federation help to create the AD regulations. The budget is 80.000 CHF for compliance. The ITA has committed to spending 10 hours on the IF specific services, to align with the present regulations they have today.

Good Governance: Work ITrust Sport with targeted indicators, to help to reach the following bar of governance. ITrust Sport has also planned some education during the Sport Accord Conventions

Sustainability: To continue with the present system with content creation and toolkit for promote their sport.

Match manipulation: Dedicated session during the next SportAccord

Mr. Liljelund also pressed the ARISF President and ARISF Office to check the status of the invitation for the ARISF presidents for the IOC session and the Cortina Olympic Games, which IOC had not actually sent, but have now been sent.

TWG/IWGA

Mr. Suman reported that the IFF have received the application invitation for TWG 2029 which will be played in Karlsruhe, Germany. The deadline for the application for participation in The World Games 2029 by the 16th of January 2025. Ms. Mitchell has after discussions with Mr. Suman and Mr. Liljelund prepared a proposal where we are proposing to include the discipline of 3v3 in addition to the present 8+8 Men's and Women's 5v5 tournament, which the IFF ExCo is now proposing to the CB. (**Appendix 39 ab**). CB discussed the application and felt it is right approach which could even improve our successful presence on The World games.

Mr. Suman further reported that the deadline for the nomination of the candidature for the IWGA Executive Committee is on the 16th of January, which will be elected in the IWGA AGM in Lausanne in April (**Appendix 40**).

Mr. Suman proposed that IFF shall nominate Mr. Liljelund for the position.

Ms. Svobodova reported on the end of the IWGA Women leadership course and the feedback from that.

FISU

Nothing reported

SEA Games

Mr. Kratz reported on behalf of Ms. Mitchell that the IFF attended the Technical Delegates meeting in Bangkok, Thailand from 18-20th October, conducting meetings with the SEAG organisers as well as doing an inspection of the venue in Chonburi, a venue which has been used for previous IFF events (WFCQ).

Originally, Floorball was not included on the official broadcast list but was then added but only for Thai television. Floorball Thailand and the IFF made a mutual agreement to organise production for the entire event and stream to the IFF App, however this proposal was rejected by the SEA Games Organising Committee due to there already being broadcast rights holders in some of the participating countries (e.g. Singapore & Philippines). The IFF has requested information on the cost for us to become a rights holder and therefore be able to stream to the IFF app, which is how we did it for TWG 2025 in China. We are yet to have a response from the Organisers on this.

Ms. Siriwat informed that in a meeting with the Malaysia SEA Games LOC it was confirmed that floorball is on the program for the 2027 SEA Games and floorball will be played in Penang in the south of the country.

Mr. Suman is taking part of the SEA games 2025 from 16th to 21st of December

AIMAG

Nothing reported

Tasks from previous CB meetings:

To include AIMAG in the multi-sport games strategy which will be created by the External relations committee (25/8/4/25), 30.05.2026, Filip Suman, Ongoing

CB decided:

1. To acknowledge the External Relations Cluster Committee reports

2. To approve the proposal application for participation in The World Games 2029 and to apply for two disciplines for The World Games in 2029
3. To nominate Mr. Liljelund for the IWGA Executive Committee elections

Task: To prepare a list of actions to enhance the IFF Good Governance score in the next ARISF review in 2027

Responsibility: John Liljelund

Deadline: 14.03.2026

Task: To hand in the application for The World Games 2029 in the IWGA application tool.

Responsibility: Sarah Mitchell

Deadline: 16.12.2025

Task: To nominate Mr. Liljelund for the IWGA Executive Committee

Responsibility: Filip Suman

Deadline: 14.01.2026

Task: To publish a news about the Brisbane 2032 application

Responsibility: Filip Suman/John Liljelund

Deadline: 28.02.2026

§ 12. Special Committee Cluster

12.1 Rules Attractiveness

Ms. Plechan reported that Rules Attractiveness committee has launched a questionnaire within floorball community. The members of the committee present during the WFC will have an 0020 informal meeting.

Last committee meeting date: 5.11.2025 / Next meeting date: To be agreed

12.2 Strategy Implementation

Ms. Wiklund Wårell reported that the preparations for the work on the creation of the Phase 2 (2025-2028) IFF Strategy Implementation plan has started. The committee will have the first version of the Strategy Implementation plan ready in beginning of February, in which the Suggested Actions to reach the desired outcome will be included. This will then be circulated to the IFF committees in February for asking for their input and confirmation of the suggested actions.

The committee will in a second phase then map the committees Yearly plan strategies to the Implementation plan, after they have been agreed.

Tasks from previous CB meetings:

To prepare the proposal for the Implementation Plan for the Strategy Phase 2 (2025-2028) (21/7/4/25), Helén Wiklund Wårell, 14.03.2026, Ongoing

Last committee meeting date: 27.11.2025 / Next meeting date: 30.01.2026

12.3 Close the Gap

Mr. Hubacher reported about the challenges to find members from some of the EFT countries to the committee.

12.4 IFF 40th Anniversary

Mr. Eriksson reported on the progress and plans with the IFF 40th Anniversary. Everything is going in accordance with the planned schedule, and IFF is collecting materials from the members, and have asked for input to the "Teams of the Decade". IFF has also started and comprising the list of all Central Boards from the start of 1986. preparation of the IFF 40th Anniversary. (**Appendix 41ab.**)

CB decided:

1. To acknowledge the Special Committees Cluster reports

§ **13. IFF Office**

13.1 Office issues

Nothing reported

13.2 Material questions

Mr. Halonen reported that the IFF will be closing the reporting for the sales of IFF approved Floorball Equipment in the end of January, when we will know how the year 2025 has gone.

The preparation for the goalkeeper equipment rules for the Material regulations will continue in January 2026.

Tasks from previous CB meetings:

To prepare a proposal for how the testing of the material will be handled from 1st of July 2026 (35/10/4/25), 31.12.2025, Veli Halonen, Ongoing

13.3 Sustainability questions

Mr. Halonen reported on behalf of Mr. Kalsta that the Sport for Nature reporting for 2025 is being prepared by the IFF Office.

The IFF was approached by Sant'Anna School of Advanced Studies, the organisation which led the EU-funded GAMES project. They are inquiring our interest in participating in a new three-year project with focus in professional training of young women in sport management and sport sustainability. The justification is the need to bridge the gap of the number of women as sport managers. The IFF is interested but at the moment non-EU organisations are not allowed to be official project partners in EU-funded projects. We will inquire, based on the strong focus of empowering women, if the Czech Federation would be interested in this project (and maybe the IFF could then be indirectly involved).

The IFF has also mapped the possibility to create a partnership with G-Task (<https://g-task.org/>). This is a Finnish entity that has created a recycling concept for used tennis and padel balls which could potentially be copied / expanded also into floorball (balls/blades).

13.4 Equality questions

Nothing reported

CB decided:

1. To acknowledge the Office reports

Task: To prepare a proposal for the Goalkeeper equipment rules for the Material regulations

Responsibility: John Liljelund

Deadline: 14.02.2026

§ **14. Next meetings**

14.1. Yearly Work plan

Mr. Suman concluded which Yearly Plan documents will be on the CB Agenda in the next CB meeting in March. These documents need to be submitted no later than the **14th of February, 2026**. Mr. Suman asked CB members in case there are any challenges with deadline concerning any of the document to contact him preferably during the WFC.

Committee	Yearly Plan document
Close the Gap	Proposal of the specific measures to reduce the performance gap for implementation
Close the Gap	Analysis of the current competitive situation in international floorball
Close the Gap	Proposal of specific and measurable goals for reducing the performance gap between top-tier nations and other IFF member federations
Coaching Education	Proposal for creating lower levels coaching education to be provided for developing countries
Competition Structure	Proposal of the strategy, structure and playing system of IFF national teams competitions and its updates
Events Committee	Reports on the evaluation of individual IFF events, including proposed adjustments and improvements for any future events
Events Committee	Proposal of the procedures and requirements for the preparation of each tier of IFF events and reporting structure to the IFF CB
Events Committee	Updates to the defined standards, rules, and processes for IFF events organization
External Communication	Reports on the evaluation of media impact and reach of major events
External Communication	Reports on the development and utilization of IFF's communication channels
External Communication	Implemented measures for media relations at major events
External Relations	Reports on the developments in the international sports environment
Fun Culture	Audit of major IFF events from event experience perspective
Fun Culture	Recommendations to the Events Committee regarding guidelines for IFF event organizers to enhance event experience
Floorball for all	Information on how national federations utilize different versions of floorball
Grassroot & Youth	Report on successful grassroots and youth programs implemented by national federations
Grassroot & Youth	Overview of youth tournaments worldwide
Internal Communication	Reports on the usage and effectiveness of internal communication channels
Internal Communication	Proposal of Standards and guidelines for communication with member federations and IFF officials
Internal Communication	Regular reports on changes to key contact information of the member federations
License Committee	Proposal of the overall strategy for the national federation licensing system including its updates
Member Services	Reports on the audit of existing operations and member services and its effectiveness
Member Services	Reports on feedback collected from member federations regarding services
Member Development	Regular reports on the development of federations in the 4F Program
Member Development	Reports on the creation and utilization of the best practices library
New Members Onboarding	Semi-annual reports on federations in the onboarding process
New Members Onboarding	Proposal for detailed requirements for new members (for membership and the initial years) and any subsequent updates
ParaFloorball	Identification of different para floorball disciplines and the IFF's approach to each
ParaFloorball	Reports on the evaluation and development of IFF's marketing inventory
ParaFloorball	Proposal on the overall strategy concerning acquiring partners for the IFF and any updates to it

Referee Committee	The overall strategy for referee development within the IFF
Referee Committee	Standards and procedures for the management of the referee area during IFF events
Africa	Regular reports on the activities of federations within the region
Asia-Oceania	Regular reports on the activities of federations within the region
Eastern Europe	Regular reports on the activities of federations within the region
EFT	Regular reports on the activities of federations within the region
EFT	Reports on the support of EFT Federations provided to other member federations
Western Europe	Regular reports on the activities of federations within the region
Latin America	Regular reports on the activities of federations within the region
North America	Regular reports on the activities of federations within the region
North America	Reports on the utilisation of IFF services within the region
Six Nations	Regular reports on the activities of federations within the region
Six Nations	Reports on the utilisation of IFF services within the region
Rules Attractiveness	Reports on the analysis of factors affecting spectator engagement with floorball
Rules Attractiveness	Comparative analyses of rules in other sports and their impact on spectator engagement
TV Rights	Reports on the evaluation of the effectiveness of the strategies for selling and distributing IFF audio-visual rights
TV Rights	Information on pricing framework for IFF streaming rights

CB decided:

1. To acknowledge the report

14.2. Next meetings

Mr. Suman concluded that the next ordinary CB meeting (M1), has been planned for 27.-29.3. in Zurich, Switzerland, with arrival on Friday the 27th of March in the morning to be able to start after the lunch

Any materials which are not mentioned in the CB yearly plan and will need to be on the agenda should be sent to the President and Secretary General latest on the 13th of March.

The plan for the CB meetings in 2026 looks like the following:

CB 2	12.-14.6. (start on Friday)	3v3 WFC, San Lorenzo de El Escorial, Spain
CB 3	18.-20.9. (start on Friday)	Stockholm, Sweden
CB 4	31.10-1.11. (start on Saturday)	<i>tba</i>
CB 5	10.12.	Men's WFC, Tampere Finland
	12.12.	IFF General Assembly 2026

CB decided:

1. To approve the report

§ 15. Closing of the meeting

Mr. Suman thanked all of the CB members for a great contribution and work in 2025 and cooperation with launching the new system in 2025 at the same time reminded that the speed is only growing from here, and closed the meeting at 13:58 CET.

John Liljelund
Secretary General

Filip Suman
President

IFF CB LIST OF DECISIONS

CB meeting 6/2025 Ostrava

Nr. of Decision	Decision	Task	Responsibility
9/5/4/25	Creation of a new Quota system for Adult WFC's	To prepare a proposal for the creation of a new quota system for adult WFC built on both number of registered teams and the quality (ranking) factors	Martin Klabere / Competition structure committee
4/5/5/25	Creation of online workspace	Create a proposal for an online workspace for communication and document management for the CB and committees, including the task management	Secretary general
33/9/4/25	Africa Cup	To start discussions with the Africa Cup 2026 organisers of how to combine educations seminars with the tournament	Steen Houman / Regional Africa Development committee
11/6/4/25	European Club competition structure	To prepare a proposal for the European Club top layer competition structure	CCSG
22/7/4/25	Mexican proposal for a Pan-American group	To prepare a proposal for how to deal with the Mexican proposal to form a Pan-American group	ExCo
6/5/5/25	Required information structure	Present the structure of required information from federations, needed to fulfil the committee tasks which should be submitted by May 2026	All committee chairs
36/12/4/25	Burkina Faso	To prepare a proposal for how to solve the situation in Burkina Faso based on the mediation organised by the Burkina Faso Ministry	Secretary general
5/5/5/25	Technical solution for data requests	Create a proposal for a technical solution for data collection from federations, which would occur at most once a month.	Secretary general
1/4/4/25	Dealing with Member federation not following payment plans	To start negotiations with the countries not following their pay-off plans of how to solve this	Stefan Kratz in cooperations with the Regional development committee (respectively)
19/11/6/25	TWG 2029 Sport application	To hand in the application for The World Games 2029 in the IWGA application	Sarah Mitchell
11/8/6/25	Publication of the Event Structure package	To send out the IFF Event Structure Information Package to the members	Secretary general
12/8/6/25	Publication of news related to the Event Structure package	To prepare the related news for the publication	Filip Suman
16/8/6/25	Anti-Doping Regulation update	To publish the change of the Anti-Doping regulation on the IFF website	James Varecka
10/8/6/25	Publication of Competition regulation	To publish the Competition regulations of the IFF website	Martin Klabere/Competition Structure committee
7/8/6/25	Publication of Organisers regulations	To publish the Organisers Regulation 2026 and the 3v3 Organisers Regulation	Stefan Kratz

1/4/6/25	Auditor agreement	To sign an agreement with BDO Mälardalen regarding the auditing of IFF	Helén Wiklund Wårell
		To prepare a proposal for how to deal with the old debts for the member federations	Helén Wiklund Wårell
4/4/2/25	Dealing with Member federation old debts	To prepare a proposal for a new text of the team staff movements around	Mattias Linell/Rules Committee
14/6/4/25	EuroFloorball Cup	To start discussions with the Czech Open organisers for a long-term model	Secretary general
		To prepare a proposal for how the testing of the material will be handled from 1st of July 2026	Secretary general
27/9/4/25	Competition documents for Yearly Plan	To handle with priority the documents in the CB yearly work plan defining procedures during preparations and execution of the tournaments	Zuzana Svobodova / Events committee
2/5/6/25	February Yealy Plan questions to NA	To provide the needed committee questions for the February Yearly plan c	All concerned committee chairs
20/11/6/25	Nomination for IWGA ExCo	To nominate Mr. Liljelund for the IWGA Executive Committee	Filip Suman
8/8/5/25	Submission of Yearly plan documents	To submit the finalized document - Procedures for the scheduling and ass	Carlos Lopez/Referee committee
13/8/6/25	Finalisation of the Rules of the Game	To prepare the finalisation and publication of the Rules of the Game in acc	Mattias Linell/Rules Committee
		To publish the Rules of the Games with some explanation of central changes	Mattias Linell/Rules Committee
14/8/6/25	Publication of the new Rules of the Game		
4/6/6/25	Submission of Yearly plan documents	To submit the finalized document - Report on the situation with national p	Steen Houman
		To submit the missing document - Report on the utilisation of IFF services	Steen Houman/Six nations committee
5/6/6/25	Submission of Yearly plan documents		
6/6/6/25	Submission of Yearly plan documents	To submit the missing document - Regular report on changes to key conta	Tamuz Hidir/Estern Europe committee
3/5/6/25	Application for non-profit in Switzerland	To apply for the non-profit status in Switzerland	Filip Suman and John Liljelund
			Martin Klabere / Competition
12/8/5/25	Champions Cup proposal	To prepare the proposal for the Champions Cup for the next five years	Structure committee
15/8/6/25	ERASMUS+ COACHES project	To prepare a new proposal for the Erasmus+ COACHES project, as IFF c	Secretary general
22/11/6/25	Goalkeeper equipment rules	To prepare a proposal for the Goalkeeper equipment rules for the Material	Secretary general
			Competition Structure and Events committee chairs
8/5/4/25	3v3 WFC 2026 playing format	To prepare a proposal for the playing format of the 3v3 WFC 2026	
21/11/6/25	Publication of Brisnabe 2032 news	To publish a news about the Brisbane 2032 application	Filip Suman and John Liljelund
		To create a new holistic ranking system for the IFF National Teams	Martin Klabere/Competition
9/8/6/25	Creation of holistic ranking system		Structure committee
		To prepare the proposal for the Implementation Plan for the Strategy	Helén Wiklund Wårell / Strategy
21/7/4/25	Strategy Implementation Plan - Phase 2	Phase 2 (2025-2028)	Implementation committee

13/5/5/25	Proposal for EFC tournament	To prepare the proposal of the set-up for the EuroFloorball Cup 2026 tournament	Martin Klabere / Competition Structure committee
18/11/6/25	Good Governance updates	To prepare a list of actions to enhance the IFF Good Governance score in	Secretaty general
25/8/4/25	AIMAG	To include AIMAG in the multi-sport games strategy which will be created by the External relations committee	Filip Suman / External relations committee
é 18/10/5/25	Service Awards	To prepare the proposal for the IFF Service Awards recipients	ExCo
17/10/6/25	Decision of a New website	To make a decision with which provider to work with to create the new website	ExCo

Deadline

2025-11-24	Planned for the June CB meeting - new date 15.05.2026
2025-11-27	Asked for new offer from Avoki
2025-11-27	Veli has been in contact Camerun in 2027, not confirmaed
2025-11-28	Proposal to move the deadline, as the process is changed by CCSG 30.06.2026
2025-11-28	Ongoing
2025-11-30	OK
2025-11-30	Ongoing
2025-11-30	OK
2025-11-30	Ongoing
16.12.2025	OK
2025-12-18	OK
2025-12-19	OK
19.12.2025	OK
2025-12-19	OK
2025-12-19	OK

2025-12-31	OK
2025-12-31	OK, proposed to ExCo
2025-12-31	OK
2025-12-31	OK, Proposal to invite and organise
2025-12-31	OK
2025-12-31	OK
2025-12-31	OK, first survey results sent to committees and
2026-01-09	2nd Survey out
2026-01-14	OK
2026-01-15	Ok
2026-01-15	OK
2026-01-15	OK
2026-01-15	Discussions ongoing
2026-01-15	Discussions ongoin
2026-01-15	OK
2026-01-31	Not relevant at the moment
2026-01-31	Deadline needs to be changed, due to EFT countries late responses 30.06.2026
2026-01-31	OK, application handed 5.3.
2026-02-14	Stared, but more negotiations with the manufacturers needed
2026-02-15	OK
2026-02-28	Prosponed for April, after the IOC session
2026-03-13	As the process has taken longer, the task
2026-03-14	needs to be put forward to end of May

	As the discussions with Czech open has taken longer, it will need to be pushed forward until
2026-03-14	30.06.2026
2026-03-14	OK
2026-05-30	OK
2026-08-30	Preparations started
2026-03-15	New offer recieved from Sarmanti

Appendix 3a

	COSTS	Budget	Outcome		Compared		Expectation	Forecast	Outcome
	Cost Centre		31.12.2025		31.12.2024		01.12-31.12	31.12.2025	/Ann.budget
10	Central activities*	31 960	31 927,74		32 931,27		0,00	31 927,74	32,26
11	Office	793 500	740 760,93		775 978,62		200,00	740 960,93	52 539,07
	(Salary cost)	(654 000)		(614 747,92)		(587 087,25)			
	(Subsistence allowances)	(2 000)		(659,19)		(916,67)			
12	CB	37 700	39 351,27		50 470,32		0,00	39 351,27	-1 651,27
	(Subsistence allowances)	(2 500)		(550,48)		(3 013,83)			
13	ExCo	3 700	2 037,09		3 682,38		0,00	2 037,09	1 662,91
	(Subsistence allowances)	(200)		(165,63)		(0,00)			
14	GA/AM	8 000	17 430,65		6 566,48		0,00	17 430,65	-9 430,65
15	External meetings	11 600	3 350,54		13 983,35		0,00	3 350,54	8 249,46
	(Subsistence allowances)	(1 000)		(456,32)		(3 407,99)			
17	Parafloorball	3 000	297,72		0,00		0,00	297,72	2 702,28
18	Equality Function	6 200	2 088,50		0,00		0,00	2 088,50	4 111,50
19	Athletes Commission	10 000	1 125,03		5 072,44		0,00	1 125,03	8 874,97
20	WFC	172 700	157 342,79		192 611,34		3 800,00	161 142,79	11 557,21
	(Subsistence allowances)	(6 000)		(8 224,08)		(8 220,76)			
	(DA referees & technical officials)	(66 000)		(63 325,00)		(64 260,00)			
21	U19 WFC	87 000	78 716,70		97 046,67		0,00	78 716,70	8 283,30
	(Subsistence allowances)	(3 000)		(2 604,49)		(549,92)			
	(DA referees & technical officials)	(22 800)		(23 970,00)		(21 255,00)			
22	EFC	44 000	43 796,01		0,00		0,00	43 796,01	203,99
	(Subsistence allowances)	(400)		(177,75)		(0,00)			
	(DA referees & technical officials)	(9 000)		(4 575,55)		(0,00)			
23	Champions Cup	248 640	210 474,49		239 655,00		0,00	210 474,49	38 165,51
	(Subsistence allowances)	(640)		(293,19)		(132,47)			
	(DA referees & technical officials)	(6 900)		(6 325,00)		(6 640,00)			
24	World Games	95 000	84 861,43		62 577,19		0,00	84 861,43	10 138,57
	(Subsistence allowances)	(2 000)		(4 677,19)		(1 203,71)			
	(DA referees & technical officials)	(22 000)		(18 800,00)		(540,00)			
25	WUC	0	0,00		0,00		0,00	0,00	0,00
26	Regional Games	12 000	3 504,74		0,00		0,00	3 504,74	8 495,26
	(Subsistence allowances)	(2 000)		(2 108,07)		(0,00)			
27	3v3 WFC	14 400	18 425,93		14 887,66		0,00	18 425,93	-4 025,93
	(Subsistence allowances)			(1 176,04)					
	(DA referees & technical officials)	(4 200)		(2 340,00)		(1 536,11)			
29	Anti-Doping	36 000	31 821,05		38 854,54		4 178,95	36 000,00	0,00
	(Salary cost)	(13 000)		(11 491,22)		(11 590,06)			
30	WADA and Edu. Meetings	3 000	1 087,80		2 321,49		0,00	1 087,80	1 912,20
40	RACC	10 500	2 625,91		0,00		0,00	2 625,91	7 874,09
50	RC	12 100	6 828,40		10 169,17		0,00	6 828,40	5 271,60
	(DA technical officials)	(1 600)		(680,00)		(1 360,00)			
60	Development	26 300	18 126,88		22 796,33		0,00	18 126,88	8 173,12
	(Subsistence allowances)	(300)		(485,64)		(255,00)			
	(DA referees & technical officials)	(0)		(386,63)		(1 530,00)			
61	Development mtrl	120 000	109 000,00		120 000,00		0,00	109 000,00	11 000,00

70	Material	97 700	13 429,96		82 546,18	36 270,04	49 700,00	48 000,00
80	Marketing	60 200	42 202,76		49 820,54	950,00	43 152,76	17 047,24
	(Subsistence allowances)	(800)		(84,17)				
81	TV	169 300	105 882,08		124 297,89	0,00	105 882,08	63 417,92
	(Subsistence allowances)	(0)		(0,00)				
82	Internet TV	0	0,00		0,00	0,00	0,00	0,00
83	Media	33 700	15 493,91		57 859,90	950,00	16 443,91	17 256,09
	(Subsistence allowances)	(0)		(50,12)				
84	IFF Media app	140 000	125 320,75		156 937,04	0,00	125 320,75	14 679,25
85	Anniversaries & awards	0	219,29		20 000,00	0,00	219,29	-219,29
89	MC	3 500	282,75		23,73	0,00	282,75	3 217,25
	(Subsistence allowances)	(100)		(272,39)				
91	AC	750	0,00		0,00	0,00	0,00	750,00
92	DC	750	0,00		0,00	0,00	0,00	750,00
	TOTAL	CHF 2 293 200	1 907 813,10		2 181 089,53	46 348,99	1 954 162,09	339 037,91

	INCOME	Budget	31.12.2025		31.12.2024	01.12-31.12	31.12.2025	
2830	TWG reserves	45 000	0,00		0,00	0,00	0,00	-45 000,00
3011	Transfers	130 000	150 810,00		133 360,00	0,00	150 810,00	20 810,00
3012	Participation fees	314 900	312 000,00		267 700,00	0,00	312 000,00	-2 900,00
3013	Organizers fee	333 000	290 005,00		371 325,00	0,00	290 005,00	-42 995,00
3014	Shared cost payments	87 000	76 500,00		87 000,00	0,00	76 500,00	-10 500,00
3019	Temporary play	8 800	2 475,00		9 460,00	0,00	2 475,00	-6 325,00
3020	Sports Nationality	10 500	9 550,00		11 400,00	0,00	9 550,00	-950,00
3210	Membership fees	198 000	193 600,00		196 900,00	0,00	193 600,00	-4 400,00
3219	Fines	10 000	2 900,00		9 005,44	0,00	2 900,00	-7 100,00
3250	Sponsors & advertisements	211 500	142 957,68		180 262,53	0,00	142 957,68	-68 542,32
3251	Value in kind	141 000	141 000,00		152 000,00	0,00	141 000,00	0,00
3260	TV	205 000	139 739,32		154 197,03	1 500,00	141 239,32	-63 760,68
3261	Radio	0	0,00		1 204,88	0,00	0,00	0,00
3300	Office support	89 000	79 110,42		139 403,79	0,00	79 110,42	-9 889,58
3310	Development support	29 000	40 173,65		28 117,40	0,00	40 173,65	11 173,65
3370	IFF Media app	148 000	158 774,25		171 427,28	0,00	158 774,25	10 774,25
3510	Sales	25 000	7 025,97		6 112,32	0,00	7 025,97	-17 974,03
3520	Ticket provision	45 000	22 778,85		0,00	0,00	22 778,85	-22 221,15
3860	Material approval income	260 000	236 945,93		264 426,60	2 054,07	239 000,00	-21 000,00
3861	Material exemptions	1 500	1 839,18		2 047,11	0,00	1 839,18	339,18
3890	Tax returns	0	10 668,20		0,00	0,00	10 668,20	10 668,20
3899	Other incomes	1 000	0,00		8,05	0,00	0,00	-1 000,00
8020	Interest	0	6,31		41,30	0,00	6,31	6,31
8080	Exchange rate gains	0	649,76		537,75	0,00	649,76	649,76
	TOTAL	CHF 2 293 200	2 019 509,52		2 185 936,48	3 554,07	2 023 063,59	-270 136,41
	RESULT	CHF 0	111 696,42		4 846,95	-42 794,92	68 901,50	68 901,50

* Centr. activities

Memberships etc
Bank fees etc
Taxes

2025

12 589,49
11 143,45
8 194,80
31 927,74

2024

7 064,43
11 787,69
14 079,15
32 931,27

Balance sheet

ASSETS

Current assets	01.01.2025	31.12.2025
Cash	0,00	0,00
Credit Suisse 559200-11	474 310,25	944 077,64
Credit Suisse MasterCard guarantee	16 841,30	16 806,31
Receivables		
Deferr.exp. and accr.income	0,00	11 747,83
Pre-paid costs	0,00	0,00
Claims 2019	30 991,88	27 391,88
Claims 2020	21 725,00	21 725,00
Claims 2021	53 845,00	53 845,00
Claims 2022	37 150,00	35 750,00
Claims 2023	37 900,00	37 650,00
Claims 2024	247 582,54	34 100,00
Claims 2025	0,00	73 976,55
Receivables from rel.parties	46 750,87	47 242,61
Total assets	967 096,84	1 304 312,82

LIABILITIES AND EQUITY

Current liabilities		
Accr expenses and deferr income	-347 400,68	-506 700,68
Other current liabilities	-32 474,10	-34 083,00
Loan	-30 000,00	-15 000,00
Transfers to reserves	-363 712,21	-466 220,77
Material Board reserves	-44 870,96	-21 973,06
Equity		
Retained earnings	-148 638,89	-148 638,89
Outcome 31.12.2025		-111 696,42
Total liabilities & equity	-967 096,84	-1 304 312,82

Outcome of the material appr. system:

Income

Costs

Profit

80%

20%

Liquidity calculation 01.01-31.12

Liquidity at update 944 077,64

Diff. 944 077,64

Pre-payments, refunds etc

3v3 WFC 2026, WFCs 2027 fees

From reserves 0,00

Liquidity 31.12 944 077,64

70 000	85800
Forecast	Paid

Appendix 3

	COSTS	Budget	Outcome		Compared		Expectation	Forecast	Outcome
	Cost Centre		13.03.2026		13.03.2025		14.03-31.12	31.12.2026	/Ann.budget
10	Central activities*	37 000	9 288,06		7 899,37		27 711,94	37 000,00	0,00
11	Office	839 500	120 155,17		127 840,03		719 344,83	839 500,00	0,00
	(Salary cost)	(700 000)		(43 044,14)		(47 030,14)			
	(Subsistence allowances)	(2 000)		(0)		(0)			
12	CB	46 700	512,66		17 180,22		46 187,34	46 700,00	0,00
	(Subsistence allowances)	(2 500)		(0)		(0)			
13	ExCo	6 500	0,00		483,30		6 500,00	6 500,00	0,00
	(Subsistence allowances)	(200)		(0)		(0)			
14	GA/AM	10 000	600,68		0,00		9 399,32	10 000,00	0,00
15	External meetings	13 600	2 000,08		362,16		11 599,92	13 600,00	0,00
	(Subsistence allowances)	(1 000)		(0)		(0)			
17	Parafloorball	3 000	0,00		284,90		3 000,00	3 000,00	0,00
	(Subsistence allowances)	(1 000)		(0)		(0)			
18	Equality Function	6 200	0,00		0,00		6 200,00	6 200,00	0,00
	(Subsistence allowances)	(300)		(0)		(0)			
19	Athletes Commission	11 000	0,00		3 024,00		11 000,00	11 000,00	0,00
	(Subsistence allowances)	(100)		(0)		(0)			
20	WFC	172 700	92 231,23		54 681,44		80 468,77	172 700,00	0,00
	(Subsistence allowances)	(6 000)		(193,35)		(0)			
	(DA referees & technical officials)	(66 000)		(38 140)		(17 820)			
21	U19 WFC	87 000	35 678,09		26 813,48		51 321,91	87 000,00	0,00
	(Subsistence allowances)	(3 000)		(0)		(0)			
	(DA referees & technical officials)	(22 800)		(9 810)		(4 500)			
22	EFC	44 000	0,00		0,00		44 000,00	44 000,00	0,00
	(Subsistence allowances)	(100)		(0)		(0)			
	(DA referees & technical officials)	(5 000)		(0)		(0)			
23	Champions Cup	243 400	44 124,97		49 092,60		199 275,03	243 400,00	0,00
	(Subsistence allowances)	(600)		(0)		(0)			
	(DA referees & technical officials)	(6 900)		(1 150)		(805)			
24	World Games	25 000	0,00		0,00		25 000,00	25 000,00	0,00
	(Subsistence allowances)	(0)		(0)		(0)			
	(DA referees & technical officials)	(0)		(0)		(0)			
25	WUC	0	0,00		0,00		0,00	0,00	0,00
26	Regional Games	16 000	0,00		0,00		16 000,00	16 000,00	0,00
	(Subsistence allowances)	(2 000)		(0)		(0)			
27	3v3 WFC	30 000	0,00		0,00		30 000,00	30 000,00	0,00
	(Subsistence allowances)	(0)		(0)		(0)			
	(DA referees & technical officials)	(5 000)		(0)		(0)			
29	Anti-Doping	36 000	4 436,00		2 887,35		31 564,00	36 000,00	0,00
	(Salary cost)	(12 000)		(0)		(0)			
30	WADA and Edu. Meetings	3 000	1 183,69		364,94		1 816,31	3 000,00	0,00
	(Subsistence allowances)	(300)		(0)		(0)			
40	Event & Comp. Structure	12 000	0,00		0,00		12 000,00	12 000,00	0,00
	(Subsistence allowances)	(300)		(0)		(0)			
50	RC	13 600	0,00		835,09		13 600,00	13 600,00	0,00

	(Subsistence allowances)	(300)		(0)		(0)		
	(DA technical officials)	(1 600)		(0)		(0)		
60	Development	26 300	0,00		578,35	26 300,00	26 300,00	0,00
	(Subsistence allowances)	(300)		(0)		(0)		
	(DA referees & technical officials)	(500)		(0)		(0)		
61	Development mtrl	109 000	109 000,00		109 000,00	0,00	109 000,00	0,00
70	Material	97 700	2 477,82		0,00	95 222,18	97 700,00	0,00
	(Subsistence allowances)	(200)		(0)		(0)		
80	Marketing	60 200	32 000,00		32 637,12	28 200,00	60 200,00	0,00
	(Subsistence allowances)	(800)		(0)		(0)		
81	TV	185 300	3 756,98		0,00	181 543,02	185 300,00	0,00
	(Subsistence allowances)	(0)		(0)		(0)		
82	Internet TV	0	0,00		0,00	0,00	0,00	0,00
83	Media	37 700	1 346,50		1 888,91	36 353,50	37 700,00	0,00
	(Subsistence allowances)	(0)		(0)		(0)		
84	IFF Media app	140 000	99 091,62		3 710,00	40 908,38	140 000,00	0,00
85	Anniversaries & awards	20 000	0,00		0,00	20 000,00	20 000,00	0,00
89	MC	6 000	0,00		0,00	6 000,00	6 000,00	0,00
	(Subsistence allowances)	(100)		(0)				
91	AC	1 000	0,00		0,00	1 000,00	1 000,00	0,00
92	DC	1 000	0,00		0,00	1 000,00	1 000,00	0,00
	TOTAL	CHF	2 340 400		439 563,26	1 782 516,45	2 340 400,00	0,00
	INCOME	Budget	13.03.2026		13.03.2025	14.03-31.12	31.12.2026	
2830	40th Anniversary reserves	20 000	0,00		0,00	20 000,00	20 000,00	0,00
3011	Transfers	145 000	10 780,00		14 850,00	134 220,00	145 000,00	0,00
3012	Participation fees	321 300	224 100,00		220 500,00	97 200,00	321 300,00	0,00
3013	Organizers fee	355 500	52 500,00		92 190,00	303 000,00	355 500,00	0,00
3014	Shared cost payments	88 500	52 500,00		31 500,00	36 000,00	88 500,00	0,00
3019	Temporary play	2 300	110,00		220,00	2 190,00	2 300,00	0,00
3020	Sports Nationality	7 000	2 550,00		2 600,00	4 450,00	7 000,00	0,00
3210	Membership fees	198 000	146 700,00		122 700,00	46 900,00	193 600,00	-4 400,00
3219	Fines	10 000	0,00		2 800,00	10 000,00	10 000,00	0,00
3250	Sponsors & advertisements	200 000	13 440,95		83 897,76	186 559,05	200 000,00	0,00
3251	Value in kind	141 000	141 000,00		141 000,00	0,00	141 000,00	0,00
3260	TV	205 000	300,00		0,00	204 700,00	205 000,00	0,00
3261	Radio	0	0,00		0,00	0,00	0,00	0,00
3300	Office support	79 000	70 000,00		70 000,00	9 000,00	79 000,00	0,00
3310	Development support	29 000	0,00		0,00	29 000,00	29 000,00	0,00
3370	IFF Media app	171 500	44 945,89		0,00	126 554,11	171 500,00	0,00
3510	Sales	5 000	0,00		0,00	5 000,00	5 000,00	0,00
3520	Ticket provision	100 000	0,00		0,00	100 000,00	100 000,00	0,00
3860	Material approval income	260 000	80 858,43		1 000,00	179 141,57	260 000,00	0,00
3861	Material exemptions	1 500	139,86		370,22	1 360,14	1 500,00	0,00
3890	Tax returns	0	4 640,85		10 668,20	0,00	4 640,85	4 640,85
3899	Other incomes	800	0,00		0,00	800,00	800,00	0,00
8020	Interest	0	0,00		0,00	0,00	0,00	0,00
8080	Exchange rate gains	0	25,39		127,53	0,00	25,39	25,39
	TOTAL	CHF	2 340 400		794 423,71	1 496 074,87	2 340 666,24	266,24
	RESULT	CHF	0		354 860,45	-286 441,58	266,24	266,24

* Centr. activities	2026	2025
Memberships etc	6 000,00	6 000,00
Bank fees etc	3 288,06	1 899,37
Taxes	0,00	0,00
	9 288,06	7 899,37

Balance sheet

ASSETS

Current assets	01.01.2026	13.03.2026	
Cash	0,00	0,00	
Credit Suisse Business current account	944 077,64	0,00	(809 577,52) <i>until 06.02.2026</i>
Credit Suisse MC guarantee/Savings account	16 806,31	0,00	(16 806,31) <i>until 06.02.2026</i>
UBS Business current account	0,00	897 595,81	<i>from 09.02.2026</i>
UBS Savings account	0,00	16 806,31	<i>from 09.02.2026</i>
Receivables			
Deferr.exp. and accr.income	11 747,83	0,00	
Pre-paid costs	0,00	0,00	
Claims 2019	27 391,88	27 391,88	
Claims 2020	21 725,00	21 725,00	
Claims 2021	53 845,00	53 845,00	
Claims 2022	35 750,00	35 750,00	
Claims 2023	37 650,00	37 650,00	
Claims 2024	34 100,00	34 100,00	
Claims 2025	73 976,55	42 248,00	
Receivables from rel.parties	47 242,61	50 597,61	
Total assets	1 304 312,82	1 217 709,61	

LIABILITIES AND EQUITY

Current liabilities		
Accr expenses and deferr income	-506 700,68	-249 387,30
Other current liabilities	-34 083,00	-56 144,25
Loan	-15 000,00	-15 000,00
Transfers to reserves	-466 220,77	-328 761,87
Material Board reserves	-21 973,06	-21 373,06

Equity

Retained earnings		-148 638,89	-260 335,31
Outcome 13.03.2026	2025	-111 696,42	-286 707,82
Total liabilities & equity		-1 304 312,82	-1 217 709,61

Outcome of the material appr. system:

Income	Liquidity calculation 01.01-31.12	
Costs	Liquidity at update	897 595,81
Profit	Forecast -31.12	-286 441,58
	Diff.	611 154,23
80%	Liquidity 31.12	663 154,23
20%		

Pre-payments, refunds etc

3v3 WFC 2027, WFCs 2027-28 fees	52 000,00
From reserves	0,00

60 000	8000
Forecast	Paid

Follow-up IFF claims (updated 13.03.2026)

Stefan Kratz 13.03.2026

WFC 2026-2027 teams

Appendix 4

Association	Total debt	Paid WFC 2026	Paid U19 WFC 2026	Paid WFC 2027	Paid MU19 WFC 2027	Paid WU19 WFC 2027	IFF Events organiser debt	Pay-off plan followed	Pay-off plan not followed	Comments
Australia	0	23.12.2024	23.12.2024	29.12.2025	29.12.2025	29.12.2025	0			
Austria	0	16.01.2025	16.01.2025	27.11.2025	27.11.2025	27.11.2025	0			
Belgium	0	25.10.2024	Not registered	24.11.2025	24.11.2025	Not registered	0			
Canada	7200	13.01.2025	13.01.2025	03.12.2025	03.12.2025	03.12.2025	7200	X		U19WFC2019 org.
China	0	15.05.2025	Not registered	Not registered	Not registered	Not registered	0			
Czech Republic	0	20.12.2024	30.10.2024	18.11.2025	28.11.2025	18.11.2025	0			
Denmark	0	03.01.2025	27.12.2024	29.12.2025	29.12.2025	29.12.2025	0			
Estonia	0	18.12.2024	Not registered	08.01.2026	08.01.2026	08.01.2026	0			
Finland	0	04.12.2024	04.12.2024	12.12.2025	12.12.2025	12.12.2025	0			
France	0	02.12.2024	02.12.2024	11.12.2025	11.12.2025	11.12.2025	0			
Germany	0	19.12.2024	19.12.2024	12.12.2025	12.12.2025	12.12.2025	0			
Great Britain	0	15.01.2025	Not registered	20.11.2025	20.11.2025	Not registered	0			
Hong Kong, China	0	03.01.2025	Not registered	30.12.2025	30.12.2025	30.12.2025	0			
Hungary	0	10.12.2024	03.01.2025	16.12.2025	16.12.2025	16.12.2025	0			
Iceland	0	02.01.2025	Not registered	Not registered	Not registered	Not registered	0			
Italy	0	19.12.2024	19.12.2024	29.12.2025	29.12.2025	29.12.2025	0			
Japan	0	06.01.2025	06.01.2025	09.12.2025	Missing	Not registered	0			
Korea	0	23.12.2024	Not registered	29.12.2025	Not registered	Not registered	0			
Latvia	4000	03.04.2025	03.04.2025	21.01.2026	21.01.2026	21.01.2026	0			Annual fee 2025
Liechtenstein	0	20.12.2024	Not registered	Not registered	Not registered	Not registered	0			
Netherlands	0	30.12.2024	Not registered	22.12.2025	22.12.2025	Not registered	0			
New Zealand	0	27.11.2024	27.11.2024	31.12.2025	31.12.2025	31.12.2025	0			
Norway	0	13.11.2024	13.11.2024	14.11.2025	14.11.2025	14.11.2025	0			
Philippines	2700	28.03.2025	Not registered	Not registered	Not registered	Not registered	0	X		Ann.fee 2022 part, Ann.fee 2025
Poland	0	25.03.2025	20.03.2025	25.11.2025	25.11.2025	25.11.2025	0			
Singapore	0	27.12.2024	27.12.2024	14.11.2025	10.12.2025	10.12.2025	0			
Slovakia	0	30.12.2024	30.12.2024	23.12.2025	23.12.2025	23.12.2025	0			
Slovenia	0	05.02.2025	Not registered	Not registered	16.01.2026	Not registered	0			
Solomon Islands	0	08.11.2024	Not registered	Not registered	Not registered	Not registered	0			
Spain	0	03.01.2025	Not registered	26.11.2025	18.12.2025	Not registered	0			
Sweden	0	15.11.2024	08.11.2024	23.12.2025	23.12.2025	23.12.2025	0			
Switzerland	0	28.10.2024	07.11.2024	19.12.2025	19.12.2025	19.12.2025	0			
Thailand	1800	01.04.2025	Not registered	???	Not registered	Not registered	0			Annual fee 2025
Ukraine	9000	20.12.2024	24.12.2024	31.12.2025	31.12.2025	Not registered	0		X	Plan: 1700 in Oct. start 2021. Ann.fee 2024. Paused
USA	0	30.12.2024	Not registered	30.12.2025	30.12.2025	Not registered	0			
	24 700						0			

Follow-up IFF claims 13.03.2026 - Associations not participating in WFC/U19 WFC 2026-2027

Appendix 5

Association	Total debt	IFF Events organising	Pay-off plan is followed	Pay-off plan is not followed	Comments
Argentina	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Armenia	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Belarus	9500	0			Annual fees 2019-25. Suspended
Benin	500	0			Have played Africa Floorball Cup. Annual fee 2025
Brazil	2500	0			Have not participated in any IFF event. Annual fees 2020-24
Burkina Faso	3700	0			Have played Africa Floorball Cup. Annual fee 2020-24
Cameroon	4500	0			Have played Africa Floorball Cup. Annual fees 2019-23, 2025
Central Africa	3000	0			Have not participated in any IFF event. Annual fees 2020-25
Chinese Macau	500	0			Annual fee 2024
Colombia	750	0	X		Annual fee 2023 (partly)-2024.
Cote d'Ivoire	16 000	0		X	Annual fees 2017-2018,2021-25, WFCQ 2020&2022. Plan: 500 per quarter starting March 2020.
Croatia	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Georgia	3500	0			Annual fees 2019-25
Haiti	3500	0			Have not participated in any IFF event. Annual fees 2019-25
India	0	0			Participated WFC 2025
Indonesia	7000	0			Participated in SEA Games. Annual fees 2019 & 2021-25
Iran	500	0			Annual fee 2025
Ireland	1500	0			Have not participated in any IFF event. Annual fees 2019-21. On hold
Israel	0	0			Have not participated in any IFF event
Jamaica	3000	0			Annual fee 2020-25
Kazakhstan	500	0			Have not participated in any IFF event. Annual fee 2025
Kenya	10 200	0			Have played Africa Floorball Cup. Annual fee 2019-25
Kiribati	3000	0			Have not participated in any IFF event. Annual fee 2020-25
Kuwait	3000	0			Have not participated in any IFF event. Annual fee 2020-25
Laos	0	0			New member 2025
Lithuania	1000	0			Have not participated in any IFF event. Annual fee 2024-25
Malaysia	10 300	0		X	Annual fee 2020, 2022-25. Communicating ongoing
Malta	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Mexico	500	0			Annual fee 2024
Moldova	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Mongolia	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Mozambique	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Nigeria	3500	0			Have played Africa Floorball Cup. Annual fees 2019-25
Pakistan	8500	0			Have not participated in any IFF event. Annual fees 2019-25
Portugal	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Romania	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Russia	17 500	0		X	Annual fee 2020, 2022-25. Suspended
Rwanda	3500	0			Have not participated in any IFF event. Annual fees 2019-25
Serbia	5500	0			Annual fees 2019-25
Sierra Leone	5600	0			Have not participated in any IFF event. Annual fees 2019-25
Somalia	3000	0			Have not participated in any IFF event. Annual fee 2019, 2021-25
South Africa	1500	0			Have not participated in any IFF event. Annual fees 2019-21. On hold
Togo	3000	0			Have played Africa Floorball Cup. Annual fee 2020-25
Turkey	9500	0			Have not participated in any IFF event. Annual fees 2019-25
Uganda	6600	0			Have played Africa Floorball Cup. Annual fee 2019-25
Venezuela	5000	0			Have not participated in any IFF event. Annual fees 2019-25
	192 650	0			

DEBTS PAY-OFF PLANS (IFF Events participants)

Stefan Kratz 13.03.2026

Update 13.03.2026

APPENDIX 6

Canada	Plan is followed	
Debt 17.2.2023	18000	CAD
New/Additional Payments	0	Plan 31.7 annually 5000 CAD until cleared
	3600	31.7.2023 5000
	3600	23.6 2024 5000
	3600	31.7.2025 5000
		31.7.2026 5000
		31.7.2027 6000
Debt 13.03.2026	7200	
Colombia	Plan is followed	
Debt 30.11.2024	1500	Annual fees 2022, 2023, 2024
New/Additional Payments	0	
	750	Plan: 750 CHF 30.06.2025 & 30.06.2026
Debt 13.03.2026	750	
Philippines	Plan is followed	
Debt 17.04.2024	3600	Annual fees 2021, 2022
New/Additional Payments	1800	Annual fee 2025
	2700	Plan 900 CHF every 6 months starting 30.6.2024
Debt 13.03.2026	2700	
Ukraine	Plan is paused	
Debt 13.12.2019	8500	
New/Additional Payments	2200	Annual fee 2024
		Plan 31.10 annually 1700 until cleared
	1700	09.12.21
Debt 13.03.2026	9000	
Cote d'Ivoire	Plan is not followed	
Debt 13.12.2019	2000	
New/Additional Payments	16500	WFCQ & ann.fee 2020-2021, WFCQ & ann.fee 2022-2025
		Plan 500 CHF every Quarter
	1500	2020, 2021, 2022
	1000	11.01.2024 (4th-5th)
Debt 13.03.2026	16000	
Malaysia	Plan is not followed	
Debt 13.12.2019	3700	
New/Additional Payments	12500	Ann.fee 2020-2025
		Plan Communication is ongoing
	1500	31.01.20
	2200	13.05.20
	2200	14.12.21
Debt 13.03.2026	10300	
Belarus	Suspended	
Debt 31.12.2024	9000	Annual fees 2019-2024
New/Additional Payments	500	Annual fee 2025
Debt 13.03.2026	9500	
Russia	Suspended	
Debt 13.12.2019	1000	U19Q 2019
New/Additional Payments	19500	U19/WFCQ/Ann fee 2020, Annual fee 2022-2025
	1000	18.11.20 U19Q 2019
	2000	20.07.21 U19/WFCQ 2020
Debt 13.03.2026	17500	



IFF Membership Fees

Membership Fees today



Basic Fee

An active member's Basic fee is 1500 CHF.

A not yet active member's Basic fee is 500 CHF.

Size-related Fee (number of players)

0–300	0 CHF	6501–8000	5500
301–650	300	8001–10000	7500
651–1250	700	10001–15000	10000
1251–1750	1000	15001–30000	12000
1751–2500	1500	30001–50000	14000
2501–3500	2500	50001–75000	16000
3501–5000	3000	75001–100000	18000
5001–6500	4000	100001–	20000



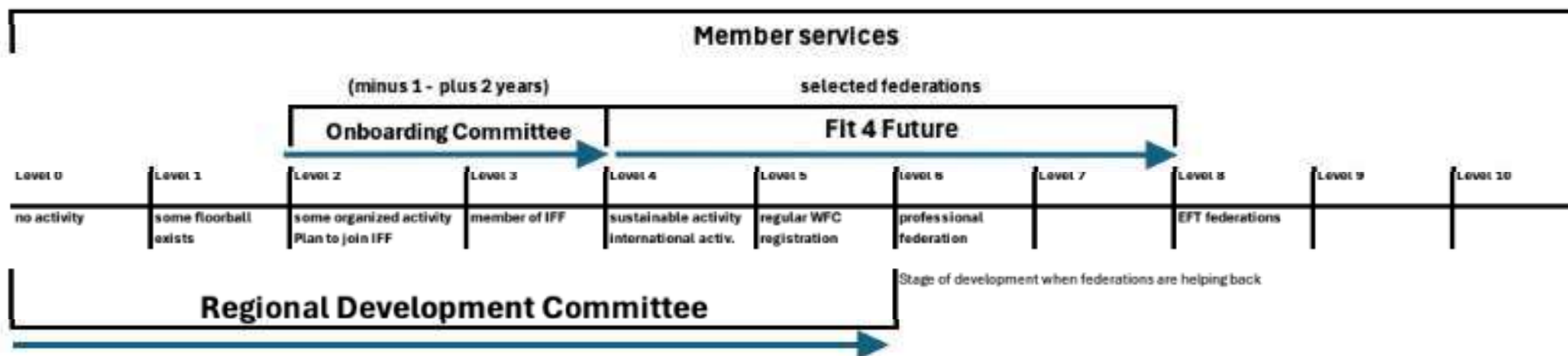
Things to consider?

- Why do we want to change?
- Membership Fee Model that is easy to administrate and understand
- Low fee for federations not taking part in IFF Events
- More than 50% only pay Member Fee, and many of them have debts to IFF.
- Different levels for Member services?
- Is it OK for a Member Federation with depts to wote at the GA?
- Can we connect Member Fees to Development Levels?
- Can we calculate on the intensity and quality of the federation in IFF Events?



Evolution of the Federations

Members Development Committee - General Members Development Plan



Whole continent - All countries (not only existing federations)

Regional Development plan - based on the General plan

Close the Gap committee focusing specifically only at the quick wins in the sport area

Basic membership = Level 0-3

Suitable for federations with “no activity”, “some floorball exists”, or “some organized activity”.

Plan to join IFF (Level 3)

Fee model:

- Very low fixed annual fee

Access to:

- Onboarding committee support
- Basic development materials

Motivation based on the plan:

- The model reflects that these federations do not use the IFF competition system according to the plan but need development support.
- The Onboarding Committee are already targeted effort – low membership fee strengthens the logic behind them.



Development membership = Level 4–5 (growing federations)

Federations with:

- “Member of IFF” (Level 4)
- “Sustainable activity” and future international activity (Level 5)

Fees model:

- Basic membership fee: low to medium
- Access to training and regional development plan
- Possibility to participate in the Fit4Future program for selected federations

Motivation/Rationale:

- The general plan shows that these associations are moving from national stability towards international presence. It is reasonable that only those who participate in events pay for the event costs.



Full membership = Level 6–10 (established and professional federations)

These federations have, according to the plan:

- Regular participation in international competitions
- Professional administration
- Role in development efforts (“helping back”)

Fees model:

- Higher base fee, reflecting that they use a larger part of the IFF’s services
- Discounts for federations that support others (based on the “Stage of development when federations are helping back” model)?

Motivation/Rationale:

- The higher level reflects resources, competition activity, and that these federations benefit from more advanced IFF functions



16th of January, Helsinki, Finland, 2026

Proposed Minutes for the IFF Executive Committee meeting on January 14th, 2026

Venue: Over Teams

Time: Wednesday 14th of January, 2026, 17:00 – 18:55 CET

Present: Mr. Filip Suman, President, chair
Mr. Jörg Beer, vice president
Ms. Pakkamol Siriwat
Ms. Helén Wiklund Wårell
Mr. John Liljelund, secretary general, secretary

§ 1 *Opening of the meeting*

Mr. Suman opened the meeting at 17:00 CET and welcome the members for the first ExCo meeting for 2026.

§ 2 *Recap from the last CB meetings*

The ExCo evaluated the status of the Tasks on the List of CB decisions after the CB meeting 5/2025 (**Appendix 1**). ExCo went through individual tasks and check their status, main part of the tasks is handled or in process, in accordance to the given deadlines, but there are some which need more attention.

Mr. Suman proposed that if a task can not be solved ExCo should propose CB to delete it by the CB. The ExCo agreed to the proposal.

The IFF ExCo were given few concrete tasks, by the previous CB meetings and the ExCo evaluated the status of the progress of the these

1) To prepare a proposal for a new Auditor for the IFF – Deadline 10.11.2025

Ms. Wiklund Wårell reported on the signing of the agreement with the new IFF Auditor the company, BDO Mälardalen AB. The auditing firm still want some documents from the IFF, before they are ready to sign the agreement. The agreement can be signed as soon as IFF has provided all documents.

2) To prepare a proposal for how to deal with the Mexican proposal of a Pan-American group – Deadline 28.11.2025

Mr. Suman reported on the discussion related to this held during the WFC 2025 in Czechia, as the CB was of the opinion that more information is still needed. Mr. Suman and Mr. Liljelund will prepare a letter in the next week, with some more questions to the Mexican federation.

3) To prepare the proposal for the IFF Service Awards recipients – Deadline 30.8.2026

Mr. Suman concluded that ExCo decided to start collecting ideas for potential candidates after WFC2025. ExCo discussed how to proceed and build a long list for the candidates. Mr. Liljelund to send the present information about the system for the Service Awards.

4) To make a decision with which provider to work with to create the new website – Deadline not actually set yet.

Mr. Liljelund informed about the status and that Mari Myllärinen has asked the Finnish company Sarmantti Oy, which is handling our domains and old web servers (**Appendix 2ab**). Mr. Suman asked if we have a proposal for the structure of the website and the functionality. Mr. Liljelund will

ask in the office what is the status. After we confirm the structure and functionality we can compare different offers and decide who shall be the provider.

Ms. Wiklund Wårell presented the document regarding the topic of how to deal with the old debts of the member federations (**Appendix 3**). The proposal is to make a more holistic change of the membership fees, creating different classes of membership and build a system for how non-active members can start participating in events and how to deal with mainly the old membership fee debts. ExCo discussed the approach and agreed we can not just write off the debts and also that memberships fee system needs to be updated. The goal should be to have as much objective criterias. The proposal is that we need to handle it in the CB workshop in Zurich and that ExCo will come with some more specific proposal. The ExCo members are to send ideas for inspiration to Ms. Wiklund Wårell.

The IFF Rules committee was working on the wording of the clarification of the team staff movements around the bench, based on the discussions between Mr. Mattias Linell and the Mr. Liljelund. The proposal for the change is:

Members of the team staff must stand behind the players' bench, except when clearly necessary for other reasons. One member of the team staff at a time is allowed to move in front of the player's bench to give tactical instructions to players on the rink. Additional members of the team staff are allowed to move in front of the players' bench only to give tactical instructions to players on the players' bench.

Referees may allow exceptions if there is insufficient space behind the players' bench, however members of the team staff should still stand away from the board. Members of the team staff must not stand on elevated positions for example a chair or bench.

The ExCo confirmed the updated formulation for the Rules of the Game 2026.

§ 3 **Recap from the IFF Associations meeting**

The ExCo evaluated the IFF Association meeting and discussed how to process the outcome and feedback received from the members during the meeting. There are still a number of CB members that have not provided their feedback from the working sessions.

The ExCo decided to remind the CB members to provide a report from the working sessions of the Association meeting working groups.

§ 4 **Evaluation of the WFC 2025 in Brno and Ostrava**

Regarding the evaluation of the WFC 2025 - the IFF Office is collecting the data and the Events committee is preparing an evaluation of the WFC 2025.

The Swiss federation has asked IFF to provide 40 gold medals for the persons who have supported the Swiss World Champions team. Mr. Suman and Mr. Liljelund have agreed that giving a real medal to the persons that have not been part of the World Championships is not possible but instead proposed to have a smaller golden medal produced for them and 5 real gold medals. IFF has presented this option for the Swiss unihockey and is waiting for an answer, which SUHV has agreed to. ExCo agreed that this can be a system for the future.

The Czech federation has officially asked the IFF to provide a comprehensive evaluation of the organisation of the WFC 2025 in Czechia from the IFF's perspective. The written evaluation has been asked from IFF by the end of January, as the Czech federation will have a meeting in beginning of February. The report is to cover how the event was organised and the IFF Office will provide such a report.

§ 5 **Calendar Working Group - Information Package**

Mr. Suman reported that the discussion during Association meeting showed that the whole change is well prepared. During the WFC after some CB members sent some remarks to the Information package and the package was now finalised. (**Appendix 4**). The ExCo discussed on the communication plan when and how it shall be communicated to the different stakeholders. IFF only have a limited number of media contacts in the national federations.

The communication needs to be made to the four groups; committee members, the member federations, the fans and the media. Mr. Beer felt that the communication needs to be supported by the national federations in their own markets and the information should be sent to the media by the national federations. Ms. Wiklund Wårell felt that it must be sent by the IFF to the four groups. Mr. Suman felt that the information has to be sent to the member federations and the committee members two days before it will go out on the IFF channels, so they can prepare their own communication. The idea is to create a main article and provide the whole information package for all groups. The aim is to publish this next week and Mr. Suman and Mr. Liljelund will prepare for the publication.

§ 6

CB Yearly plan documents

Mr. Suman to report that the Yearly plan documents that have not been submitted for the CB meeting in December are due on the 15th of January. There are four documents missing, with the deadline by the 15th of January.

Yearly plan documents for CB in March have deadline 14th of February. There have been some requests from some committees to postpone the submission of some Yearly Plan documents. The ExCo discussed the process for this. Some requests we accepted as reasonable – eg. those were the committees need feedback from the federation which will not be received in time. There was also a discussion about few committees which wanted to prioritize different documents than in the CB yearly plan. ExCo agreed that committee can propose a new documents which can be added into yearly plan, but they still need to proved the documents which are in the approved yearly plan.

ExCo discussed how to work with reminders

§ 7

The IFF Committees

Mr. Liljelund reported that during the IFF Office meeting, where the question of how the committee work is going is always on the agenda, were raised a few questions in regards to what the secretaries are actually supposed to do in regard for example with the preparation of the Yearly Plan documents and how the communication shall be handled between the committees, when there are topics which are also related to other committees. ExCo clarified how the process should work. The input for the CB documents should come from the committee chairs.

Mr. Liljelund to report on the work done in regard to the solution for the comprehensive data system for the communication for the committee members and a platform for all the materials. IFF has been in contact with the provider of the Finnish federation Avoki, which provides the IT-services for the Finnish Floorball Federation and all the IFF office MS365 services, after an agreement with Mr. Lasse Lepola from the Finnish federations and they have come back with a proposal for the Microsoft Sharepoint. Based on the meeting the company proposed that the IFF would use the Sharepoint environment in the FFF system and a separate folder for the IFF can be created and that way guarantee that only the IFF approved persons will have access to that folder. The staff has access and new licenses can be granted to all CB members or the non-CB member committee chairs. At the time there are free non-profit licenses in the system, so that it is possible to create a floorball.sport account for all IFF CB members.

The non-profit licenses are granted on annual basis, and the criteria can change annually. If the non-profit licenses are rejected, the costs for the licenses for CB members would be annually maximum of 1100-1200 €. The cost to create the folder and add the licenses is maximum of 1000 € and that is paid only once. That cost also includes the education for the main users.

For the committee members there is the possibility to share the folders with a link, which can be behind a password, which would indicate to all users that the content is not meant to be public. For the link it is possible to give access to only read, but also to add and edit the folder. Unfortunately, if the committee members using just the link access would delete, add or edit something, there's no personal trace left. So, in other words, we would not know who has deleted, added or edited the data. Therefore, the easiest way would be just to give the right to read in order to avoid further challenges with the content. There's a possibility to create Sharepoint user personal licenses and the cost for that is 3 € per use per month. With 150 users the cost would naturally rise to 5500-6000 € annually.

Mr. Suman asked if we could have the system in the name IFF, not as now in SSBL and can we limit editing the rights for a single person only for a certain committee. Mr. Liljelund answered that the question has been asked to Avoki. However this might add some costs to the system creation if there needs to be an individual system for which editing rights are built.

§ 8

Finnish Betting case

Mr. Liljelund reported that there has been nine complaints to the Finnish federation Appeal committee, which shortened the duration of the sanction of seven complainants. None of the sanction persons that the IFF adopted have complained.

The FINCIS has not found any additional evidence concerning the use of insider information in the match FIN-NO during the WFC 2024. IFF is waiting for more information from the Finnish federation, so that the IFF Disciplinary Committee can handle the case.

§ 9

IOC letter on Russian juniors participation in Events

Mr. Suman reported that IOC has in a letter informed that the Olympic Summit supported the IOC EB's recommendation that youth athletes with a Russian or Belarusian passport should no longer be restricted in their access to international youth competitions, in both individual and team sports. In particular, the IOC EB confirmed that these principles should apply for the Youth Olympic Games Dakar 2026. At the same time, and based on the Fundamental Principles of Olympism, all athletes and their entourage must continue to support the Olympic Movement's mission to promote unity and peace. The IOC remains committed to supporting IFs in upholding the Olympic values of unity and peace, while ensuring athletes' fundamental right to compete free from political interference. **(Appendix 5)**

Mr. Liljelund has been in contact to a number of team sports and for example the IIHF is discussing this matter in their next CB meeting on the 21.1. and will come back to us after that. Mr. Liljelund has further discussed with the IOC Sports Department and the message from there is that it is in the sphere of the IF's to determine what decision they will take concerning the juniors and how they define the what the juniors are. For example, Swimming has decided to allow participation of teams, but as neutrals, without flags or national anthems. The Russian Floorball federation has not yet approached IFF on this question. Mr. Suman informed that FIBA will take the decision in their CB and Volleyball has allowed the Russian stage 1 – confirmation of the direction team can register for the U18 championships.

The ExCo felt that the final decision needs to be done by CB and the ExCo will prepare stage 1 – confirmation of the direction the topic for the March CB.

§ 10 *Future of the Champions Cup and the five year vision 2026-2031*

The Champions Cup Steering Group (CCSG) held a meeting during the WFC to appoint the finalists for the Champions Cup. The finals will be played on Saturday 24.1, with the Men in Falun at 16:00 CET and the Women in Ostrava at 19:00 CET. The ExCo to discuss the IFF representation in the Finals.

The CCSG confirmed that for the Season 2026-2027 the dates are set and the system will stay the same as in the present season. The IFF CB confirmed the finances for the season 2026-2027, based on the idea of the big changes will come for the season for 2027-2028

The CCSG agreed that the EFT countries will have a look on the proposal sent out by Christer/Sweden on how the system could be built and the other topics we have discussed that would be included in the change. So far no answers from the EFT countries.

§ 11 *Other issues*

Mr. Suman reported that the CB member Mr. Nicolas Van Thielen has proposed that there would be played a separate qualification for The World Games in North America. As the IWGA will only confirm the sports on the TWG Karlsruhe 2029 in their AGM in April, it is still too early to discuss

§ 12 *Next ExCo meeting*

The next ExCo meeting will be held on Thursday 19.02. at 16:00 CET

The ExCo agreed upon the other meeting during the Spring

March 18 th	at 17:00 CET
April 16 th	at 16:00 CET
May 13 th	at 17:00 CET
June 1 st	at 17:00 CET

§ 12 *Closing of meeting*

Mr. Suman thanked everyone for a fruitful meeting and closed the meeting at 18:55

19th of February, Helsinki, Finland, 2026

Proposed Agenda for the IFF Executive Committee meeting on February 19th, 2026

Venue: Over Teams

Time: Thursday 19th of February 2026, 16:00 – 18:00 CET

Present: Mr. Filip Suman, President, chair
Mr. Jörg Beer, vice president
Ms. Pakkamol Siriwat
Ms. Helén Wiklund Wårell
Mr. John Liljelund, secretary general, secretary

§ 1 **Opening of the meeting**

Mr. Suman opened the meeting at 16:00 CET and welcome all the members to the meeting.

§ 2 **Recap from the last CB meetings**

Mr. Suman initiated the ExCo evaluation of the status of the Tasks on the List of CB decisions after the CB meeting 5/2025 (**Appendix 1**). ExCo went through the individual tasks and checked their status, main part of the tasks is handled or in process, in accordance to the given deadlines, but there are some which need more attention. The unfinished task will be checked by Mr. Liljelund prior to the next ExCo meeting in March.

The IFF ExCo were given few concrete tasks, by the previous CB meetings and the ExCo is to evaluate the status of the progress of the these

1) To prepare a proposal for a new Auditor for the IFF – Deadline 10.11.2025

Ms. Wiklund Wårell reported on the signing of the agreement with the new IFF Auditor the company, BDO Mälardalen AB, depending if all documents have been provided to the auditing firm.

2) To prepare a proposal for how to deal with the Mexican proposal of a Pan-American group – Deadline 28.11.2025

Mr. Suman reported on the discussion related to this held during the Olympic Games in Milano-Cortina with the Mexican NOC secretary general about the process for recognition of the Mexican federation and how to enter the PanAm games, which requires activity in all the four regions: North America, Central America, Caribbean and South America in form of participation of one country from each region in Panam floorball championships. Discussions with Latin America committee chair Mr. Lopez on the most important topics for the Mexican federation.

3) To prepare the proposal for the IFF Service Awards recipients – Deadline 30.8.2026

Mr. Suman to concluded that ExCo decided to start collecting ideas for potential candidates after WFC2025. Last ExCo started the discussion at the last meeting and all ExCo members received the list of persons who have been awarded an IFF Service Award. ExCo discussed the criteria and how to proceed. The ExCo need to build a proposal for how to define the criteria on what persons can be proposed. Mr. Beer felt that we should have the possibility to include also other persons than CB members, definitely at least committee chairs. One idea would be to categories the different levels of service with different length needed. Mr Liljelund will prepare a proposal for the next ExCo meeting

- 4) To make a decision with which provider to work with to create the new website – Deadline not actually set yet.

Mr. Suman informed about that the IFF Media department is preparing a proposal for the IFF website with the Finnish company Sarmannti Oy, which is also managing the IFF domains. The idea is to create a quick functioning website with one part for the Fans and one for the IFF internal operations. The work then to look for a more holistic and professional solution will start simultaneously on this website, with the statistical information and more functionalities for the coming years.

Ms. Wiklund Wårell reported on the preparation for the CB workshop in the Zurich meeting, regarding the handling of the old debts and the ideas on how to update memberships fee system. The ExCo is to come with some more specific proposal. The ExCo members were to send ideas for inspiration regarding the fees to Ms. Wiklund Wårell and they should be sent latest 1st March. The proposal for the CB discussion will be ready for the next ExCo meeting.

§ 3

Evaluation of the publication of the 7-Event Structure information package

The ExCo evaluated the feedback received after the publication of the 7-Event Structure information package on the 6th of February. ExCo also discussed the continuation of the work on the new structure.

Mr. Suman reported that it has been really calm in the floorball media with some positive and very few negative reactions. Ms. Siriwat expressed that the feedback in Asia has been very positive. Mr. Beer informed that the news was published on the Swiss unihockey.ch and there was not too much feedback. Ms. Wiklund Wårell also informed that it has been quite and calm. Mr. Suman felt that the energy invested in the information package has paid off very well. Mr. Suman and Mr. Liljelund are to follow up the tasks which are still open in relation to the 7-Events Structure process and report the plan how to continue to the ExCo.

§ 4

CB Yearly plan documents

Mr. Suman reported that he is really happy about that there has been large number of documents already been submitted, which proves that the work of the committee is going in the right direction and the committees are working with their topics. The ExCo felt that the documents are all of the level that they can be sent forward to the IFF Centrals Board. Mr. Beer and Mr. Suman felt that you can feel the power and commitment from the persons that have written most of the documents

There are some Yearly plan documents that have not been submitted for the CB meeting in December were due on the 15th of January. The following reports have been submitted:

- Competition Structure Proposal of the strategy, structure and playing system of IFF national teams competitions and its updates (**Appendix 2**)
- Internal Communication Regular reports on changes to key contact information of the member federations (**Appendix 16**)
- Referee Committee Procedures for the scheduling and assignment of referees and referee coaches for IFF events and international matches (**Appendix 3**)

Up until now the following documents have still not been submitted:

- Para floorball Report on the situation with national para floorball programs (now probably waiting for the questionnaire results)
- Six Nations Report on the utilisation of IFF services within Six Nations region

The Yearly plan documents for the CB in March had the deadline 14th of February. The following documents have been submitted:

- Coaching Education Proposal for creating lower levels coaching education to be provided for developing countries (**Appendix 4**)
- Competition Structure Proposal of the strategy, structure and playing system of IFF national teams competitions and its updates (**Appendix 28**)
- Events Committee Proposal of the procedures and requirements for the preparation of each tier of IFF events and reporting structure to the IFF CB (**Appendix 17**)
- External Communication Reports on the evaluation of media impact and reach of major events (**Appendix 24**)
- External Communication Reports on the development and utilization of IFF's communication channels (**Appendix 25**)
- External Communication Implemented measures for media relations at major events (**Appendix 26**)
- Events committee IFF and LOC Reports on the evaluation of the WFC 2025, including proposed adjustments (**Appendix 18ab**)
- External Relations Reports on the developments in the international sports environment (**Appendix 5**)
- Internal Communication Reports on the usage and effectiveness of internal communication channels (**Appendix 14**)
- Members Development Regular reports on the development of federations in the 4F Program (**Appendix 19**)
- Member Development Reports on the creation and utilization of the best practices library (**Appendix 20**)
- New Member Onboarding Semi-annual reports on federations in the onboarding process (**Appendix 15**)
- Partners Committee Reports on the evaluation and development of IFF's marketing inventory (**Appendix 22**)
- Partners Committee Proposal on the overall strategy concerning acquiring partners for the IFF and any updates to it (**Appendix 23**)
- Referee Committee The overall strategy for referee development within the IFF (**Appendix 10**)
- TV Rights Reports on the evaluation of the effectiveness of the strategies for selling and distributing IFF audio-visual rights (**Appendix 27**)
- TV Rights Information on pricing framework for IFF streaming rights (**Appendix 29**)
- Eastern Europe Regular reports on the activities of federations within the region (**Appendix 13**)
- EFT Regular reports on the activities of federations within the region (**Appendix 6**)
- EFT Reports on the support of EFT Federations provided to other member federations (**Appendix 7**)
- North America Regular reports on the activities of federations within the region (**Appendix 8**)
- North America Reports on the utilisation of IFF services within the region (**Appendix 9**)
- Western Europe Regular reports on the activities of federations within the region (**Appendix 12**)

The ExCo discussed how to send the documents to the Central Board. It was agreed to repeat similar process as last time – to ask the CB members to flag if they have some major concerns with any of the documents, so to be able to know which will need more preparations.

Mr. Liljelund proposed to differentiate them in two parts based on if they are for Approval or For Acknowledgement. Mr. Suman will inform the CB about the agreed process and giving the CB

members two weeks to study the documents and come back before the 10 of March. The ExCo would have comments before the next ExCo meeting.

There have been some requests from some of the committees to postpone the submission of some Yearly Plan documents. Mr. Suman discussed with the CB members and where the requests were communicated in time and were based on the need to prepare good documents approved the request. The overview of the Yearly plan documents is here (**Appendix 30**).

§ 5

IFF Committees activities

Mr. Liljelund reported on the activities of the IFF Committees and the use of the Committee reporting tool. There are just two committees in the committee reporting tool that are still missing both the last meeting notes and the date for the next meeting. Mr. Suman will follow up on this with the committee chairs.

The IFF is discussing a proposal from the company Avoki to create the Sharepoint environment for the IFF committee members, to be able to consolidate the document management of the committees and the Central Board (CB) into a single secure environment, while modifying the protection practices so that forwarding documents remains streamlined and simple. Avoki will create one SharePoint site collection, create the new Microsoft 365 environment, order the required SharePoint licenses, and create the user accounts needed for login according to the list provided by the customer — a total of approx. 25 accounts (monthly license fees per Microsoft pricing) for CB/Committee chairs.

In order to have an individual SharePoint URL address the new system needs to be separated from the Finnish Floorball Federations MS365 system. The proposed URL address for the IFF use would be ifffloorball.sharepoint.com assuming that it's still available. The iff.sharepoint.com address is already taken by another company (<https://www.iff.com/>)

The new system would then be built so that the IFF CB members, non-CB member committee chairs and IFF staff would get separate SharePoint user accounts and the price for one license is 5,64 € per month (VAT 0%), so some 2.000 EUR (VAT 0%) per year. We need to check if invoicing to IFF's Swiss address would be possible to get the VAT off. The SharePoint in this case will be used via web browser. The present MS365 which the IFF office is using, is built inside the FFF system and therefore all the addresses include salibandy.fi address and that can't be removed or changed and that's why separate SharePoint is needed

There would be an individual folder for each committee in the system, it is still needed to clarify if we can invite the committee members as guests or have to provide them with an open link, which can be created for each committee and then the link to be shared with the respective committee members and we can then grant the editing and adding rights to the links. This way the committee members will only have access to the data of their own committee. If we want to give the licenses to the committee members then the cost is 5,64 € per user/month

The cost for the creation and configuration of the Microsoft 365 environment and licensed users and building the SharePoint site (fixed price) is 1900 EUR (VAT 0%) €. The monthly cost for the licences is 5.64 € (VAT 0%)/ month / user (1 month billing cycle; price may vary per Microsoft pricing) Cost per year around 2000 €

The IFF Office is investigation if we can avoid the Finnish VAT.

Mr. Beer felt that we need to have an introduction of the Committee SharePoint when the system is ready to be launched. There will be a more detailed information package for the CB members and the committee chairs and then a lighter package for the committee members.

§ 6 Champions Cup Finals 2026

Mr. Liljelund reported that the women's team Thorengruppen has made several complaints to the IFF of how they were treated by the host 1SC Vitkovice during the Final in Ostrava.

The home team Vitkovice informed in the technical meeting, that was held an hour prior to the original starting time of the match, that the start of the match was changed from 19:00 to 19:15 due to the fact that the match was to be broadcasted on Czech TV. Further Vitkovice didn't follow the IFF Basic IFF CC match rundown but had included a celebration of the clubs players winning the silver medal in the WFC. During this time Team Thorengruppen was standing for a long time on the field of play.

The IFF representatives on-site has reported this and the IFF Office has prepared a proposal for an administrative sanction of a reprimand to the Vitkovice for the breach of the Champions Cup regulation 13.5 concerning the set rule that all CC matches shall start no later than 19:00 CET and that they have not informed of the change of time in due cause to the IFF and the opponent with a fine of 1.000 CHF, based on the IFF Juridical regulation 27.1. failure to follow the IFF rules and regulations. Further Vitkovice will receive a reprimand for the lengthy pre-match ceremony, failing to follow the Basic Champions Cup match rundown based on the IFF Juridical regulation Art 27.1 and 27.3.

The home team Vitkovice further failed to provide the English commentary for the women's final, as the production company had missed to include or even prepare for the off-tube commentary IFF had arranged.

ExCo discussed there were also positive aspects at the game like very good number of spectators and very good atmosphere, but the above mentioned problems has to be avoided. The ExCo decided to sanction the club Vitkovice as proposed.

§ 7 Champions Cup future

Mr. Liljelund reported on the work done with the future of the Champions Cup. The stakeholders have now commented upon the Swedish proposal and IFF will propose a first meeting to start the preparation on the 27.2.

The meeting is to discuss the needed actions for the season 2026-2027 and the inclusion of the EFC winner for the next season and the system proposed for the five year plan.

§ 8 U19 WFC 2026 Italy

Mr. Liljelund reported that the preparations are running well and the IFF and the LOC has bi-weekly preparatory meetings. The TV site-check was conducted on the 7.2. via Teams to define the camera positions and TV production facilities. More information will be provided in the meeting. The CB members will have the possible

§ 9 3v3 WFC report

Mr. Liljelund reported that the 3v3 WFC LOC has report on the preparations (**Appendix 31**) and that we now have 28 Men's teams and 23 Women's teams registered, which all have paid the registration fee. Mr. Suman stressed that we are starting to have the similar number of registered teams for the 3v3 WFC, as for the 5v5.

There are the following Men's teams participating for the first time Brazil, Cameroon, China, Singapore and Solomon Islands. In the Women's competition Côte d'Ivoire, Spain, Singapore, Solomon Islands, Thailand and USA are participating for the first time in the 3v3. The participants are listed in the enclosure (**Appendix 32**)

The IFF Office needs follow-up on the visa application process and remind when they can start to apply for visas for Spain.

§ 10

WFC 2026

Mr. Liljelund reported that the Competition Structure committee has prepared a proposal to change how the pots for the WFC 2026 ballot shall be built, to prevent all AOFC teams will be playing in the same group. (**Appendix 33**) The AOFC team ranking for the WFC Ballot would place Philippines 11th, Thailand 12th, Singapore 15th and Japan 16th, which could result in a group with all AOFC teams in the same group. This would also prevent that the three European teams from pot 3 would have to play against each other in one group.

The ballot will be held in the Nokia Arena on the 5th of March and the IFF Competition department will start the preparation of the match schedule together with the LOC after that. The aim is to have the first version of the match schedule published in March.

The ExCo approved the proposal with the update that rules of the ballot will be built in a way to secure similar strength of the teams in the respective groups and the practical implementation will be separately discussed.

§ 11

International issues

Mr. Suman reported on discussions and meetings during the Olympics in Milano-Cortina 2026. There is a lot of changes planned and discussed, like having summer sports on the Winter Olympics and the future of the Youth Olympics.

Mr. Suman reported on finalizing the list of candidates for the IWGA elections where IFF nominated Mr. Liljelund. There are no other candidates for the treasurer seat, so there is a big chance to get elected.

Ms. Siriwat reported that Padel has been accepted as a sport for the Asian Games. Mr. Suman informed that based on the discussion in Milano, it seems that Padel is also the next sport to receive official recognition.

IOC letter on Russian juniors participation in Events

Mr. Suman reported that based on the IOC letter recommending allowing youth athletes with a Russian or Belarusian passport to participate in Events, many federations have allowed the participation of juniors. Mr. Suman informed that there will be few Russian athletes at the Paralympics in Milano

The next registration for a junior event is the U19 WFC 2028, which has the deadline in the end of the year. The discussion about the IFF standpoint will continue during summer when we see the general development of this topics after Olympics. There are also some practical problems still concerning the inclusion of the Russian and Belarus teams, as they don't have a possibility to pay any registration or membership fees and the situation with adult personnel is still unclear. The IFF will investigate what solutions other federations have made and discuss this matter again in the autumn.

§ 12

Apple demands that the payment for view on the IFF App should go through Apple.

Mr. Liljelund reported on the issues IFF has with Apple iOS, which demands that IFF would move over with the payment of the streaming through Apple. At the moment the IFF App can't be updated on the iOS. Mr. Kihm has prepared an analysis for how to approach the problem. (**Appendix 34**). The ExCo decided to take the case to the CB meeting.

§ 13

Other issues

Mr. Suman reported that the CB member and Referee committee chair Mr. Carlos Lopez has raised the issue that he feels IFF need to expand the Referee Coach staff at major events. Specifically, it has been observed that the Head of Referees carries an overwhelming workload before, during, and even after major events. Under current nominations, the limited number of

coaches forces the Head of Referees to take on coaching duties; he believes they should be relieved of these tasks during the event to allow them to focus fully on the specific responsibilities of their role. As this would have financial implications to the events, Mr. Suman will discuss this with Mr. Lopez

Mr. Liljelund reported the Rules of the games version 2026 were sent to federations and two days after published to the floorball community with some explications.

§ 12

Next ExCo meeting

The next ExCo meeting will be held on Wednesday 18.03. at 17:00 CET

The ExCo has agreed upon the other meeting during the Spring

April 16th	at 16:00 CET
May 13th	at 17:00 CET
June 1st	at 17:00 CET

§ 13

Closing of meeting

Mr. Suman thanked the members for their time and involvement and closed the meeting at 17:40 CET

IFF Service Awards

The IFF Service Awards are given to persons who have served the IFF in an outstanding way in different positions as an official, international coach or referee until 2021, when the Hall of Fame was introduced.

Since the introduction of the IFF Hall of Fame the Service Award is directed to persons which are not players, coaches or referees.

There are three different categories; Gold no real time limit, but just a few given so far, Silver minimum of 10 years of service and Bronze 8 years of service.

The nominations have mostly been made by the IFF CB and Office, but also by some national federations, but IFF has not asked for nominations.

The Service Awards have been given out in 2011 and 2016, but not in 2021, due to the pandemic.

The creation of the committees have created a new situation where for example there are persons still serving on committees, even if no longer active in the CB.

Proposal for new criteria for minimum term of activity for the IFF Service Awards

	CB members	Committee chairs	Committee members/ Others	Staff
Gold	Extra ordinary performance	Over 20 years (extra ordinary performance)		Extra ordinary performance
Silver	Min 12 years	Over 15 years	Over 20 years	Over 15 years
Bronze	Min 8 years	Over 10 years	Over 12 years	Over 10 years

Nominations to be done by CB members/IFF Office and decision taken by the CB

Service award is for persons active in any role within the IFF outside the field of play or has actively supported the IFF

Service awards is to be given to persons who are not anymore active in the CB or another role, but can still be member of one of the New IFF committees

Persons who have been awarded an IFF Service Award

Gold	Andras Ciztrom	SWE	2011	IFF President 1986 - 1992
	Pekka Mukkala	FIN	2011	IFF President 1992 - 1996, IFF vice president 1996 - 1998
	Renato Orlando	SUI	2011	IFF RACC Chairman 1998 - 2008, CB 2000 - 2010, vice President 2002 - 2010
	Kurt Westerlund	FIN	2014	IFF CB 1988 - 1993, Club manager 1987-2018
Silver	Stefan Kratz	SWE	2011	IFF CB, vice president 1986 - 1996, Secr. Gen 1996 - 2005, Competition Manager 2005 -
	Martin Vaculik	CZE	2011	IFF CB 1994 - 2006
	Per Jansson	SWE	2011	IFF CB 1996 - 2010
	Peter Lindström	NOR	2011	IFF CB 1994 - 2006
	Tomas Jonsson	NOR	2011	IFF CB 1994 - 2008
	Risto Kauppinen	FIN	2016	IFF CB 1996 - 2014
	Kjell Hovland-Olsen	NOR	2016	IFF DC 2002 - 2016
	Petr Cerny	CZE	2016	International Referees 1995 - 2016
	Jiri Janousek	CZE	2016	International Referees 1995 - 2016
	Thomas Baumgartner	SUI	2016	International Referees 2001 - 2016
	Thomas Kläsi	SUI	2016	International Referees 2001 - 2016
	Takanobu Yoshino	JPN	2017	International Coach 1995 - 2016
Bronze	Lilly Kaiser	SUI	2011	IFF CB 1986 - 1996
	Thomas Gilardi	SUI	2011	IFF CB 1998 - 2006
	Kalle Sailer	SWE	2011	IFF RC 1994 - 2006
	Ain Lillepalu	EST	2011	IFF CB 1996 - 2002
	Hans Botman	NED	2016	IFF CB & RACC 2004 - 2012
	Rune Ali Zouhar	NOR	2016	International Referee 1999 - 2009
	Andris Dzenis	LAT	2016	IFF RACC 1996 - 2016
	Thomas Thim	SWE	2016	IFF RC & Dev. Seminar lecturer 2004 - 2013

Ostrava, Czechia, 12th of December, 2025

Report for the IFF Ethics Commission meeting on 11 of December 2025

Venue: Clarion Congress Hotel, Ostrava
Time: Thursday 11th of December 2025, 14:00 CET
Present: Ms. Sylvia Schenk (GER), chair
Ms. Ojonoka Agudah (NIG)
Mr. Bill Howitt (AUS)
Ms. Carol Roberts (CAN)
Invited: Mr. Olli Rauste, Finnish KKR chair (14:00 – 15:00)
Secretary: Mr. John Liljelund (FIN) – IFF secretary general

§ 1. Welcome by IFF ETC Chair, Ms. Sylvia Schenk

Ms. Schenk opened the fifth meeting of the IFF Ethics Commission (ETC) and wished everyone welcome at 14:00 CET. Ms. Schenk further welcomed Mr. Olli Rauste the chair of the Finnish federation Competition and Disciplinary group (KKR).

§ 2. Discussion on the Finnish betting case with Mr. Olli Rauste

Mr. Rauste provided a brief report on the betting case in Finland and the disciplinary decisions that the KKR had taken in the case. The WFC 2024 Finland-Norway game inside information case is still under investigation by the Finnish Centre for Integrity in Sports. (FINCIS)
Mr. Liljelund reported that the Finnish federation requested that the IFF Disciplinary committee (DC) adopt the Finnish KKR sanction of two players playing in Switzerland, to have a worldwide effect. The IFF Disciplinary Committee subsequently adopted the Finnish KKR recommendation and the sanctions now have global effect.

The ETC discussed the question of the responsibility of the Finnish federation in the case, as there has not been any real education about betting. Ms. Schenk thanked Mr. Rauste for the information and the work done in the case.

§ 3. Sports betting and match-fixing

Ms. Schenk initiated the discussion on what actions will need to be taken concerning the topic of sports betting and match-fixing. Mr. Liljelund reported on the education given during the WFC 2025 Captains & Technical meeting for the Team captains, Team leaders and coaches. The information given to the Captains and Technical meeting is a first step in the required educational information to be provided.

Ms. Schenk will prepare a presentation on sports betting and match-fixing that shall lead to a number of regional webinars. Based on the feedback from the webinars, the IFF betting flyer will be updated/reviewed, preferably before the end of April.

Mr. Liljelund will develop a proposal on how the information will be passed on to the players, as the IFF webinars cannot be done by IFF for all the players. We need something like a "snowball-system", to train the trainers and have them, in turn, provide the information to the National team players.

§ 4. IFF update on current matters

The main things within IFF at the moment and upcoming are:

- The change of the IF committee structure has been finalised, and the committees have started their work
- The IFF CB has approved a Yearly Plan for the IFF, in which a large number of reports and documents are included
- The IFF is publishing the Calendar Structure change on the 18.12., which will change the bi-annual WFC's for every fourth year from 2029.
- The IFF is looking to re-build the European Club competition structure in 2026
- Mr. Liljelund was elected as the ARISF vice president for the 2025-2029 period.
- For 2026 the main focus will be on the organisational development and the member federation development
- There are a number of other development processes ongoing.

Questioned by the ETC-members, Mr. Liljelund confirms, that the new approach on the committees' planning and reporting does not affect the ETC.

§ 5. ARISF Good Governance Review – results for IFF

Mr. Liljelund reported that the IFF will develop a program for enhancing the indicators that we did not score well on in the review, as ARISF will conduct the review again in 2027. Mr. Liljelund will present a gap analysis for the different criteria, with the objective of being in the top 3 of the organizations reviewed.

Ms. Schenk states that the IFF has done a good job in keeping the level on Governance and commends the IFF on the result of the review.

§ 6. Safeguarding

Ms. Schenk informed that the Safeguarding policy/jurisdiction needs to be revised after the harmonisation of the different policies/regulations (see § 8). Separately there needs to be a decision on the installation of a Safeguarding officer, with related knowledge and education.

§ 7. Vetting rules

Ms. Schenk stressed that vetting rules cannot be drafted before the alignment (see § 8) has been finished. This would be too late for starting with vetting for the next elections in 2028. Therefore, the ETC recommends presenting a motion to the General Assembly 2026 for a simplified approach for the elections 2028. The ETC will prepare such a recommendation regarding the vetting process for the CB meeting on 14th of March. The ETC will have a meeting in February regarding the next steps in the process.

§ 8. Alignment of the IFF Regulations

Ms. Schenk reported on the present situation regarding the IFF regulations. The ETC feels that there are some inconsistencies in the policies and that there should be a review of all the existing documents, including procedural rules. It is not the ETC's task to do so, rather there should be a working group ("Governance Commission") to review the present policies and regulations and look for any gaps.

The ETC members are invited to identify any inconsistencies/gaps additional to the analysis already done by Ms. Schenk (see attachment "Overview IFF rules on betting etc." sent again with the agenda for today's meeting). Based on the analysis, the following will need to be done:

- Clarify which body has jurisdiction over what policy/regulation
- Ensure the necessary rules are in place
- Develop a general procedural approach with specific clauses for specific issues (e.g., safeguarding, doping) as needed.

The aim is to finalize this during the coming year.

§ 7. Any other issues

The next ETC meeting will be held on the 18th of February at 7:00 CET over Teams.
The yearly ETC meeting in person will be held in Tampere on 11 December 2026.

§ 8. Closing of meeting

Ms. Schenk closed the meeting at 16:45 CET

18th of February 2026

Report from the IFF Ethics Commission meeting on 18th of February 2026

Venue: Online

Time: Wednesday 18th of February 2026, 7:00 CET

Present: Ms. Sylvia Schenk (GER), chair
Ms. Ojonoka Agudah (NIG)
Ms. Carol Roberts (CAN)

Excused: Mr. Bill Howitt (AUS)

Secretary: Mr. John Liljelund (FIN) – IFF secretary general

§ 1. Welcome by IFF ETC Chair, Ms. Sylvia Schenk

Ms. Schenk opened the first meeting of the IFF Ethics Commission (ETC) of the year 2026 at 7:00 CET and welcomed all, noting that Mr. Howitt has been prevented from participating in the meeting for personal reasons.

§ 2. IFF update on current matters (John Liljelund)

Mr. Liljelund reported that the start of the year has been dominated by the qualification tournaments for the U19 and Men's World Floorball Championships (WFC), the publication of the new Rules of the Game 2026 and the 7-Event Competition structure starting from 2029, and the first submission of the Yearly Plan documents of the IFF committees. There is also recent efforts between the British Columbia floorball and Vancouver Canucks and the NHL to cooperate in the development of floorball/ball hockey in Canada.

Ms. Roberts asked if the present Yearly Plan documents will need any input from the ETC. Mr. Liljelund advised that at this point it might not be needed, but there might be topics requiring ETC input in the future when IFF is evaluating the ARISF Good Governance review and making changes to different policies and/or other documents.

§ 3. Sports betting and match-fixing

Ms. Schenk reported on the work done in regards with the education material for the prevention of match-fixing and sports betting in general. The plan is to start preparing guidelines, and from that, to develop presentations for the different target groups such as players, team management, entourage and organisers. The aim is to have different chapters, e.g., on insider information, including practical examples, as well as case studies starting with the Finnish case.

Ms. Schenk will start developing a structure for the guidelines and ask to see who can contribute to build the guidelines and the presentations, with the target to have them ready before the Men's WFC

§ 4. Vetting

Ms. Schenk presented the draft proposal of how the vetting of the IFF Central Board, and the Ethics Commission should be handled for the elections 2028. Ms. Roberts asked if it is too much to vet also the new Ethics Commission, in addition to the IFF Central Board.

The ETC discussed the process for how to build the vetting panel for the elections 2028. Ms. Schenk and Ms. Roberts have volunteered to be members of the vetting panel for the election 2028 and there was discussion if there would be a need for additional members and how they would then be elected.

Mr. Liljelund expressed that including the list of broadcasters in the vetting screening/declaration may not be needed, suggesting that it would be more beneficial to ask if the candidates have any involvement with floorball sponsoring companies, floorball equipment manufacturers, broadcasting or streaming companies.

Ms. Roberts will suggest changes to the draft. The final version will be prepared in the next two weeks and Mr. Liljelund will look it over and then come with IFF specific proposal for needed changes.

The CB is to discuss the proposal in the March Central Board meeting.

§ 5. Alignment of the IFF Regulations

Ms. Schenk informed that no other comments have been received from the ETC members in regard to the IFF regulations and issues that would need to be clarified. Mr. Liljelund informed that he will start to look at the analysis Ms. Schenk has provided and will come with a proposal for how to start the process to bring the alignment of the IFF Regulations together. He also asked for advice in which end the process would be best to start.

§ 6. Any other issues"

No other topics were discussed

§ 7. Closing of meeting

Ms. Schenk thanked everyone for the participation and closed the meeting at 7:55 CET

Introduction of a IFF Vetting Process for the Election of the Central Board 2028

1. Background

Integrity and Good Governance policies have become vital for sport organisations. The Association for Summer Olympics International Federations (ASOIF) has implemented ranking processes for International Federations having regard to their Good Governance policies and procedures.

The International Partnership against Corruption in Sport (IPACS), jointly led by the IOC and the Council of Europe, has – based on the ASOIF Questionnaire - published a Benchmark for International Federations. C.5 of that Benchmark requires:

„The organisation has established and makes public eligibility rules for candidates for election/appointment together with due diligence assessment.“

2. IFF Starting Point

The IFF in recent years has step by step taken considerable efforts to improve its governance, like the introduction of maximum term of office and maximum age limit for positions

Candidate vetting has never been on the IFF agenda. Therefore, the Ethics Commission has had discussions on necessary steps to improve the IFF overall approach on Good Governance.

In order to establish a robust vetting process, it will be necessary for the IFF to amend its statutes, develop a detailed process and possibly establish a vetting commission.

Given the size and limited financial and personal resources of the IFF as well as the time needed for drafting and approving the necessary regulations, the ETC recommends a somewhat more informal, but yet comprehensive approach for the 2028 election. Such an approach could be extended in the future, depending on resources and the view of the national federations.

3. Recommendation IFF Ethics Commission

The ETC recommends to start the vetting process by a resolution of the IFF General Assembly 2026 with the following elements:

- Vetting only of the candidates for the Central Board and the ETC.
- Vetting through the completion of a questionnaire (please see the Declaration Form attached - adapted from an example by the World Badminton Federation) along with follow up for additional information where questions arise or clarification is required.
- Two current members of the IFF ETC, who will not run again, shall act as vetting panel together with a third person from another sport, ensuring the needed level of independence.

The resolution for the General Assembly will be drafted after the CB approved the proposed approach.

IFF

Declaration Form

Appendix 12b

The purpose of this Declaration Form is to ensure a minimum Vetting Process for candidates to the Executive Board (EB) ahead of the next elections at IFF to fulfill international requirements of Good Governance.

The information you provide will be verified in order for the IFF Ethic Commission to reach a decision regarding your Eligibility. Any information provided through this Declaration Form is considered confidential, and will be used and safeguarded in accordance with the IFF Statutes and applicable law.

If you have any questions, please contact XXXXXXX.

THIS FORM IS TO BE COMPLETED PERSONALLY.

Name(s) <i>Family name capitalised. If you have changed your surname, please provide your former name(s).</i>	
Date of birth <i>Format: DD/MM/YYYY</i>	
National ID number <i>Passport or equivalent</i>	
Nationality(ies)	

IFF Declaration Form

Appendix 12b

1. DECLARATION

- 1.1. **Legal Basic:** I have read and understood and agree to be bound by the IFF Rules as amended from time to time, in particular the IFF Statutes, the IFF Code of Ethics and the IFF Juridical Regulations.

YES		NO	

- 1.2. **Consent to vetting:** I agree to be subject to vetting as a person applying to be a Member of the IFF Executive Board, and agree to remain subject to vetting on an ongoing basis throughout any term I serve as a IFF Official. I am aware that IFF may request further information from me and/or carry out research on me as part of the Vetting Process. I understand that, unless I agree to this Vetting Process, my Eligibility cannot be assessed.

YES		NO	

- 1.3. **Data privacy:** I consent to the use of my personal data by IFF for the purpose of verifying my Eligibility to become and remain a IFF Official as part of the IFF Vetting Process. I have read and understood the IFF GDPR Policy.

YES		NO	

- 1.4. **Full disclosure:** I am not aware of any act or omission on my part, or any information that relates to me (such as investigations or convictions), that could negatively affect the image or reputation of the IFF or of Floorball. I acknowledge that I have an ongoing obligation to inform the IFF of any such matter.

YES		NO	

- 1.5. **Duties:** I acknowledge that in my functions as a IFF Official, I must perform my duties in Floorball with integrity, transparency and in an independent manner, free from any influence that might interfere, or be perceived to interfere, with the best interests of the IFF.

YES		NO	

IFF Declaration Form

Appendix 12b

2. CONFLICTS OF INTEREST

Note:

Conflicts of interest can be actual, perceived or potential. Please refer to the definition at § 2.5 of the IFF Code of Ethics and the IFF Conflict of Interest Policy.

- 2.1. **Conflicts of Interests:** Please list any interest you may have (either personally or via close family members) in areas that relate to IFF or Continental Confederation activities.

- 2.2. **Sports organisations:** Please list all your involvements with sports organisations other than the IFF, if any, including a description of your role and obligations.

2.3 IFF commercial partners: Please list all your involvements with IFF commercial partners (for example, sponsors (such as Puma, Unihoc, Dynamic, Gerflor, Swerink), broadcasters, streaming companies and business partners), if any, including a description of your role and obligations. Please list all the companies you have an interest in in Appendix I.)

IFF Declaration Form

Appendix 12b

3. VETTING CRITERIA

Notes:

Definition of "Relevant Authority":

"A disciplinary body, tribunal, court or other judicial or arbitral body properly constituted by law, or the Statutes, and acting in accordance with the law applicable to its jurisdiction."

- 3.1. **Incompatible Position:** Are you a member of IFF or Continental Confederation staff?

YES		NO	

- 3.2. **Bankruptcy:** Have you ever been declared by a Relevant Authority to be an undischarged bankrupt or are you subject to a condition not yet fulfilled or any order under insolvency laws?

YES		NO	

- 3.3. **Conviction:** Have you been convicted by a Relevant Authority of any offence related to fraud, homicide, or sexual misconduct, or punishable by a term of imprisonment of two (2) or more years (whether or not a term of imprisonment is imposed)? You may omit convictions that were pardoned or forgotten by law*.

** In some jurisdictions, the law allows for a conviction not to be disclosed by effect of a pardon or passage of a stated time period.*

YES		NO	

- 3.4. **Disqualified Director:** Are you prohibited by a Relevant Authority from being a director or promoter of or being concerned or taking part in the management of a company or a sport organization for breach or noncompliance with any law applicable to you?

YES		NO	

- 3.5. **Property Order:** Are you subject to an order by a Relevant Authority that you are lacking in competence to manage your own affairs?

YES		NO	

IFF Declaration Form

Appendix 12b

3.6. **Majority:** Are you less than 18 years of age?

YES		NO	

3.7. **Full Civil Rights:** Are you deprived of your civil rights by proper application of the law?

YES		NO	

3.8. **Breach of IFF Integrity-related Statutes:** Are you serving or have you served, at any time, a period of ineligibility for breach of the IFF Code of Ethics, any other IFF policy/rules on governance, the IOC Code on the Prevention of Manipulation of Competitions, or the Anti-Doping Regulations

YES		NO	

3.9. If you answered **YES** to any question in section 3, please provide additional information:

IFF Declaration Form

Appendix 12b

4. OTHER CIRCUMSTANCES

- 4.1. **Offences:** Have you ever been convicted of a civil or criminal offence? You may omit minor traffic offences and convictions that were pardoned or forgotten by law*.

** In some jurisdictions, the law allows for a conviction not to be disclosed by effect of a pardon or passage of a stated time period.*

YES		NO	

- 4.2. **Disciplinary offences in other sports:** Have you ever been sanctioned in any sport for breaching regulations related to anti-doping, match manipulation, sexual harassment or ethical standards?

YES		NO	

- 4.3. **International sanctions:** Have you, your immediate family, or any organisation in which you directly or indirectly hold a significant interest (10% or more of voting rights), been listed on any international sanctions list in the past 10 years?

YES		NO	

- 4.4. **Other information:** Are you aware of any other material information that would preclude you from serving, or make you unsuitable to serve, as a IFF Official?

YES		NO	

- 4.5. Are you aware of any ongoing or previous matter, in which you are/were involved and which is not disclosed here, that is likely to result in a breach of the IFF Statutes?

YES		NO	

- 4.6. If you answered **YES** to any question in section 4, please provide additional information:

**IFF
Declaration Form**

Appendix 12b

IFF Declaration Form

Appendix 12b

5. ADDITIONAL COMMENTS

- 5.1. Please provide any additional comments here, if needed. For example, you may provide information about context or mitigating circumstances in relation to the above.

Please also include any document that you feel is relevant to this Declaration Form.

By signing below, I confirm that the above information is accurate and complete to the best of my knowledge as of the date stated:

Signature

Date

IFF Declaration Form

Appendix 12b

Appendix I: List of Commercial Partners (question 2.3)

Agency Partners

Sponsors

Broadcasters

23rd of March, Helsinki, Finland, 2026

Minutes for the IFF Executive Committee meeting on March 18th, 2026

Venue: Over Teams

Time: Wednesday 18th of March 2026, 17:00 – 19:00 CET

Present: Mr. Filip Suman, President, chair
Mr. Jörg Beer, vice president
Ms. Pakkamol Siriwat
Ms. Helén Wiklund Wårell
Mr. John Liljelund, secretary general, secretary

§ 1 Opening of the meeting

Mr. Suman opened the meeting at 17:00 CET and welcome the members.

§ 2 Recap from the last CB meetings

Mr. Suman initiated the ExCo evaluation of the status of the Tasks on the List of CB decisions after the CB meeting 6/2025 (**Appendix X1**). ExCo went through individual tasks and check their status, main part of the tasks is handled or in process, in accordance to the given deadlines, but there are some which need more attention.

The IFF ExCo were given few concrete tasks, by the previous CB meetings and the ExCo is to evaluate the status of the progress of the these

- 1) To prepare a proposal for a new Auditor for the IFF – Deadline 10.11.2025
Ms. Wiklund Wårell reported that IFF has now signed the agreement with the new IFF Auditor the company, BDO Mälardalen AB. So the task is now finished.
- 2) To prepare a proposal for how to deal with the Mexican proposal of a Pan-American group – Deadline 28.11.2025
Mr. Suman already at the February ExCo reported on the discussion related to this held during the Olympic Games in Milano-Cortina with the Mexican NOC secretary general about the process for recognition of the Mexican federation and how to enter the PanAm games, which requires activity in all the four regions: North America, Central America, Caribbean and South America. Discussions with Latin America committee chair Mr. Lopez on the most important topics for the Mexican federation is ongoing and will continue to discuss during the CB in Zurich.
- 3) To prepare the proposal for the IFF Service Awards recipients – Deadline 30.8.2026
Mr. Suman concluded that ExCo decided to start collecting ideas for potential candidates after WFC2025. Mr. Liljelund has prepared a proposal for the criteria for different type of persons who could receive a Service Award. The ExCo discussed the proposal and after some small updates approved it. The proposal is now submitted to the CB (**Appendix x2**)
- 4) To make a decision with which provider to work with to create the new website – Deadline was not actually set.

Based on the previously discussed process of the steps (1 fully functional website – 2 full website with all needed functions and integrations) Mr. Suman to inform about that the IFF Media department has received a proposal for the IFF website from the Finnish company Sarmantti Oy (**Appendix X3**). The idea is to create a website with two parts (Fan directed and IFF Internal)

rather than two different websites. After check of the offer Mr. Suman feels that it is important to define and control any Additional Work and Project Specifications, as the current offer states that all structural changes and content updates will be billed as additional work. Further check the technical implementation of match data on the API if it is fully functional and also define the number of the revision rounds for individual pages included in the price of €11,590.00. We also need to clarify the that any work invoiced beyond the initial flat fee must be pre-approved by IFF in writing. New website in step 1 should be ready in 3 months

The ExCo discussed what else need to be confirmed and how to explain the process to the IFF CB. The ExCo approved the proposal with the above-mentioned remarks and Ms. Mari Myllärinen is free to proceed with the project and finalize the issues pointed out earlier.

Ms. Wiklund Wårell reported on the preparation for the CB workshop in the Zurich meeting, regarding the handling of the old debts and the ideas on how to update memberships fee system needs to be updated (**Appendix X8**). The ExCo is to come with some more specific proposal. The ExCo members were to send ideas for inspiration to Ms. Wiklund Wårell.

Ms. Wiklund Wårell felt that the question is difficult on how to build the new membership fee system and how to deal with the old debts and the CB needs to start with more brainstorm discussion about the criteria's. The reason for changing the membership fee is to find a long-term solution as the system based on player system doesn't work and we also need to avoid unnecessary debts. ExCo members expressed their opinions – about possibility to writing-off debts and the effects of that including the effects on taxes. Attitude towards non-active federations was discussed as they might create the debts regardless the system. Potential more levels of membership was mentioned. ExCo discussed the possibility to connect the fee system with maturity of the federation as the new licence system is being prepared. In the fee system economical level of the member country should be taken into account.

The ExCo discussed what the CB workshop should discuss. The ExCo agreed to have a brainstorming session about the criteria for the membership fee system. (examples - country economical level, federation maturity, level of services used, number of membership categories and the level participation). Ms. Wiklund Wårell and Mr. Suman will finalize the structure of the workshop discussion.

§ 3

Next CB meeting in Zurich 27.-29.3.

Mr. Suman informed the ExCo of the proposed program of the IFF CB meeting. The CB workshop working hours are from 13:00-19:00 CET on Friday and 9:00 – 12:00 and 13:30-19:00 CET on Saturday. The CB meeting is planned for 8:30-13:00 on Sunday

The CB workshop is divided into two parts, the first part is to handle the Yearly Plan documents, where the focus is on the 7 documents that are For Approval (FA), and shorter time dedicated for Documents for Acknowledgement. This part will be on Friday and Saturday morning. The CB members have been asked to provide feedback on the documents by Tuesday the 10th of March. The feedback has been collected from most of the members and was finalized (**Appendix X4**). CB members submitting the documents were informed they would receive the feedback to give them the chance to finalize their document.

The idea is to handle all decisions already in the workshop related to the documents so that they don't have to be discussed again in the CB meeting but just confirm the decision. It would be ideal if the tasks resulting from the Documents for Approval would be formulated already before the Sunday's CB meeting. Mr. Suman with the help of Mr. Liljelund will try to prepare proposal of the tasks

The second part of the Workshop is to discuss the specific topics. The plan is following - Situation in the committees including the communication system and work with documents, Association meeting evaluation, Membership fees and dealing with debts, Preparation of the Development model, the 7-Event structure and the Issues with the IFF App payment on iOS.

The ExCo approved the plan for the CB workshop.

The deadline for the submission of topics and materials for the CB meeting was on the 13th of March, but has been prolonged to the 16th, so we are now finalizing topics on the CB agenda. Based on the knowledge we have today the CB Agenda will be very busy. There is a preliminary plan of what topics could be on the CB Agenda (**Appendix X5**)

The ExCo to discuss the topics for the CB Agenda.

§ 4

CB Yearly plan documents

Mr. Suman reported that the Yearly plan documents that have not been submitted for the CB meeting in December were due on the 15th of January. The following reports have been submitted:

- Competition Structure Proposal of the strategy, structure and playing system of IFF national teams competitions and its updates (**Appendix 2**)
- Internal Communication Regular reports on changes to key contact information of the member federations (**Appendix 16**)
- Referee Committee Procedures for the scheduling and assignment of referees and referee coaches for IFF events and international matches (**Appendix 3**)

Up until now the following document have still not been submitted:

- Para floorball Report on the situation with national para floorball programs (affected by delay of the questionnaire)

The Yearly plan documents for the CB in March had the deadline 14th of February. The following documents have been submitted:

- Coaching Education Proposal for creating lower levels coaching education to be provided for developing countries (**Appendix 4**)
- Competition Structure Proposal of the strategy, structure and playing system of IFF national teams competitions and its updates (**Appendix 28**)
- Events Committee Proposal of the procedures and requirements for the preparation of each tier of IFF events and reporting structure to the IFF CB (**Appendix 17**)
- External Communication Reports on the evaluation of media impact and reach of major events (**Appendix 24**)
- External Communication Reports on the development and utilization of IFF's communication channels (**Appendix 25**)
- External Communication Implemented measures for media relations at major events (**Appendix 26**)
- Events committee IFF and LOC Reports on the evaluation of the WFC 2025, including proposed adjustments (**Appendix 18ab**)
- External Relations Reports on the developments in the international sports environment (**Appendix 5**)
- Internal Communication Reports on the usage and effectiveness of internal communication channels (**Appendix 14**)
- Members Development Regular reports on the development of federations in the 4F

- Member Development Program (**Appendix 19**)
Reports on the creation and utilization of the best practices library (**Appendix 20**)
- New Member Onboarding Semi-annual reports on federations in the onboarding process (**Appendix 15**)
- Partners Committee Reports on the evaluation and development of IFF's marketing inventory (**Appendix 22**)
- Partners Committee Proposal on the overall strategy concerning acquiring partners for the IFF and any updates to it **DRAFT (Appendix 23)**
- Referee Committee The overall strategy for referee development within the IFF – **DRAFT (Appendix 10)**
- TV Rights Reports on the evaluation of the effectiveness of the strategies for selling and distributing IFF audio-visual rights (**Appendix 27**)
- TV Rights Information on pricing framework for IFF streaming rights (**Appendix 29**)
- Eastern Europe Regular reports on the activities of federations within the region (**Appendix 13**)
- EFT Regular reports on the activities of federations within the region (**Appendix 6**)
- EFT Reports on the support of EFT Federations provided to other member federations (**Appendix 7**)
- North America Regular reports on the activities of federations within the region (**Appendix 8**)
- North America Reports on the utilisation of IFF services within the region (**Appendix 9**)
- Western Europe Regular reports on the activities of federations within the region (**Appendix 12**)

There are six new documents submitted for the CB

- Asia-Oceania Asia-Oceania Regular reports on the activities of federations within the region (Appendix X14)
- Rules Attractiveness Comparative analyses of rules in other sports and their impact on " spectator engagement (Appendix X23)
- License Committee Proposal of the overall strategy for the national federation licensing System (Appendix X27)
- Fun Culture Audit of major IFF events from event experience perspective (Appendix X98)
- Fun Culture Recommendations to the Events Committee regarding guidelines for IFF event organizers to enhance event experience (Appendix X97)
- Event Committee IFF Event Evaluation – WFC 2025 (1st draft), (Appendix 18c)

The Fan Culture Committee has further provided a first draft of Fan Culture Strategy document, for which the committee chair is asking for the comments from the IFF CB (Appendix X9)

There have been some requests from some of the committees to postpone the submission of some Yearly Plan documents. Mr. Suman discussed with the CB members and where the requests were communicated in time and were based on the need to prepare good documents approved the request. The overview of the Yearly plan documents is here (**Appendix X6**).

The ExCo discussed the CB members feedback on the For Approval documents. The overall feeling was that there was very active feedback from most of the members. ExCo understand that the system is new for the CB members and and will take some time for all CB members to get used with the system. We must communicate that the main goals are to improve the

documents and secure that the documents covered 360 degrees point of view. As there were few CB members which did not provide any feedback, ExCo discussed if all the CB members have understood what was expected from them in regard to the Yearly Plan document process. We need to explain that one more time and the CB so all CB members spend needed time with the documents.

Based on the feedback received from CB members it will be probably possible to approve most of the documents at the CB meeting. Some of the documents will need still to be worked with, as especially the Strategies (2 documents – referees and acquisition of partners) need to be clarified what are the specific approved actions when the strategies are approved. Now the documents contain very good ideas, but could create confusion what was agreed.

The ExCo decided to submit all received Yearly Plan documents to the CB and accept also the new six documents, that will all be sent to the CB on Monday on the 23rd of March.

§ 5 *The 7-Event Structure process next steps*

Mr. Suman informed of the next steps of the 7- Event Structure and that there are some seven open tasks related to the document. There is a need to define who is responsible for which tasks and which are having priority. The CB will have to define which tasks will be handled by the Competition Structure committee and which by the Calendar Working Group

§ 6 *IFF Committees activities*

Mr. Liljelund reported on the activities of the IFF Committees and the use of the Committee reporting tool. There are some committees where there are elements missing. The situation will be discussed in detail at the CB.

CB will discuss also the process of the committees and reply question from CB members. One process question was discussed at the ExCo meeting – about the participation of the chair of the meeting, ExCo agree that Chair participation at the meeting is crucial as the Chair secures the continuity of the Committee and holds also the political responsibility towards CB. So in the rare situation of impossibility of Chair participation it is better to postpone the meeting, than to risk the process.

We created the concept how to solve the IFF digital workspace (**Appendix X7**). After we realized that former Avoki offer does not fulfil what we asked for we now asked for specification and cost proposal and timeline for two options

Option A (setting up the system as we proposed including 15 new licences for CB members) where we stay within the Salibandy Tenant and implement the entire structure (35 Teams (committees), workflows, etc.) inside the current environment.

Option B (the full new tenant setup, migrating the 12 existing users (office) , and provisioning the 15 new licenses) where Avoki extracts IFF from Salibandy and sets up a completely independent Microsoft 365 tenant solely for IFF.

Once we have the prices for both Options we can decide whether the clean IFF branding and data sovereignty are worth the one-time investment, or if we will proceed with Option A. Mr. Suman felt that there is an issue with Avoki, as it seems that they haven't understood what we are looking for. The ExCo discussed the way forward and what options there are for us and if the whole committee system can be under the Salibandy.fi account or not.

Mr. Suman further to inform that a total of 52 responses from 32 countries were received to the first Membership survey and the results have been forwarded to the respective committees. The second survey was sent out on Monday the 9th of March after having been tested by a few

persons. The deadline for the survey with Floorball for All and Grassroots and Youth questions is by the end of March.

§ 7 Club Competitions

Mr. Liljelund reported that the CCSG has held a meeting and agreed upon the regulations and marketing and streaming guidelines for the Champions Cup 2026-2027. Two of the EFT countries are to still confirm the content of the regulation and guidelines.

The CCSG also discussed the way forward of the CC based on the feedback from the EFT countries. The IFF will in April finalize a proposal for how to move on with the Champions Cup 2027-2028 in line with previous information to the CB.

The proposal from the IFF is to play the EFC 2026 in Prague in relation to the Czech Open with a maximum of 16-20 teams.

IFF has asked the Six Nation committee to discuss the EuroFloorball Cup (EFC) and the connection to the Champions Cup in their meeting on the 17.3. for IFF to be able to move forward with a proposal concerning the future of the EFC

IFF has received response from the host of the CC Women's Final 1 SC Vitkovice as a part of the process regarding the proposed sanction discussed by ExCo in the previous meeting. ExCo agree that we will close the case during the meeting in Zurich.

§ 8 U19 WFC 2026 Italy

Mr. Liljelund reported that the preparations are running well and the IFF and the LOC has bi-weekly preparatory meetings. Ticket sales is not moving along very quickly

§ 9 3v3 WFC report

Mr. Liljelund reported that preparations are proceeding well and the LOC has been working with RC and assigning the referees for the event with a combination of 5 Spanish referees and a number of foreign referees.

During this topic ExCo also discussed that with 3v3 we are in a new situation and basically all actions we have and documents we are creating should take the 3v3 into consideration. CB will discuss this during CB Workshop.

§ 10 WFC 2026

Mr. Liljelund reported that the ballot was successfully held at the Nokia Arena on the 5th of March and the work with the preparation of the match schedule has started.

§ 11 International issues

Mr. Suman reported on present international issues. The Paralympic are now closed and as few of the Russian athletes which participated might have been connected to the army, this might affect the discussion at the international level. As agreed previously, IFF needs to take next steps at the CB in the Autumn.

§ 12 Next ExCo meeting

The next ExCo meeting will be held on Thursday 16.04. at 16:00 CET

The ExCo has agreed upon the other meeting during the Spring

May 13th at 17:00 CET
June 1st at 17:00 CET

§ 13

Closing of meeting

Mr. Suman to close the meeting at 18:46

Helsinki, Finland, March 6th 2026
IFF DISCIPLINARY COMMITTEE
Draft Minutes 1/2026

Date: 19th of February
Place: Email meeting
Decision: Circulation

Participants: Stephen King, chair (AUS)
Ilmars Blumbers, member (LAT)
Tomas Brezina, member (CZE)
Linda Noppa, member (SWE)

Excused:

Object: The Event Disciplinary Function (EDF) has forwarded the case of the Team Spain Head Coach Mr. Christian Morcillo Gallardo, which the Men's World Floorball Championships EUR 2 qualifications to the IFF Disciplinary Committee, to evaluate the decision of the EDF and to decide upon.

The Event Disciplinary Function (EDF) reviewed an incident that occurred after the final whistle in the match between Spain and Italy on Wednesday, 5 February 2026, at the IFF Men's World Floorball Championships EUR2 Qualification, involving the Head Coach of Team Spain, Mr. Cristian Morcillo Gallardo.

The incident under review occurred immediately after the final whistle. The incident was penalised by the referees with a red card / match penalty issued to the Head Coach of Team Spain. Upon review of the situation, the preliminary decision of the EDF was that the conduct of the Spanish Head Coach - leaving the designated substitution zone, entering the field of play, crossing the centre line towards the opposing team, and directing aggressive and insulting verbal remarks towards both the Italian players and the referees - constituted threatening conduct.

The final decision of the EDF is to suspend Cristian Morcillo Gallardo for the remainder of the event. As the EDF is authorised to impose suspensions of up to a maximum of three (3) matches and Team Spain has two (2) matches remaining in the competition, the EDF imposes its maximum possible sanction of a two-match suspension. The case is referred to the IFF Disciplinary Committee for further review and possible additional sanctions. Based on this decision, Cristian Morcillo Gallardo is ineligible to participate in the remaining matches of Team Spain at the IFF Men's World Floorball Championships EUR2 Qualification, and his accreditation shall be withdrawn.

The referees of the game Mr. Lubomir Klosik and Mr. Jakub Pospisil have in their statements concluded that the Spanish Head Coach Mr. Christian Morcillo Gallardo

Right after the match, there was kind of little collision between Italian and Spanish player because game was ending by Italian bench. The situation culminated after the final whistle, when the coach immediately stormed off the bench and headed towards an Italian player. Fortunately, one of the referees stopped him on the way; however the coach shouted over the referees shoulder, who was trying to calm him down, to one of Italian players "you fucking bitch I kill you"., As the Spanish players tried to pull the coach away, he began shouting profanities at the referee as well "and you too, you did not seen that (i am not sure if he said slashing or pushing or what) you piece of shit". The referees then instructed him to leave the playing area to prevent further incidents. The Spanish coach had unfortunately been focusing excessively on the opposing players since the second period.

Case Facts: The incident has been reviewed by the DC and the opinion is that Team Spain Head Coach Mr. Christian Morcillo Gallardo has made himself guilty of a breach of the IFF Juridical Regulation . Article 61.1 "Anyone who causes insult in any way, especially by using offensive gestures or language during a match or tournament, will be sanctioned with a match suspension or other sanction.

IFF has asked for the statements of the Team Spain Head Coach Mr. Christian Morcillo Gallardo and the referee pair Mr. Lubomir Klosik and Mr. Jakub Pospisil, from Czechia.

The referees have stated that directly after the final whistle the Spanish Head Coach Mr. Gallardo has entered the Field of Play and behaved in a way unbecoming an Team official, by verbally threatening an opponent player and after having been stopped by one of the referees further verbally insulted him. The referees and the Spanish players have tried to calm down the coach and drag him away from the situation.

The Spanish Head Coach Mr. Gallardo has in his statement explained that he acknowledges that the situation was uncomfortable for both teams. However, the punishment imposed seems to be completely disproportionate, as the statements included in the official match report were taken entirely out of context and fail to consider the circumstances in which the events occurred and the individuals to whom those remarks were directed. The Italian coaching staff themselves apologised for the conduct of their player, and the matter was considered resolved after the match and finds the sanction to be unjust.

He finds difficult to understand is that the sanction has been imposed on the party that suffered continuous verbal and physical aggression throughout the match and even afterwards. His reaction, although admittedly excessive in tone, was our only way to defend our player, who is a minor and was subjected to constant insults and threats from Italian player number 32.

No report has been given to the IFF concerning any violation of the Italian player number 32.

Basis for decision: Statement of Mr. Gallardo Mr. Gergerly Kadar, The Spanish Head Coach
Video clip from the game covering the situation
Statement of Mr. Lubomir Klosik and Mr. Jakub Pospisil, referees in the game

Essential provisions: IFF Rules of the Game
IFF Juridical Regulations (Art. 72.5.) Forwarding an IFF EDF decision to the IFF DC
IFF Juridical Regulations (Art. 61.1.) Causing Insult
IFF Juridical Regulations (Art. 54.4.) Disqualification from competition
IFF Juridical Regulations (Art. 54.3.) Fines
IFF Juridical Regulations (Art. 55) Combine sanctions

Consideration: The IFF Disciplinary Committee finds that the incident has fulfilled the criteria for the DC to take it under consideration.

The Spanish Head Coach Mr. Gallardo has clearly behaved in a way unbecoming a team official, by entering the field of play and aggressively verbally threatened an opponent player and insulted the referee after the end of the game. The behaviour cannot be explained or justified by any alleged incidents happening during the game, as the behaviour of Mr. Gallardo is totally unacceptable and in no way in line with the values of Floorball.

The IFF Disciplinary Committee is of the opinion that a team official must in any case behave in accordance with the IFF Rules of the Game and the IFF Code of Ethics to treat the opponents and the IFF referees with respect. The IFF DC is disappointing that Mr. Gallardo is not taking any real responsibility for his actions and is blaming others.

Decision and applicable provisions:

The IFF Disciplinary Committee decides to sanction the Spanish Head Coach Mr. Christian Morcillo Gallardo with an additional suspension, in addition to the two matches given by WFCQ EDF, of participation in one International Match and a fine of 200 CHF.

Reasons: The IFF Disciplinary Committee finds that Christian Morcillo Gallardo is guilty of a verbally threatening an opponent player and insulting the referee of the match Juridical Regulation Art. 61.1. b., after having entered the field of play directly after the final whistle of the game.

The Spanish Head Coach Mr. Christian Morcillo Gallardo is to serve the sanction of one match in the next International Matches of Team Spain after that the decision has been informed to the Spanish Floorball federation.

Based on the severity of the incident the IFF DC has decided to sanction the Spanish Head Coach Mr. Christian Morcillo Gallardo with a fine of 200 CHF based on the IFF Juridical Regulation Art 54.3. and 55.

The decision is made based on the IFF Juridical Regulation (Art 54.3., 54.4., 55, 61.1. and 72.5.)

Decision

Procedure: The decision was taken with the votes 3-1, with one member preferring a additional sanction of two International matches and a fine of 1.000 EUR

Appeal

procedure: The directions for an appeal according to the IFF Juridical Regulation Chapter V, Article 93-100.

An appeal may be lodged to the Appeal Committee against any sanction passed by the Disciplinary Committee, the Jury or the Central Board, unless the sanction pronounced is a warning, reprimand, suspension of less than three matches or up to two months or a fine more than 5.000 CHF. (Juridical Regulation Art 94.1 a-d.)

In Helsinki, 6th of March, 2026

Stephen King
IFF DC chair

On behalf of the IFF Disciplinary Committee

John Liljelund
Secretary of IFF DC

Helsinki, Finland, March 6th, 2026
IFF DISCIPLINARY COMMITTEE
Draft Minutes 2/2026

Date: 19th of February
Place: Email meeting
Decision: Circulation

Participants: Stephen King, chair (AUS)
Ilmars Blumbergs, member (LAT)
Tomas Brezina, member (CZE)
Linda Noppa, member (SWE)

Excused:

Object: The Event Disciplinary Function (EDF) has forwarded the case of the Team Hungary Mr. Gergerly Kadar, which the Men's World Floorball Championships EUR 1 qualifications to the IFF Disciplinary Committee, to evaluate the decision of the EDF and to decide upon, as the IFF regulations for the Event Disciplinary Organ (EDO), defines that the mandate of the EFT Event Disciplinary Organ (EDO), appointed for the tournament, expires two hours after the final match of the event. Therefore, cases that have not been resolved within that time frame and shall be referred to the IFF Disciplinary Committee. The IFF DC has received the reports from the referees and the statement from the Team Hungary player Kadar and a statement from the Referee coach.

In the match of Hungary v Great Britain during the Men's World Floorball Championships 2026 EUR 1 qualifications in Liepaja, Latvia on the 7th of February 2026, the referees Patrick Brickner and Janick Engelhard gave the Team Hungary player #11 Gergerly Kadar a Match Penalty for hitting the Team Great Britain player # 6 Jacob Carleson with his shoulder to the head, The incident under review happened at 57:10..

Team Great Britain (Red) is on the counterattack and passes a long high ball from the right side of the field towards the Hungarian (White) goal. As number Team Great Britain # 6 Mr. Carleson is about to receive the ball in front of goal, with his focus on the ball, Team Hungary player #11 Mr. Kadar comes running from the opposite side and from the blind side of # 6 Carleson and hits him with his shoulder to the head, as a result # 6 Carleson falls to the floor. The referees directly whistles that it is a penalty and after consultation the referees decides that it is a Match Penalty.

The referees of the game Mr. Patrick Brickner and Mr. Janick Engelhard have in their statements concluded that #11 Kadar is entering with medium or high speed towards the contact with # Carleson from the blind side and #6 Carleson cannot be expected to expect that kind of contact. As a result of the contact #6 Carleson falls to the floor and is unable to continue playing or getting on his feet for the next 2-3 minutes do to pain and dizziness from the impact.

The Referee Coach at the event Mr. Mika Saastamoinen, felt in his statement that the player # 11 Kadar regardless of what seems to be a natural running pattern still hits the player #6 with his shoulder to the head and the movement of the opponent there has not been leaning forward to the Hungarian player, which would have made the incident a pure accident.

Case Facts: The incident has been reviewed by the DC and the opinion is that Gergerly Kadar run into and made a direct violent contact with his shoulder to the head of the opponent player Jacob Carlesonm, making him fall to the floor.

IFF has asked for the statements of the Team Hungary/ Gergerly Kadar, the Referee Coach Mr. Mika Saasamoinen and the referee pair Mr. Patrick Brickner and Mr. Janick Engelhard, from Denmark.

The referees stated that in that situation, the Team Hungary player #11 Kadar comes running from the opposite and blind side of Team Great Britain player #6 Carleson, who cannot expect such a contact to the face. The referee's gave #11 Kadar a Match penalty for violent physical play, according to Rule 614:3 - When a player is guilty of violent physical play (909). According to the Rules of the Game 2022 (Rule 613:2): Match penalty shall lead to suspension for the rest of the match and from the following match in the same competition and possible further punishment according to the conditions and routines set by the administrating authority.

The Hungarian player 311 Kadar has in his statement explained that he had no intention to cause any injury to the British player. He was approaching him from his blind side while fully focusing on the arriving ball and the intention was not to body-check the player. I was solely focused on playing the ball and once I realised that body contact was unavoidable, braced myself to minimise the impact and avoid causing any harm. He deeply regret the outcome of this incident, and is truly sorry for the situation.

Basis for decision: Statement of Mr. Gergerly Kadar, Team Hungary player
Report of Mr. Mika Saastamoinen, WFCQ EUR 1 tournament referee coach
Video clip from the game covering the situation
Statement of Mr. Patrick Brickner and Mr. Janick Engelhard, referees in the game

Essential provisions: IFF Rules of the Game
IFF Juridical Regulations (Art. 72.5.) Forwarding an IFF EDF decision to the IFF DC
IFF Juridical Regulations (Art. 54.4.) Disqualification from competition

Consideration: The IFF Disciplinary Committee finds that the incident has fulfilled the criteria for the DC to take it under consideration.

The Hungarian player Gergerly Kadar clearly runs straight towards the British player from his blindside and doesn't avoid the contact, but braces before it is hitting the opponent with his shoulder to the head. The players are responsible for their movement and Kadar should have had the possibility to control the contact, which is considered to be violent, as he hits Carleson from the dark angle.

The IFF Disciplinary Committee is of the opinion that a player must always take responsibility of his actions in all situations and in this case the player violently run into the opponent.

Decision and applicable provisions:

The IFF Disciplinary Committee decides to sanction the Team Hungary Player Mr. Gergerly Kadar with a suspension of participation in two International Matches.

Reasons: The IFF Disciplinary Committee finds that the Team Hungary player Mr. Gergerly Kadar is guilty of a violent conduct, according to Rule 614.3 When a player is guilty of violent physical play (909).

The IFF DC according to the Rules of the Game 2022 (Rule 613:2) awarded the player with a suspension of participation in two international matches (the automatic one-match suspension resulting from the match penalty + one additional match), due to the level of violence in the case.

The player Mr. Gergerly Kadar is to serve the match penalty in the next two International Matches after that the decision has been informed to the Team Hungary and the Hungarian federation.

The decision is made based on the IFF Juridical Regulation (Art 33.4.c, 54.4. & 54.10. and 72.5.)

Decision

Procedure: The decision was unanimous

Appeal

procedure: The directions for an appeal according to the IFF Juridical Regulation Chapter V, Article 93-100.

An appeal may be lodged to the Appeal Committee against any sanction passed by the Disciplinary Committee, the Jury or the Central Board, unless the sanction pronounced is a warning, reprimand, suspension of less than three matches or up to two months or a fine less than 5.000 CHF. (Juridical Regulation Art 94.1 a-d.)

In Helsinki, 6th of March 2026

Stephen King
IFF DC chair

On behalf of the IFF Disciplinary Committee

John Liljelund
Secretary of IFF DC

Asia Oceania – Regional Federations/Countries Activity Report

Floorball has experienced significant growth across Asia over the past two decades, with structured competitions at both continental and national levels. The development of organized tournaments has strengthened athlete performance pathways, increased participation, and enhanced regional competitiveness. This report outlines the key Asia-wide (international) tournaments and selected national-level competitions within Asian countries.

International (Continental) Floorball Tournaments in Asia

Asia's international floorball competitions are primarily governed by the Asia Oceania Floorball Confederation (AOFC), under the supervision of the International Floorball Federation (IFF). These tournaments provide qualification pathways to global championships and promote competitive standards within the region.

1. Asia Oceania Floorball Cup (AOFC Cup)

The Asia Oceania Floorball Cup is the premier continental competition for Asian and Oceania nations. It features Men's and Women's categories and serves as a qualification tournament for the World Floorball Championships. Strong participating nations typically include Singapore, Thailand, Japan, Australia, and the Philippines. The tournament raises competitive standards and provides international exposure for athletes.

2. Asia Oceania U19 Floorball Championship

This championship focuses on youth development, featuring Under-19 Men's and Women's categories. It functions as a qualification platform for the U19 World Floorball Championships. The tournament plays a critical role in talent identification and long-term athlete development within the region.

3. Southeast Asian (SEA) Floorball Championships

The SEA Championships involve Southeast Asian nations and include Men's, Women's, and occasionally youth categories. The competition strengthens regional rivalries and provides emerging teams with competitive opportunities before progressing to continental tournaments.

4. World Floorball Championship (WFC) – Asia/Oceania Qualification

Asian teams must compete in continental qualifiers organized by the International Floorball Federation to secure places in the World Floorball Championships. These qualification tournaments ensure fair representation and competitive balance at the global level.

National Floorball Tournaments in Selected Asian Countries

At the domestic level, national associations organize leagues and championships to develop grassroots participation and elite performance pathways.

Singapore

In Singapore, the Singapore Floorball Association (SFA) oversees major domestic competitions. These include:

- National Floorball League (Men and Women)
- Singapore Youth Floorball Carnival (U12, U16)
- National Inter-School Championships
- National Championships
- Street Floorball 3v3

Singapore is widely regarded as one of Asia's strongest floorball nations due to its structured league system and youth development programs.

Thailand

The Thailand Floorball Federation organizes:

- Thailand Floorball League
- National Championships
- University Championships

Thailand has demonstrated rapid growth and increasing competitiveness in regional tournaments.

Japan

The Japan Floorball Federation manages:

- All Japan Floorball Championships
- Regional Leagues
- University Competitions

Japan emphasizes structured regional competition to strengthen national performance.

Hong Kong, China

The Floorball Federation of Hong Kong, China manages:

- Hong Kong Floorball Open

Hong Kong emphasizes development strength to enhance on youth national performance.

Iran

The Iran Floorball Federation manages:

- 3v3 National Championship

Macau China

The Chinese Macau Floorball Federation manages:

- Macau Floorball Opens League
- Macau Floorball School League

China

The China Floorball Union manages:

- 3V3 Challenge Event
- National Youth U-Series (Different States)

China emphasizes structured development on youth.

Malaysia

The Malaysia Floorball Association manages:

- Merdeka Cup (Inter-State Tournament)
- Tun Abdul Razak Cup (TAR Cup)

South Korea

The Korea Floorball Federation manages:

- Jeju Open
- South Korea League
- South Korea Youth Tournaments

Other Asian Nations

Countries such as the Philippines, Australia and New Zealand also conduct national leagues and championships through their respective federations. These domestic tournaments play an essential role in expanding participation and preparing athletes for continental competition.

Importance of Tournament Structure in Asia

The dual structure of continental and national competitions creates a progressive athlete development pathway. National leagues build foundational skills, tactical awareness, and competitive experience, while continental tournaments elevate performance standards through international exposure.

Furthermore, youth tournaments such as the U19 Championships ensure long-term sustainability of the sport by nurturing emerging talent. The coordinated governance between national associations, the AOFC, and the IFF ensures standardized rules, officiating, and competition frameworks.

Some Examples of the Events in Asia:

Lunar New Year Cup 2026 – Macau & Hong Kong Floorball Tournament

Organised by the Macau China floorball general association the "2026 港澳軟式曲棍球賀歲盃" (2026 Macau-Hong Kong Floorball Lunar New Year Cup) was successfully held yesterday afternoon at Seac Pai Van Public School. The tournament featured two categories, the Youth Division and the Open Division, attracting nearly a hundred spectators from Macau and Hong Kong who came to cheer, creating a vibrant atmosphere. The event received venue and technical support from Seac Pai Van Public School and the Floorball Association of Hong Kong, China, fully demonstrating the spirit of sports collaboration between Macau and Hong Kong. Local youth teams from Macau have also achieved commendable results in various competitions in the past.



Hong Kong Open 2026

As we reflect on the success of the Hong Kong Open 2026, we extend our heartfelt gratitude to everyone who contributed to making this event possible! Thanks, AOFC Family!

The Hong Kong Open 2026 was a groundbreaking event that marked the first-ever open tournament held in Hong Kong. This landmark occasion featured a competitive lineup of 10 teams in both men's and women's categories, showcasing exceptional talent from across the globe. Participants included skilled athletes from **Sweden, Korea, Singapore, China, and Macau**, each bringing their unique styles and strategies to the matches. The event not only highlighted individual prowess but also fostered a spirit of friendship and international competition. The tournament was officiated by an international referee team from Singapore, ensuring a high standard of oversight and fairness throughout the games. The success of the Hong Kong Open 2026 has set a new precedent for future sporting events in the region, leaving fans eagerly anticipating what's next on the horizon for sports in Hong Kong.



First Special Olympic Games in Gongshu District, China



Fifty/Fifty Program – Current Status and Proposed Next Step

Dear IFF Central Board,

I would like to provide you with an overview of the current situation regarding the Fifty/Fifty program and a proposal for the next step.

Background

As part of my 4F responsibilities, I took over the Fifty/Fifty topic from the IFF Office in 2025. The main objective was to actively promote the program in my direct 4F meetings with national federations. Unfortunately, this resulted in only limited success. In total, there were fewer than 10 registrations in 2025 (the exact figures still need to be reconfirmed with the Swedish Floorball Federation).

Current Situation

In January 2026, the Swedish Floorball Federation requested EUR 2,400 to cover the ongoing costs of maintaining the English version of Fifty/Fifty until June 2026. This corresponds to annual running costs of approximately EUR 5,000. Without this funding, the English version would have been taken offline at the end of January.

After consultation with John, we decided to pause the English version for now until a final decision on the future of the platform has been made.

Assessment and Considerations

Gender equality is a highly important topic, and I strongly believe that Fifty/Fifty has the potential to significantly enhance the reputation of floorball as a modern and inclusive sport. At the same time, although funds for gender equality are allocated in our budget, I consider it essential that these resources are used in a sustainable and effective manner.

At present, I have the impression that many federations and clubs are not yet ready to actively engage with the topic of gender equality or the Fifty/Fifty program. As an example, the program was back in 2025 distributed as a direct link twice to all clubs in Germany, based on that not a single club registered.

In addition, discussions with the Swedish Floorball Federation indicate that further realistic anticipated costs of approximately EUR 15,000 for a required platform update could arise for the IFF in the coming years. Considering the current outcome and short-term impact, I do not see these expenditures as sustainable at this stage.

Proposed Next Steps

Fifty/Fifty is included in the Committee survey. Based on the evaluation of the survey results, I suggest that the CB makes a long-term decision on the future of the program. Following this, I would prepare a clear recommendation (with all figures) to the Central Board regarding the next steps.

Should Fifty/Fifty be rated as highly important by the Members, I would then initiate discussions with the Swedish Floorball Federation about a potential reactivation of the English version.

Please let me know if this proposed approach is acceptable to you.

Kind regards,
Frederik



INTERNATIONAL TRANSFER REGULATIONS

~~Edition 2020~~

Edition 2026

~~Valid from 16.01.2020~~

Valid from 01.05.2026

§ 1 GENERAL

- 1.1 An International transfer, hereafter transfer, is when a player transfers from a club, the giving club, in one IFF Member Association to a club, the receiving club, in another IFF Member Association.
- 1.2 A player is a person belonging to a club of an IFF Member Association participating in a national or regional competition, organised by this IFF Member Association
- 1.3 A player can only be licensed for one club at a time.
- 1.4 A player having played in a national team or a club on ~~an Elite~~ any level ~~(two highest divisions of the national association concerned)~~ for the last two calendar years is considered to be a registered player even if the Member Association does not have a system for player registration/licensing.
- 1.5 All IFF Member Associations must have a reference to the International Transfers Regulations in their own transfer regulations.

§ 2 SPECIAL TRANSFERS

Any infringement to the transfer regulation in respect to the misuse of special transfers, will lead to a sanction of at least a doubled ordinary transfer fee.

2.1 Temporary Play

~~2.1.1 A Club may grant their players, who are under contractual basis, an exemption (Temporary Play) from this regulation for participation with another Club in a specified Friendly International Tournament (see IFF Competition Regulations for Friendly International Matches)~~

A Club may grant their player/s, who are under contractual basis, an exemption (Temporary Play) from this contract, for participation with another Club in a specified IFF Club tournament (Champions Cup or EuroFloorball Cup) or a non-IFF Club tournament (see IFF Competition Regulations - International Matches)

- 2.1.2 Temporary Play transfers ~~can be done~~ may be made ~~only during the period of 1st May – 31st August~~ following the conclusion of the national championship and cup competitions in the country the player is transferring to and shall be permitted until 31st August. The applicable period may vary between countries in accordance with their national regulations and competition calendars and the player needs to provide proof of the ending of the championships.
- 2.1.3 At the conclusion of the temporary play transfer period, the player is automatically transferred back to their original club with no separate transfer application needed.

2.2 Intercontinental Visitor transfer

- 2.2.1 An intercontinental visitor transfer can be granted during the official transfer period (1st July – ~~15th~~ 31st January) for a player who wants to play in another club in another continent for a maximum of 60 days.
- 2.2.2 An intercontinental visitor transfer can be made valid for a specific 60 days period based on the application of a player.
- 2.2.3 When the 60-day period is over the player is automatically transferred back to their original club with no separate transfer application needed. Two intercontinental visitor transfers per player can be granted during the official transfer period. [In order for a visitor transfer to](#)

remain valid for the maximum permitted duration beyond the transfer period, the first validated day of the transfer shall be no later than 31st January

2.3 ~~Student Overseas Transfer (Comment: removed to make it easier for students)~~

~~2.3.1 If a player, for reasons related to studies, travels to another continent (overseas) for a period shorter than six months outside the transfer period (1st July – 15th January), the player can apply for a student overseas transfer for the period between 16th January and 30th June.~~

~~2.3.2 The player has to produce written proof of his/her studies in the country they are transferring to.~~

~~2.3.3 The student overseas transfer is valid for six months and expires automatically on the 30th of June even if the six month time period is not fulfilled~~

2.4 Intermediate Student transfer

2.4.1 An ~~intermediate~~ student transfer can be granted during the official transfer period (1st July – 15th 31st January) for a player, who is to study in a foreign country and who wants to play in a club in this same country

2.4.2 The player has to produce written proof of his/her studies in the country they are transferring to

2.4.3 An ~~intermediate~~ student transfer can be made valid for a specific ~~60~~ 150 days period based on the application of a player. When the ~~60~~ 150-day period is over .the player is automatically transferred back to their original club with no separate transfer application needed. In order for a visitor transfer to remain valid for the maximum permitted duration beyond the transfer period, the first validated day of the transfer shall be no later than 31 January

§ 3 TRANSFER APPLICATIONS

3.1 All transfers shall be applied for using the applicable IFF Transfer Form. All transfer forms can be found on the [IFF Website](#)

3.2 All transfer applications must include the completed IFF Transfer Form. For express transfers, the receipt of payment of transfer fee must also be included

3.3 No transfer will be processed until payment is received

§ 4 TRANSFER FEES

4.1 The cost of transfers are as follows:

- ~~• International transfer to a country ranked between 1 and 25 in the official IFF WFC ranking is 220 CHF~~
- ~~• International transfer to a country ranked number 26 or below in the official IFF WFC ranking is 110 CHF~~
- ~~• For a player under 15 years no transfer fee shall be due~~
- ~~• Temporary play transfer is 110 CHF~~
- ~~• Student overseas transfer is 110 CHF~~
- ~~• Intermediate student transfer is 55 CHF~~
- ~~• Intercontinental visitor transfer is 110 CHF for each 60-day period~~

Player under 15 years (transfer application needed)	free
Regular transfer (to country ranked between 1 and 25*)	220 CHF
Regular transfer (to country ranked 26 or below*)	110 CHF

Temporary play transfer	110 CHF
Student transfer	110 CHF
Intercontinental visitor transfer**	110 CHF

*According to the official IFF WFC ranking

**For each 60-day period

4.2 For Express handling of a transfer (see §6) the transfer fee is 330 CHF. This applies to all transfer categories

4.3 All transfer fees shall be paid to the IFF no later than the same time as the transfer form is submitted to the IFF. Processing of an application shall not begun until the fee is received. There are no refunds of transfer fees, regardless of whether a transfer is made valid or not

§ 5 TRANSFER PERIOD

5.1 An international transfer according to §1 must be received by the IFF during the period 1st May - ~~15th~~ 31st January (latest at midnight CET).

5.2 A transfer arriving outside the transfer period shall be rejected

5.3 The period between two transfers of the same player shall be at least 21 days, except for a second intercontinental transfer.

5.4 A player having played in the Champions Cup, EuroFloorball Cup or EuroFloorball Challenge may not transfer to another Club until 21 days after the last match is played in the event.

5.5 Exemption from the transfer period can be given only when a player under the age of 15 years is moving, ~~due to family reasons~~, to another country. Such exemption requires the approval of the giving and receiving Member Association as well as the giving and receiving club

§ 6 VALIDITY

6.1 A transfer shall be considered correct and be made valid when an IFF transfer form, signed by the player and the involved clubs and approved by the Member Association of the giving club, arrives to the IFF within transfer period, and the transfer fee is received, according to §4

6.2 A transfer shall be made valid by IFF on the first Monday occurring 7 days after a correctly submitted transfer form is received by the IFF, however not before 1st of July

6.3 An Express transfer, correctly received according to §8, is handled immediately, during the official IFF office hours

§ 7 TRANSFER CONDITIONS

7.1 A player is free to transfer, and cannot be hindered by the giving club, unless the player is under a valid written contract or has an obligation to the giving club or is under national suspension

7.2 If a player is under a valid contract a transfer shall be made valid by IFF only when the giving club has agreed upon the transfer

- 7.3 A transfer of a player under the age of 15 years, moving, due to family reasons, to another country, may not be hindered, unless the player is under national suspension. A transform form still need to be submitted.
- 7.4 ~~A player having not played for two years cannot be hindered to transfer.~~ A player who has not participated in an officially recorded match for a period of two (2) years, calculated from the exact calendar date of the player's last match participation, shall not be hindered from transferring. The Member Association, of the giving club, shall confirm on the transfer form that the player has not played for the two previous calendar years. Such transfer shall not be subject to a transfer fee. All players must however fill in the transfer form in order to transfer from one country to another.
- 7.5 The transfer for a player having not played for two calendar years will be made valid by IFF from the day the confirmation (transfer form) has arrived to the IFF. These transfers are also handled outside the transfer period.
- 7.6 The signature of the giving club and the signature of the national association of the giving club is to confirm the above.

§ 8 TRANSFER PROCEDURE

- 8.1 The applicable transfer form shall be signed by the player and the receiving club and shall then be handed over to the giving club.
- 8.2 If the giving club agrees upon the transfer or is not entitled to hinder the player according to §7, the giving club shall sign the transfer form and return it to the receiving club within 14 days.
- 8.3 If the giving club does not agree upon the transfer or is entitled to hinder the player according to §7, the giving club shall return the transfer form to the receiving club within 14 days with a written statement of the reason not to sign the transfer form.
- 8.4 When the transfer form is correctly signed by the player and both the receiving and giving clubs, the receiving club shall pay to IFF the transfer fee according to §4 and send the transfer form to the Member Association of the giving club for approval with the receipt of payment of the transfer fee enclosed.
- 8.5 If the clubs do not agree upon the transfer the receiving club can still choose to submit the transfer form to the Member Association who will make a decision on the validity of the transfer request
- 8.6 If the transfer form is not returned by the giving club to the receiving club within 14 days, the receiving club is entitled to send their copy of the transfer form to the Member Association of the giving club
- 8.7 When a Member Association receives a copy of a transfer form not signed by all parties it shall investigate the matter within 14 days. If there is no reason according to §7 to hinder the player to transfer the Member Association shall approve the transfer
- 8.8 The Member Association shall, after having approved or disapproved a transfer, send to IFF the transfer form with the receipt of payment enclosed within 7 days from approval / disapproval. If disapproved by the National Association the reasons shall be stipulated

§ 9 DECISION

- 9.1 Decisions on transfers shall be made by the IFF Office.

- 9.2 The official IFF WFC Ranking, which is valid in the beginning of the transfer period shall be used for transfers during the entire transfer period.

§ 10 APPEAL

- 10.1 Appeal against a transfer decision shall be dealt with by the IFF Appeal Committee (AC) and shall be received by the IFF **AC** within 21 days from the announcement of the decision by ~~IFF RACC~~ IFF Office. The day of announcement is considered the day the decision is sent by IFF.
- 11.2 The decision of the AC is final. No appeals may be lodged against the decision of the AC.

§ 11 ARBITRATION

- 11.1 If there is a dispute concerning the contract in a transfer matter the dispute shall be settled by the IFF Board of Arbitration (BA).
- 11.2 When processing the dispute in the BA the IFF Arbitration Regulations shall be applicable.
- 11.3 The decision of the BA is final. No appeals may be lodged against the decision of the BA.

WFC TV & Streaming report 19.03. status

Data still missing from KYR and SRL - Protopl Sport is looking for it

APPENDIX X17

TV Boradcasts

SWE	FIN	CZE	SUI	NOIR	SVK	LAT	SPG	SLO	EST
SVT	YLE	CTV	SRF	YTV	RTVS	Best4sport	Medioa Coprp	Sport TV	ERR

Total

Total											News only
104	Broadcasted matches	8	7	15	9	11	14	15	5	14	6
7	Broadcasting hours	18:02:00	11:52:00	29:50:00	16:39:00	21:15:00	22:46:00	17:23:00	12:05:00	28:05:00	n/a
5763398	TV Spectators	1314000	1375001	1593002	668133	131750	581000	31600	13075	55837	n/a
20793951	TV Reach	8627000	4036401	4578800	1824300	439166,7	1151268	107260	29755	157165	n/a

OTHER BROADCASTERS:

Sweden TV4 news

Finland MTV3 news, Nelonen news

Singapore Channel 8 news

Czechia Nova news

Latvia LTV news

Streaming data

[illegible]

IFF Event Evaluation – WFC 2025 (1st draft)

*Prepared by: IFF Event Committee, based on year plan 2025/2026
Date: 16/03/2025
For: IFF Central Board*

Introductory Note

This document represents the **first draft of the Central Board Management Summary** for the Women's World Floorball Championship 2025. It is intended to serve as a **pilot version of the post-event evaluation framework**, allowing the IFF to test both the content and the timeline for event evaluation following a major championship.

At this stage, the report includes all currently available information and data provided by the Local Organising Committee and the IFF. However, several analytical inputs from both LOC and the external evaluation conducted by **Quantum Consultancy** are still pending. These inputs are expected to provide additional insights, particularly in areas such as finance, fan experience, media reach and stakeholder satisfaction.

For this reason, some sections of the report do not yet include final summaries or recommendations. In the final version of the document, additional elements will also be included, such as **Suggested Actions for IFF Committees** and **Topics for Further Discussion by the Central Board**.

Nevertheless, it was considered important to prepare this preliminary version in order to assess whether the evaluation framework provides the Central Board with the information needed for strategic reflection on the event and on future IFF championships.

The intention is to review and discuss this initial draft during the Central Board meeting and use the feedback received to further refine the final evaluation report.

Thank you.

Zuzana



Management Summary for the IFF Central Board

Event:
Women's World Floorball Championship 2025

Host Country / Cities:
Czechia/ Brno & Ostrava

Event Dates:
6.-14.12. 2025

Prepared by:
Zuzana Svobodová, Event Committee Chair

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1. Introduction and Legacy

The Women's World Floorball Championship 2025 was organised as the flagship international competition for women's national teams and as an important platform for supporting the continued development and visibility of women's floorball.

The event was delivered by Czech Floorball as the Local Organising Committee (LOC) on behalf and in cooperation with the International Floorball Federation (IFF), with the support of the host cities of Brno and Ostrava, public authorities and national partners.

The championship was organised under the event identity “**No Power Like Women Power**”, positioning the event as a platform promoting equality in sport and strengthening the visibility and recognition of women's floorball internationally.

From the IFF perspective, the event aimed to deliver a high-quality international championship in accordance with IFF regulations and event standards, while strengthening the international profile of women's floorball and supporting the promotion of equality in sport. The event also sought to generate a positive sporting, organisational and promotional legacy both for the host country and for the international floorball community.

In addition to sporting excellence, the championship aimed to expand audience reach, strengthen media visibility and create initiatives supporting the long-term development of the women's game.

The success of the event was assessed against four key evaluation criteria:

- **Sport delivery** – organisation of the championship in accordance with IFF competition regulations and standards.
- **Event organisation and operations** – effective cooperation between the LOC, IFF and host stakeholders and smooth operational delivery.
- **Audience engagement and visibility** – spectator attendance, fan engagement and international media exposure.
- **Strategic impact and legacy** – contribution to the visibility and long-term development of women's floorball.

The championship achieved **record spectator attendance (67,736 spectators)** and delivered a well-organised international event with strong audience engagement and media visibility, contributing to the continued growth and recognition of women's floorball.



2. LOC Actions and Commitments

During the preparation and delivery of the event, the Local Organising Committee (LOC) committed to delivering the championship in line with the operational, sporting and strategic expectations defined in the bid and in the IFF event regulations.

Key operational commitments included:

- organising the championship fully in accordance with IFF regulations and event standards,
- ensuring high-quality services and competition conditions for teams, officials and stakeholders,
- delivering smooth operational coordination across the two host cities (Brno and Ostrava),
- achieving strong spectator attendance and engagement, with an overall target of **50,000 spectators**,
- maintaining financial stability and responsible budget management throughout the event lifecycle.

These commitments served as key benchmarks for evaluating the overall operational delivery of the championship.

In terms of legacy, the event aimed to:

- strengthen the visibility and international position of women's floorball,
- contribute to the promotion of equality in sport,
- increase public awareness and popularity of floorball in the host country,
- strengthen long-term cooperation between Czech Floorball, host cities and other key stakeholders involved in the organisation of international events.



3. Evaluation Areas and Key Findings

Finance

The approved budget for the Women's World Floorball Championship 2025 was **CZK 66,400,000** (approximately EUR 2.7 million).

Missing data according to the approved evaluation structure:

Kommentoinut [ZS1]: Data to be finalised and delivered by LOC

- Revenue Structure
- Cost Structure
- Final Financial Results

Successes & Strengths

Challenges & Gaps

Lessons Learned

Recommendations

Kommentoinut [ZS2]: To be added once all the data is available



Ticketing

The ticketing strategy combined accessible pricing during the group phase with higher-value pricing for the final stages of the tournament. Pricing levels varied between the two host cities and according to the competition phase.

In addition, **multiple ticket categories were offered for the same matches**, allowing spectators to choose between different seating categories and price levels. This diversified pricing approach supported both accessibility for wider audiences and revenue optimisation for high-demand matches.

In **Brno**, where the group phase was held, ticket prices were structured to support attendance during weekday sessions. Morning matches were offered at **250 CZK (approx. EUR 10)**, while afternoon matches involving the home team were priced between **490–590 CZK (approx. EUR 19.5–23.5)** depending on seating category.

In **Ostrava**, where the final phase of the championship took place, ticket prices increased according to the tournament stage. Prices ranged from approximately **200 CZK (EUR 8) for early-stage matches** to **690 CZK (EUR 27.5) for the final day**, with several seating categories available for key matches such as quarter-finals, semi-finals and medal games.

Ticket Sales Overview

Total tickets issued: **45,777**

- Sold tickets: **18,120**
- Complimentary tickets: **27,657**

Ticketing revenue reached **CZK 8,487,000**, exceeding the original forecast of **CZK 7,000,000** by **approximately 21%**.

Sales Channels

Tickets were distributed through multiple channels:

- official online ticketing platform (primary channel)
- group and club allocations
- school match programme
- VIP and partner allocations
- limited on-site sales.

Online sales represented the dominant distribution channel.

The **school match programme** played an important role in supporting attendance during weekday sessions and contributed significantly to spectator numbers during the group phase.



Successes & Strengths

- Strong spectator interest was recorded, particularly during the final stages of the championship.
- Cooperation with schools significantly increased weekday attendance during matches without the participation of the host nation

Challenges & Gaps

- Ticket demand was concentrated mainly around the final weekend of the tournament.
- Additional promotional and ticket distribution initiatives were required to maximise attendance during some early tournament sessions.

Lessons Learned

- The final stage of the championship remains the primary driver of ticket demand and spectator attendance.
- Strong engagement of the domestic audience is a key factor in achieving high attendance.

Recommendations

- Encourage host organisers to prioritise promotion and ticketing strategies that maximise attendance during the final stage of the championship.
- Support LOCs in developing ticketing strategies that effectively engage the domestic audience while also promoting international spectatorship.



Attendance and Reach

The championship achieved record spectator attendance of 67,736 spectators, exceeding the original target and demonstrating strong audience engagement.

The championship was organised across **two host cities (Brno and Ostrava)**, allowing engagement of spectators in two major regions of the Czech Republic. The two-city format combined regional outreach during the group phase with higher-capacity delivery of the final stage of the tournament.

Arena Capacity and Attendance

Brno - Vodova

- Arena A capacity: 2,900
- Arena B capacity: 900

Ostrava – Ostravar Arena

- Arena A capacity: 8,844
- Arena B capacity: 500

Arena A	Expected attendance	Cumulative Match Capacity*	Actual attendance	Arena B	Expected attendance	Cumulative Match Capacity	Actual attendance
In total	56,000	164,416	62,147	In total	2,350	13,500	5,589
Day 1 (6.12.)	4,800	11,600	5,051	Day 1 (6.12.)	200	3,600	659
Day 2 (7.12.)	4,300	11,600	4,029	Day 2 (7.12.)	200	3,600	758
Day 3 (8.12.)	2,200	5,800	6,074	Day 3 (8.12.)	950	1,800	1,625
Day 4 (9.12.)	5,300	11,600	2,068	Day 4 (9.12.)	100	1,000	1,100
Day 5 (10.12.)	400	17,688	212	Day 5 (10.12.)	0	0	0
Day 6 (11.12.)	7,500	26,532	13,631	Day 6 (11.12.)	0	0	0
Day 7 (12.12.)	4,000	26,532	5,245	Day 7 (12.12.)	600	1,500	736
Day 8 (13.12.)	12,500	26,532	10,544	Day 8 (13.12.)	150	1,500	390
Day 9 (14.12.)	15,000	26,532	15,293	Day 9 (14.12.)	150	500	321

*Total capacity reflects cumulative match capacity (number of matches × venue seating capacity) rather than unique seat count per day.



The attendance pattern reflects two different audience dynamics during the championship:

- **Group phase in Brno** – attendance was supported primarily by school programmes, local floorball communities and regional spectators.
- **Final phase in Ostrava** – attendance was driven by higher demand for decisive matches, particularly during the semi-finals and final day.

This combination of grassroots engagement and high-demand final matches contributed to the overall attendance record.

Missing data according to the approved evaluation structure:

- domestic vs international spectators
- geographic origin of spectators

Kommentout [ZS3]: info coming in the near future from Quantum as well as deeper analysis of Czech LOC

Successes & Strengths

- The championship achieved **record spectator attendance (67,736 spectators)**.
- The two-city format enabled broader regional engagement and audience reach.
- School match initiatives and youth engagement programmes contributed significantly to weekday attendance during the group phase.

Challenges & Gaps

- Some early group-stage matches required additional promotional initiatives to increase spectator turnout.

Lessons Learned

- The championship demonstrated a clear distinction between attendance patterns during the early stages of the tournament and the final phase, highlighting the importance of targeted audience engagement strategies for different stages of the event.
- Scheduling of key matches significantly influences attendance patterns.
- Hosting matches in multiple cities can broaden regional engagement and strengthen national event impact.
- Engagement of youth and local floorball communities can significantly support event attendance and sport promotion.

Recommendations

- Youth and school participation programmes should be integrated into event planning.
- Multi-city or multi-country formats may be considered to broaden regional engagement.



Media and Communication

The event generated strong national and international media coverage and contributed to increased visibility of women's floorball across traditional and digital media channels.

Media Representatives

A total of **217 media representatives** were accredited for the championship, representing **14 nationalities**.

Breakdown by media type:

- TV: 26 (+30 official broadcaster representatives)
- Radio: 12
- Press & online: 149

Media Coverage

The championship generated extensive domestic and international media coverage across television, print and online platforms.

Monitoring results (1–17 December 2025):

- **Total number of articles:** 3,273
- **Average daily output:** approximately 200 articles

Breakdown by media type:

- 771 TV appearances (news segments, live broadcasts, feature coverage)
- 702 printed media articles
- 2,571 online articles

These figures indicate strong media interest during the championship period and significant visibility of the event in national and international media.

Event Website Analytics

Monitoring period: 29 November – 21 December (event period ± 7 days).

Event website performance:

- **Unique visitors:** 64,861
 - Average per day (monitoring period): 2,820
 - Average per day during WFC: 5,419
- **Total page views:** 216,825
 - Average per day (monitoring period): 9,427
 - Average per day during WFC: 18,157

Visitors originated from **79 countries**, indicating international interest in the championship.

Traffic levels increased significantly during competition days, confirming strong international interest during the event period.



Missing data according to the evaluation structure:

- television broadcast reach
- number of broadcasters
- digital streaming viewership
- media value analysis
- Social media Analytics

Successes & Strengths

Challenges & Gaps

Lessons Learned

Recommendations

Kommentoinut [ZS4]: Info coming in the near future from Quantum

Kommentoinut [ZS5]: To be added once all the data is available



Organisation and Operations

Event preparation was conducted through structured coordination between the LOC and IFF, covering key operational areas such as venue operations, media and broadcast coordination, logistics and transport, team services, ticketing and spectator services, volunteer management and overall event governance.

Operational delivery required coordination across **two host cities (Brno and Ostrava)** and multiple functional areas. Nearly **200 volunteers** supported key operational functions during the championship, contributing significantly to venue operations, spectator services and team support.

Both venues were capable of hosting the championship; however, infrastructure limitations at the Brno venue (Arena Vodova) created certain operational constraints, particularly in relation to production facilities, workspace availability and media operations. These limitations required additional operational adjustments during the preparation and delivery phases.

The two-city format increased organisational complexity, particularly in relation to venue transitions, transport logistics and coordination of operational teams across locations. Despite these challenges, the championship was delivered without major operational or safety incidents, and all matches were conducted according to the approved competition schedule.

Overall, the event was delivered successfully without major operational disruptions. The operational experience gained from the championship provides valuable insights both for future host organisers and for the continued development of the IFF event framework.

Successes & Strengths

- Effective use of existing floorball event infrastructure and experienced venues supported efficient operational setup and familiarity with international event requirements.
- Well-structured volunteer deployment across operational areas, providing stable support for venue operations, logistics and event services.
- Strong operational coordination during the event, enabling effective resolution of operational issues and smooth day-to-day event management.

Challenges & Gaps

- The two-city event format increased organisational complexity, particularly in transport coordination, venue transitions and operational resource allocation.
- Infrastructure and space limitations at the Brno venue (Arena Vodova) required additional operational adjustments, particularly in relation to production facilities and workspace for event functions.
- High workload concentration in several key operational roles created capacity pressure during the preparation phase and highlighted the need for stronger staffing structures for events of this scale.
- In some aspects of the preparation phase, the LOC approach reflected a strong national ownership of the event, which occasionally created differences in expectations regarding the application of IFF procedures, approval processes and communication protocols.
- In several instances during the preparation phase, key documents and materials were delivered later than expected, creating additional pressure for final approvals and highlighting the need for clearer adherence to agreed timelines and approval procedures between the LOC and IFF.



Lessons Learned

- Multi-city (country) championships require early and detailed planning of logistics, transport and coordination between venues and/or organisers.
- Venue selection and approval should carefully consider space availability and infrastructure capacity to meet the operational and production requirements of international events.
- Events of this scale require sufficient staffing capacity and clear allocation of responsibilities across key operational areas to support effective preparation and delivery.
- Early alignment on planning timelines, approval processes and communication protocols between the LOC and IFF significantly improves operational efficiency.

Recommendations

- Future host organisers should carefully assess the operational implications of multi-city formats and ensure sufficient logistical capacity and coordination mechanisms.
- Venue selection and approval for major IFF events should prioritise facilities capable of meeting increasing technical, media and operational requirements.
- Organisational structures for major events should ensure adequate staffing capacity and clearly defined responsibilities across key operational areas.
- Early operational coordination between the LOC, the IFF and the host broadcaster should be strengthened to support increasingly complex broadcast and production requirements.
- Clear planning timelines, approval procedures and coordination mechanisms between the LOC and IFF should be established and consistently followed to support efficient preparation and delivery of future events.



Sport

The championship delivered high-level international competition in line with IFF competition standards and featured several notable sporting milestones.

Switzerland claimed the world title for the first time in 20 years, returning to the top after their previous triumph in Singapore in 2005. **Czechia** reached the Women's World Championship final for the first time in history, marking a major breakthrough for the program. At the same time, **Sweden** finished the tournament without a medal for the first time ever, while **Netherlands** returned to the championship after a 10-year absence and ultimately finished **11th**, outperforming several traditional participants.

Final Standings (incl. previous placements at WFC '23, '21, '19)

1. Switzerland (4., 3., 2.)	9. Poland (6., 5., 6.)
2. Czechia (3., 4., 4.)	10. Germany (10., 10., 7.)
3. Finland (2., 2., 3.)	11. Netherlands (x., x., x.)
4. Sweden (1., 1., 1.)	12. Estonia (13., 13., 14.)
5. Latvia (7., 9., 8.)	13. Japan (9., x., 13.)
6. Norway (11., 7., 9.)	14. Australia (16., x., 11.)
7. Slovakia (5., 6., 6.)	15. USA (14., 12., 16.)
8. Denmark (8., 8., 10.)	16. Singapore (12., x., 12.)

Competitive balance analysis

The championship provided several indicators regarding the current development of competitive balance in women's floorball.

- The competitive gap inside the top tier is narrowing, with several teams now capable of reaching finals and challenging for medals.
- The results indicate limited upward mobility into the top four from the middle group (5.-10.), indicating that the performance gap between the elite teams and the chasing group is still significant.
- Teams from Asia and Oceania continue to face a substantial competitive gap compared with the European core of the sport.



Fan Experience

The championship delivered a strong fan experience and event atmosphere supported by high spectator engagement, in-arena entertainment and fan activation activities across both host cities.

Fan engagement activities were integrated into the venue environments, including interactive floorball activities, partner activation zones, merchandise sales and coordinated in-arena entertainment programmes. In Brno, a dedicated fan zone provided additional engagement opportunities, while in Ostrava fan activities were integrated into the arena spaces.

Some operational limitations were identified, particularly related to food and beverage service capacity in Brno during peak periods.

Missing data according to the evaluation structure:

- fan satisfaction survey results
- fan engagement programme evaluation
- structured fan experience metrics

Kommentoinut [ZS6]: Info coming in the near future from Quantum

Successes & Strengths

Kommentoinut [ZS7]: To be added once all the data is available

Challenges & Gaps

Lessons Learned

Recommendations



Stakeholder and Participant Satisfaction

The organisation of the championship involved a wide range of stakeholders, including teams, officials, media representatives, volunteers, partners and spectators. Overall feedback indicates a positive evaluation of the operational delivery of the event.

Teams and Officials

Team services, including accommodation, transport coordination and match operations, were delivered in accordance with IFF event standards. Competition delivery and referee operations were conducted without major incidents.

Media

A total of **217 media representatives from 14 countries** were accredited for the championship, reflecting strong international interest. Event evaluation identified several areas for improvement in coordination between the LOC, the IFF media team and the host broadcaster during the preparation phase.

Volunteers

A total of **195 volunteers** supported operational delivery across multiple functional areas. Volunteer engagement and performance were evaluated positively and contributed significantly to event operations.

Missing data according to the evaluation structure:

- structured satisfaction surveys for teams
- feedback from referees and officials
- media satisfaction evaluation
- volunteer satisfaction metrics
- spectator satisfaction data

Kommentoinut [ZS8]: Info coming in the near future from Quantum

Successes & Strengths

Kommentoinut [ZS9]: To be added once all the data is available

Challenges & Gaps

Lessons Learned

Recommendations



Legacy and Long-term Benefits

The Women's World Floorball Championship 2025 generated legacy outcomes across sport development, community engagement, international visibility and organisational capacity.

International and Sport Development Impact

From the perspective of the International Floorball Federation (IFF), the championship contributed to strengthening the global visibility and credibility of women's floorball. Record spectator attendance, strong media coverage and high-quality event presentation supported the positioning of the Women's WFC as one of the flagship events in international floorball.

The event also demonstrated the growing competitiveness of the women's game, with new sporting milestones including Switzerland's return to the title after 20 years and Czechia reaching the final for the first time. These developments contribute to the long-term objective of improving competitive balance within international women's floorball.

In addition, the championship provided an international platform for dialogue and cooperation between member associations, strengthening relationships within the global floorball community.

Community and Participation Impact

Several initiatives implemented by the LOC demonstrated effective approaches to linking elite international events with grassroots engagement.

The **school match programme**, which brought more than **15,000 students from over 300 schools** to the arenas, represents a strong example of how international championships can be used to introduce young audiences to the sport.

Additional initiatives included activities involving **Special Olympics athletes and para-floorball**, highlighting the inclusive character of the sport and increasing the visibility of different forms of floorball.

These initiatives provide valuable examples for future organisers seeking to combine elite competition with community engagement and participation development.

Brand and Promotion Impact

The championship contributed to strengthening the international brand of women's floorball. The event identity "**No Power Like Women Power**" created a strong narrative around equality and the empowerment of female athletes.

Several brand assets created during the championship have long-term promotional value, including the **Women's Power digital platform** and the championship mascot **Floora**, both of which continue to support the visibility of women's floorball beyond the event itself.

These initiatives demonstrate the importance of clear event identity and storytelling in strengthening the visibility of women's sport.



Organisational Legacy

From an organisational perspective, the championship provided valuable experience for delivering a **multi-venue international championship**, strengthening operational capacity in areas such as event coordination, volunteer management and large-scale event production.

For the IFF, the event also provided valuable insights into operational planning, coordination with host broadcasters and governance processes between international federations and host organisers. These lessons contribute to the continued development of the IFF event framework and support improved planning for future championships.

Successes & Strengths

- The championship strengthened the international visibility and credibility of women's floorball.
- Record spectator attendance and strong event presentation reinforced the Women's WFC as a leading international event.
- Community engagement initiatives such as the school match programme demonstrated effective ways to connect international championships with grassroots development.
- The event identity "*No Power Like Women Power*" provided a strong narrative supporting the promotion of women's sport and equality.

Lessons Learned

- Major international championships can serve as a powerful platform not only for elite competition but also for participation growth and community engagement.
- Clear event identity and storytelling significantly strengthen the international visibility and promotional impact of women's sport.
- Integrating youth engagement and social initiatives into event planning increases the long-term legacy value of international championships.

Recommendations

- Future organisers should integrate legacy and participation initiatives into event planning to maximise the long-term development impact of international championships.
- The IFF should continue promoting best practices from successful host organisers, particularly in areas such as youth engagement programmes, event identity development and community outreach initiatives.



4. Summary, Key Takeaways and Next Steps

Kommentoinut [ZS10]: This section will be further updated once all relevant information and data are available

The Women's World Floorball Championship 2025 successfully delivered a high-quality international championship in line with IFF standards and strategic objectives for the development of women's floorball. The event also confirmed the strong organisational capacity of Czech Floorball to host major international events.

Key Takeaways for the IFF

- The championship achieved record spectator attendance (67,736 spectators), demonstrating strong audience interest in women's floorball and the effectiveness of targeted attendance initiatives such as the school match programme.
- The event strengthened the international visibility and positioning of the Women's World Floorball Championship, supported by strong media coverage and a clear event identity promoting women's sport.
- The championship demonstrated increasing competitive balance in the women's game, with Switzerland winning the title after 20 years and Czechia reaching the final for the first time.
- The event confirmed that international championships can effectively combine elite competition with grassroots engagement, particularly through youth and community participation initiatives.
- The organisation of a multi-city championship provided valuable operational insights for future IFF events, particularly regarding venue infrastructure requirements, governance coordination and event planning timelines.

Best Practices for Future Hosts

The championship also provided several examples of successful event practices that may serve as benchmarks for future organisers.

These include the school match programme supporting weekday attendance, the use of a clear event identity promoting women's sport, the combination of grassroots and premium audience engagement during different tournament phases, and the integration of community and inclusion initiatives within the event programme.

Next Steps

Based on the evaluation of the championship, several key areas should be considered in the preparation of future IFF events:

- Continue strengthening the international positioning and visibility of the Women's World Floorball Championship as a flagship event in international floorball.
- Integrate operational lessons from the championship into the IFF event framework, particularly in relation to venue requirements, organisational capacity and coordination between the LOC and the IFF.
- Promote and share best practices from the event, including youth engagement initiatives, event identity development and community outreach programmes, with future host organisers.

Suggested Actions for IFF Committees

Topics for Further Discussion by the Central Board

Kommentoinut [ZS11]: To be added once the full report is available

Helsinki, February 28th, 2026

Place: Over Teams 27.02.2026, 08:30-10:00 CET,

Participants: Tomas Frank, Czech Floorball
Ville-Mikko Korkka, Finnish Floorball Federation
Christer Abrahamsson, Swedish Floorball Federation
Patrick Bloch, Swiss Unihockey
Filip Suman, IFF President
Sarah Mitchell, IFF Event manager
John Liljelund, IFF secretary general

Excused:

1. Opening of the meeting

Mr. Suman to open the meeting at 8:30 CET and thanked everyone for joining.

2. Update of the CC Finals 2026

Mr. Suman opened the discussion with a short recap of the CC Finals in Ostrava and Falun.

Mr. Abrahamsson and Mr. Frank shortly reported on the organisation of the CC finals held in Czechia and Sweden. Overall the Men's final in Falun was almost sold out with 2348 spectators and a lot of media, with a good event onsite. The Women's final in Ostrava had two sides. It was successful with a big attendance of 2311 and good TV coverage on Czech TV. Unfortunately, there was some issues with the organisational side with the home club.

Mr. Suman felt that having spectator number over 2000 in both finals with good media coverage clearly shows positive progress and ROI – time invested into CC discussions from EFT federations.

Mr. Bloch asked for the media coverage from the IFF app, to which Mr. Liljelund answered that the there were the following amount of traffic on the IFF APP:

		Online at game	Stream Live views	Watched Highlights
M	Falun – Storvreta	2814	253	911
W	Vitkovice - Thorengruppen	1590	107	455

Mr. Suman said that there might not be that many spectators on the IFF App from the women's final as it was televised and there was no English commentary.

Mr. Liljelund gave a short summary about the marketing elements used during the CC finals.

LOC Vitkovice

- NO CC Finals floor ad
- NO CC rink ad

- CC mid-circle and face-off dots
- Based on IFF report overall CC-branding was good
 - Printed CC branding in the spectator stands
 - Printed CC branding on DJ stand (but looked like false font)
- Not sure how if other digital material was displayed on venue screen, apart from FairFloorball.

LOC Falun

- CC Finals floor ad
- CC rink ad
- CC mid-circle NOT implemented due to high cost-structure (additional 1500 € for removing and replacing existing mid-circle)
- Digital CC signage (2nd line / screen)
 - Ran also other delivered digital material (PUMA, FairFloorball, WFC 2026, U19 WFC 2026)

3. Thorengruppen complaint from the Ostrava Finals

Mr. Liljelund to report the women's team Thorengruppen has made several complaints to the IFF of how they were treated by the host 1SC Vitkovice during the Final in Ostrava. (**Appendix 1**) The IFF has responded to Thorengruppen in several emails and the Czech Floorball has also by Mr. Frank responded.

The home team Vitkovice informed in the technical meeting, that was held an hour prior to the original starting time of the match, that the start of the match was changed from 19:00 to 19:15 because the match was to be broadcasted on Czech TV. Thorengruppen got the information after the meeting during their warm-up on the field of play. Further Vitkovice didn't follow the IFF Basic IFF CC match rundown but had included a celebration of the club's players winning the silver medal in the WFC, without informing this to their opponent. During this time Team Thorengruppen was standing for a long time on the field of play.

The IFF representatives on-site has reported this and a proposal for an administrative sanction has been prepared and discussed in the IFF Executive committee, of a reprimand to the Vitkovice for the breach of the Champions Cup regulation 13.5 concerning the set rule that all CC matches shall start no later than 19:00 CET and that they have not informed of the change of time in due cause to the IFF and the opponent with a fine of 1.000 CHF, based on the IFF Juridical regulation 27.1. failure to follow the IFF rules and regulations. Further Vitkovice will receive a reprimand for the lengthy pre-match ceremony, failing to follow the Basic Champions Cup match rundown based on the IFF Juridical regulation Art 27.1 and 27.3.

The home team Vitkovice further failed to provide the English commentary for the women's final, as the production company had missed to include or even prepare for the off-tube commentary IFF had arranged.

The CCSG discussed the situation in Ostrava prior to the start of the Women's final. Mr. Frank informed that he had a meeting with Vitkovice directly after the final on the topics that didn't work well and that a lot of things were confirmed by the club in a standard way, but then changed during the last few minutes. It would be important to find how to work with these issues in the future. The feedback is important to know how to protect us from similar incidents

in the future . Ms. Mitchell informed that the persons IFF had done the preparation with was not present during the final and the persons responsible of the final, had not been part of the organisation of the quarterfinals and semi-finals, which created some issues. Mr. Korkka felt that it is very serious that the organiser has received 25 complaints, how it is even possible if they have read the IFF regulations. Ms. Mitchell agrees is that the number of things that went wrong was quite significant, but also noted that Thorengruppen had prior to the final expressed, on several occasions, their disenchantment with how the CC is run, especially to do with the financial support for the clubs, as well as the appointment process for the finals, which may have added to the detailed nature of their complaint. Mr. Bloch asked how we will define the criteria for how to organise the final. Mr. Liljelund and Mr. Suman felt that we need to protect the teams for any Home team attempt to influence the fairness of the final, with a clear sanction included in the regulations

The CCSG agreed to ask the club of their official response to the complaint of the Thorengruppen, in the meeting the Czech federation has with the club later today. Vitkovice is to come back with their explanation later.

The CCSG will await the response of Vitkovice and formulate their view about the proposed sanctions then.

4. Preparation for the CC 2026-2027

Mr. Suman to conclude that the CCSG has previously agreed upon the dates for the CC for the season 2026-2027:

Northern (SWE/FIN) :	QF1 M&W: 22.08. - 23.08. and
	QF2 M&W: 29.08. - 30.08.
Southern (CZE/SUI):	QF1 M&W: 22.09. - 24.09. and
	QF2 M&W: 29.09. - 01.10.
SF1 M&W:	27.10. - 29.10. and
SF2 M&W:	03.11. - 05.11.
F M&W:	23.01-24.01.2027

As the decision has been not to make any changes to the Champions Cup regulations (**Appendix 2**), the IFF Office has prepared some changed to the starting time of the matches from 19:00 CET to 20:00 CET and the change of having the number of the team officials . The CCSG felt that these are OK. There will be some update regarding the points for the game.

Based on the feedback from mainly Thorengruppen and Storvreta IBK, the IFF Office is proposing to create a clearer bid rules for the CC Final bid. The CCSG to discuss when these rules should be needed. Mr. Suman felt that we should prepare a good document and use the time as we need it probably around the quarterfinal. Mr. Liljelund expressed that we need to transparently define which are the actual factors based on which the final is provided. The proposal should be made during the coming months and inform that there will be a new bid process informed in the invitation. Mr. Abrahamsson felt that it is important to inform the clubs that the process is being updated. Mr. Suman concluded that also the member federations should be active in informing that the bidding criteria are being prepared and that the IFF Office will prepare the proposal for the bid document based on the existing bid procedure for the other IFF Events,

The IFF Office is to send the proposal for the bidding criteria latest by end of May.

Mr. Liljelund to present that the IFF Office is proposing some small changes to the Marketing (**Appendix 3**) and/or Streaming guidelines (**Appendix 4**).

In the marketing guidelines there has been a clarification of what marketing elements are mandatory for the home teams to provide. The proposal is also that if these are not fulfilled a certain per centage (10 or 20 %) of the travel support will be deducted.

In the Streaming guidelines there are presently no changes proposed.

In the Competition Regulations, there are the following changes proposed:

- Team officials on the team bench to be reduced from 7 to 5
- Latest starting time of matches to be 20:00 CET
- Points system changed to two (2) points for a win – which is what it should always have been
- Suggestion on a change to the support for the away team when playing both matches away from home on consecutive days

Mr. Frank thanked for the good preparation and asked to have some time to check it within the federation, to come back by the 6.3.

The CCSG to decide to give the members the time until Friday 6.3. to come back with their feedback to the regulations which gives enough time to finalize the document for the CB in March.

5. Planning for the Future

Mr. Suman reported that the CCSG member have provided their feedback to the Swedish proposal, which has been distributed to all. (**Appendix 5**)

The CCSG discussed how to proceed with the preparations of the season 2017-2028 and the longer plan.

Mr. Abrahamsson felt that the dates are the most important to fix first, before to be able to start the process for the change of the other points. Czechia and Finland are Ok with the dates, even if they are during the playoff. Mr. Bloch felt that the federations need to adopt to it being during the playoff and adapt to the timing for the start of the playoff. Ms. Mitchell felt that the dates for the semi-finals in beginning of 5th-6th of January, which makes it difficult to communicate with the clubs and IFF needs help from the member federations. Ms. Mitchell will send the IFF Competition department comments to the CCSG file concerning the proposed structure, as they were not included in the original file..

The CCSG agreed to the dates proposed by the Swedish federation, with waiting for the Swiss to finally confirm the dates for 2027-2028:

Quarterfinals:	5.-6.10.2027	26.-27.10.2027
Semi-finals:	5.-6.01.2028	12.-13.01.2028
Final :	04.03.2028	

Mr. Abrahamsson asked the federation to confirm their opinion on change of the time which was part of the proposal. Czech and Finnish federation confirmed they see this as crucial part

of the proposal. Swiss federation expressed, federation is behind the proposal and there has been some resistance from the clubs, but without giving them the context why is the change needed.

Mr. Abrahamson mention the topic of counting difference of goals, which Ms. Mitchell answered to. It can be discussed in next meetings.

Second main discussed aspect was the single or double matches (home x away). Sweden proposed single matches, but they are able to play with also home & away. The Czech prefers to strive for financial sustainability with first reducing the number of players and playing 3x15 min, but still to stay with the home & away matches to secure the commitment of the club towards the project, which would be lost without home matches. Switzerland also prefers the home & away system, as it is fairer and more equal and important for Swiss clubs also from income side. For Finland the single matches are acceptable for the clubs, but maybe not the preferred format and would need some selling.

Mr. Suman concluded that two countries strongly prefer to play still home & away and two are O.K. with both versions, so the first stage of new version would be still with home and away system.

The IFF will create a package based on this discussion and using the Swedish proposal and build a final proposal for the CCSG.

6. Inclusion for EFC teams and when to implement

There are still no answers from Latvia and Denmark concerning their view on the Euro Floorball Cup and the connection to the Champions Cup and most of the answers related are not to concrete. We will try to get the specific answers from them.

7. Any other business

Mr. Bloch informed that the IIHF will move the Women's World Championships in November from 2026, due to the clash with the playing schedule of the North American Women's Hockey league.

8. Closing of the meeting

Mr. Suman closed the meeting at 9:55 CET



CHAMPIONS CUP REGULATIONS

Responsibilities and regulations for participating
teams, clubs, National Associations, and
organisers

**Edition 2026-2027
Home & Away Series**

Decided by the IFF Central Board ??? 2026

Valid from ??? 2026

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NOTES:

In this document, 'Organiser' refers to the team/club responsible for providing the venue for a match.

ABBREVIATIONS:

CC – Champions Cup
CCSG – Champions Cup Steering Group
EDF – Event Disciplinary Function
FOP – Field of Play
IFF – International Floorball Federation
IFF CB – IFF Central Board
IFF RACC – IFF Rules and Competition Committee
IFF RC – IFF Referee Committee
NA – National Association
NADO – National Anti-Doping Organisation
OMR – Online Match Record
TD – Technical Delegate
TUE – Therapeutic Use Exemption
WO – Walk-over

I. ADMINISTRATIVE REGULATIONS

1. GENERAL REGULATIONS

- 1.1. The IFF Champions Cup (CC) shall be conducted in accordance with IFF Competition Regulations, IFF Juridical Regulations and the IFF Rules of the Game, during the period of 1st August 2026 – 28th February 2027, with the four nations Czech Republic, Finland, Sweden, and Switzerland, and their representative clubs organising and participating in the event.
- 1.2. The organisers of the CC Home & Away matches and Finals are appointed by the IFF Champions Cup Steering Group (CCSG) and confirmed by the IFF Central Board (CB) in accordance with the contract for the arrangement of the IFF Floorball Champions Cup.
- 1.3. The CC home and away quarterfinal phases shall be organised in the regular home venue of the organising team. This should be the same venue that is used for their national league matches and should be advised in the registration form. If the team chooses to play in a different arena this must be agreed upon with their National Association and requested for approval from the International Floorball Federation (IFF), at least thirty (30) days prior to the match.
- 1.4. The CC home and away semi-final phases shall be organised in the regular home venue of the organising team, on the condition that the venue meets the requirements set in *16. Competition Venue*.
- 1.5. The CC finals shall be organised in a venue/s jointly decided upon by the CCSG.
- 1.6. The duties and responsibilities of the teams, organisers, stakeholders, and IFF are laid down primarily in this regulation, which includes competition, administrative, organiser, and financial regulations, as well as the contract between IFF and the CCSG stakeholders.
- 1.7. The stakeholders of the CC - the International Floorball Federation, Czech Floorball, the Finnish Floorball Federation, the Swedish Floorball Federation, and the Swiss Floorball Association - have signed a separate agreement on the structure and responsibilities of the organisation of the CC.
- 1.8. Participants in the CC are obliged to follow the rules, regulations, and guidelines from the IFF and the CC match organisers.
- 1.9. The CC may be expanded in future editions by involving other IFF Member Association clubs in the competition.

2. LIABILITY

- 2.1. Organising liability rests with the organiser. Claims against IFF or CC stakeholders for compensation will not be accepted.
- 2.2. In these regulations, the organiser of a Champions Cup match is considered to be the hosting club.

3. IFF EVENT OWNERSHIP

- 3.1. The International Floorball Federation and the Champions Cup Stakeholders are the owners of the Champions Cup and of all rights of marketing and publicity including transmissions by radio, TV, and internet, video recordings, mobile applications, social media and any other utilisation inherent to the event.
- 3.2. All matters related to this will be separately defined in the agreement between the IFF and the CCSG.

4. INTELLECTUAL PROPERTY RIGHTS

- 4.1. IFF and the CCSG will develop significant intellectual property in connection with the CC, including, but not limited to, wordmarks, designs, logos, emblems, symbols, slogans, devices and mascots. This intellectual property will be used by the IFF, CC stakeholders, and the organisers in promoting and advertising the CC. Such property will be owned by the IFF, however, IFF may grant licences to use such intellectual property to its commercial partners and certain other licensees.
- 4.2. In order to ensure that it can control the look, feel and public perception of the CC, and to preserve the commercial value of rights of association with CC events which are granted to commercial partners, IFF & CC stakeholders must be sure that it will be able to assert its ownership of its intellectual property and to prohibit unauthorised persons from using it in all relevant markets including, most importantly, in the host country.

5. COMMERCIAL RIGHTS

- 5.1. The marketing and sales related work will be coordinated by the CCSG, and the operational work will be headed by the IFF Marketing function and a possible appointed CC Brand Manager.
- 5.2. The CC has its own Corporate Identity and branding guidelines, which is a separate document to these regulations.
- 5.3. A CC logo, in line with the CI guidelines, will be created for the event and must be used in all marketing & promotional materials.
- 5.4. The IFF, with the assistance of the CCSG member countries, will design a graphics package for use by all CC match organisers.
- 5.5. A team is entitled to have advertisements on the player's outfits. The advertisements must not act as to change the colour of the playing jersey. The main colour of the outfit must remain dominant.
- 5.6. IFF owns all international TV rights, all internet rights, and a part of the marketing rights.
- 5.7. The domestic TV & streaming rights are owned by the National Association of the hosting team.
- 5.8. The IFF owns all rights for photos, videos, and player/official match tracking from all CC matches.
- 5.9. The IFF reserves space for 4 sponsors and branding elements in each competition venue, according to the commercial proposal of the IFF, which must be delivered no later than 30th June prior to the start of the CC. All other sponsor spots are up to the organiser of the match.
- 5.10. A separate plan for the execution of the venue advertisements and branding shall be made between the hosting National Association and their participating club/s.
- 5.11. Home teams will be required to include IFF sponsor advertisements and branding elements according to the agreed plans.
- 5.12. The materials CC sponsor has exclusivity in all fields, but the games are played with the rink, synthetic flooring, and goal cages supplied by the host team &/or National Association.

6. RULES OF THE GAME

- 6.1. All matches shall be played in accordance with the official IFF Rules of the Game. Exceptions may only be granted upon request to the IFF RACC.

7. CHAMPIONS CUP REGULATIONS

- 7.1. An organiser of a CC match has the right to ask for exceptions concerning these regulations. Exceptions from these regulations can only be agreed upon in a written contract between IFF, the CCSG and the organiser.

8. UNFORESEEN CIRCUMSTANCES

- 8.1. The IFF CB and/or IFF RACC shall take decisions on all matters not provided for in these Regulations, as well as in cases of “force majeure”. Such decisions shall not be subject to appeal.

II. COMPETITION REGULATIONS

9. QUALIFICATION OF TEAMS

- 9.1. The CC is played between 1st August – 28th February each season, with the previous season's women's and men's National Champions, and national runners-up or National Cup winners or runners-up, of the four associations specified in 1.1 being eligible to participate.
- 9.2. The champions of the countries have a strong recommendation to participate in the CC, in accordance with these regulations and the Champions Cup Stakeholder agreement. The National Associations should inform to the IFF no later than 30th April, in the same year of the first phase of the CC, which teams are qualified.
- 9.3. The registration shall be made on the official IFF form which shall be sent to the National Associations, who are then responsible for distributing it to the qualified teams from their country. Registration to participate and payment of the participation fee shall be received by the IFF no later than 31st May in the same year of the first phase of the CC.
- 9.4. If a qualified team chooses not to register, the National Association may apply to the IFF for the National Championships regular season winner, National Association's Cup runner-up, or 3rd placed team in the National Championship to participate. The application must be made by no later than 15th June in the same year of the first phase of the CC. The IFF shall decide, based upon the recommendation of the CCSG. The decision is final.
- 9.5. If a stakeholder country has no team that registers to the event, a replacement team from a country outside of the stakeholder group may be invited to participate, upon agreement between the IFF & CCSG. If no replacement country is found, then the phase is considered a walk-over and the registered team proceeds to the next round.
- 9.6. The teams participating in the CC are obliged to provide all information required by the organiser according to the dates set by the organiser, in order not to lose the right to any specific service being offered.
- 9.7. A team that has registered for CC and withdraws shall be sanctioned according to the IFF Juridical Regulations.

10. QUALIFICATION OF PLAYERS AND OFFICIALS

- 10.1. Players may only represent one club per competition season in the CC.
- 10.2. Only players licensed with the club not later than the date for handing in the team delegation list for each phase of CC (quarterfinals, semi-finals, finals) shall be eligible to represent the club in the CC, unless they have already represented another club in CC during the current CC season.
- 10.3. Only players having achieved the age of 15 and officials the age of 18 before the start of the CC round in which they are included in a team list are eligible to participate.
- 10.4. A full 10 days before the first match of each stage of the CC, a list of the team delegation, completed on the official IFF form and signed by both the club and its National Association shall be sent to the IFF.
- 10.5. The team delegation list may consist of up to 25 players and up to 10 officials. Only those persons included in the list are entitled to participate in the CC phase for which the team delegation list is entered.
- 10.6. Together with the list, the teams shall send a team photo, an individual photo of each team member (players and officials) according to the IFF instructions, and a picture of the team jerseys showing both the front and the back.

- 10.7. Official identification that includes a name, date of birth and current photo may be checked in connection with a match.
- 10.8. Every player and official must have signed the IFF Event Participant Acknowledgement & Agreement form before being allowed to participate in the CC. The form will be provided by the IFF after the team delegation list is submitted.
- 10.9. From the team delegation list, clubs are entitled to use a maximum of 20 players and **5 officials** per match.
- 10.10. The signed list of 20 players and **5 officials** taking part in a match shall be handed in to the match secretariat not later than 60 minutes before the match. At the same time, the team line-up form shall be handed in. No other than those on the list are allowed to be in the substitution zone during the match.
- 10.11. At the conclusion of the match a printed match record will be provided by the match secretariat and shall be signed by the referees and team officials.

11. PLAYING SYSTEM

- 11.1. The teams are divided into a Northern (Finland and Sweden) and a Southern (Czech Republic and Switzerland) Conference.
- 11.2. The CC is played with home and away games, and single matches, as follows:
 - Quarterfinals – home and away games within the conference
 - Semi-finals - home and away games according to the ballot, where teams may be drawn to play against a team from either conference
 - Finals – single matches, with the matches played in the same or separate locations based on the bid proposals from the National Associations of the teams involved in the final matches
- 11.3. The CCSG, in consultation with the IFF, sets a specific period in which each stage of the competition must be played. The games can be played at any time during this period, with the date being decided by agreement between the participating teams & the National Associations of both teams. The clubs can mutually agree to change the playing date/s, so long as they still fall within the set period. If there is no agreement on the dates, either by the National Associations or clubs, then the IFF will set the date.
- 11.4. The IFF Competition Department shall, after the deadline for registration, build the final fixture list of the CC, based on the proposals of the participating teams, National Associations, and CCSG.
- 11.5. In the quarterfinals, the National Champions of each country will play their away match in the first round and at home in the second round. The only exception to this is if the teams agree to play both matches in the same city on consecutive days, or if the teams and National Associations mutually agree to switch the playing order of the matches.
- 11.6. In the semi-finals, the ballot will be so that the first team is the home team of the first pair. The second team drawn is the home team of the second pair:
 - 1 v 3 (according to the order drawn from the ballot)
 - 2 v 4 (according to the order drawn from the ballot)
- 11.7. The team drawn first in the ballot will play at home in the first semi-final round. If there are two teams from the same country, and they are not drawn to meet each other, the other team from that country plays away in the first semi-final round. The only exception to this is if the teams agree to play both matches in the same city on consecutive days, or if the teams & National Associations mutually agree to switch the playing order of the matches.
- 11.8. For home and away games teams can agree to play both games in the same city on two consecutive days for the quarterfinal and semi-final stages. If an agreement to this cannot be reached by the teams, the stage will be played with home and away games in the city of each participating team.

- 11.9. Any agreement to play both matches in one city must be made in writing and confirmed by both teams and both National Associations. The hosting National Association is required to inform the IFF of the decision no later than thirty (30) days prior to the first match of the phase.
- 11.10. Any team in the Men's or Women's semi-finals can apply to host one, or both, of the final matches. The IFF and the CCSG will decide based on the applications. Only applications from teams who qualify to the final match will be considered in the final round of bidding.
- 11.11. The quarterfinals are played in pairs in home and away games, as follows:
- Northern Conference (4 teams)
 - Finnish champion vs Swedish runner-up/Cup winner
 - Swedish champion vs Finnish runner-up/Cup winner
 - Southern Conference (4 teams):
 - Czech Republic champion vs Swiss runner-up/Cup winner
 - Swiss champion vs Czech Republic runner-up/Cup winner
 - The winners of the quarterfinals qualify for the semi-finals
- 11.12. The semi-finals are played in pairs in home and away games, as follows:
- Winners of the quarterfinals will be balloted into semi-finals, in a draw conducted by the IFF
 - The first team balloted for each semi-final will be the home team
 - Teams from the same country can be drawn to play against each other
 - The winners of the semi-finals qualify for the final
- 11.13. The scoring of the quarterfinal and semi-final match/es will be as follows:
- A match can end in a draw.
 - **Two (2) points are awarded for a win**, 0 points for a loss, and 1 point each for a draw during ordinary game time.
 - If the teams are equal on points after ordinary time of the last match in the stage, then extra time and, if necessary, penalty shots, according to the IFF Rules of the Game shall be played.
 - This extra-time and penalty shots shall be played as if the deciding match had been drawn, meaning that any penalty time remaining from regular time shall continue in extra time and no additional time outs are given to the teams.
 - The results of all matches versus a team which has missed a match or matches, shall be recorded as a walk-over with a score of 5-0 recorded.
 - If a walk-over is recorded in the second match of the phase then the team that was awarded the winning walk-over result will be automatically declared the winner of the phase
- 11.14. The final match for both women and men will be played between the winners of the semi-finals as a single match. The final for men and women may be played in the same or different locations.
- 11.15. The home team of the final is the team whose club &/or National Association is hosting the final match. If two teams from the same country play in a final match and there is no clear local host, then the home team will be balloted in a draw conducted by the IFF.
- 11.16. The final matches, when ending in a draw after ordinary time, will be decided according to the IFF Rules of the Game concerning extra time and, if necessary, penalty shots.

12. WALK OVER

- 12.1. When a Walk Over (W.O) is at hand, meaning when a team does not line up to a match, the match is forfeited, and the opponent shall be considered having won the match with the result 5-0.

- 12.2. If a walk-over is recorded in the second match of the phase then the team that was awarded the winning walk-over result will be automatically declared the winner of the phase

13. GENERAL MATCH REGULATIONS

- 13.1. The matches of the CC shall be played in accordance with the current IFF Rules of the Game, with the exception of any special conditions outlined in these Regulations.
- 13.2. Playing time is 3 x 20 minutes. Extra time of 10 minutes. Penalty shots with 5 players, according to the Rules of the Game.
- 13.3. Intermission time in all CC matches is 15 minutes.
- 13.4. The match schedule of the CC shall be made according to a minimum time interval to the official arrival/departure time of the away team before and after a game:
- Before match = 4 hours
 - After match = 4 hours (if the airport is within 2 hours of travelling)
- 13.5. The match schedule shall be built so that the teams and referees only require one (1) night's accommodation. Matches must be scheduled to start no earlier than 10:00 CET and no later than **20:00 CET**
- 13.6. Teams are entitled to warm up at least 30 minutes on the rink before the start of a match.
- 13.7. The organisers are entitled to request to the IFF Competition Department for changes in the timetable for reasons of television coverage. The teams shall be informed at a justified time before the start of the match concerned.

14. VIDEO GOAL REVIEW

- 14.1. The IFF video goal review system will be used in all phases of the CC.
- 14.2. The match referees and teams have the possibility to call a review of a situation to check whether the ball has fully crossed the goal line or not, and whether this was during game time. This is the only reason for the video goal review can be used.
- 14.3. Full video goal review guidelines and instructions will be provided to the match officials and teams prior to the quarterfinals.

15. PLAYER'S OUTFITS

- 15.1. The player's outfit shall be according to the IFF Rules of the Game
- 15.2. The participating teams shall have one dark and one light coloured jersey to play with, and the main colour must be dominating.
- 15.3. Both jerseys must have the player's surname printed with clearly visible Latin letters on the back of the jersey.
- 15.4. Visible parts of undershirts, undershorts, tights, and compression wear shall be black or can be the same colour as the dominating colour of the match uniform shirt or the shorts.
- 15.5. A player taking part in the CC shall wear one number during each phase of the competition. Changes due to unforeseen circumstances, such as damage to the uniform, or blood, may be allowed with the permission of the IFF or CC Technical Delegate.
- 15.6. If, due to unforeseen circumstances, two teams have the same colour jerseys the team with the possibility to change, normally the home team, shall change.
- 15.7. All teams are required to send a photo of their two playing shirts (one light and one dark) when registering for the event.
- 15.8. The IFF may decide separately about further regulations in CC regarding numbering, colours, and advertisements on the player's &/or team official's outfit and equipment.

16. COMPETITION VENUE

- 16.1. A venue chosen for CC shall have a playing area that is 40m long and 20m wide, with at least 1.5m of free space outside of the rink, and at least 7m of free height over the field of play (measured from the playing surface).
- 16.2. A venue nominated for the CC finals shall meet the above requirements but have free space around the court of 3m wide and 5m long.
- 16.3. Any playing area which does not meet the specifications listed in 16.1 but is approved by a NA for use in a national league competition can be used for CC, with the exception of the semi-final and final round, where approval of all venues must be made by the IFF.
- 16.4. The playing surface shall be made of synthetic material. The flooring should be provided by the organiser unless otherwise agreed with the National Association.
- 16.5. The rink and goal cages of the organiser will be used.

17. VENUE ACCESS

- 17.1. The organiser shall ensure that the competition venue is available for access by the teams no later than two (2) hours prior to the start of the match.
- 17.2. Subject to venue availability, both teams should be able to access the competition court at least 90mins prior to the match start to allow for an extended on-court warm-up. A minimum of 30 minutes on-court warm-up time prior to a match is guaranteed.
- 17.3. It is the responsibility of the organiser to ensure that the competition venue is prepared, with flooring, rink, and goal cages in place.
- 17.4. Balls for warm-up must be provided by the organiser.
- 17.5. For the final match, subject to availability of the venue, a training session of 60mins shall be made available to the away team/s on the day prior to the final match or at least 5hrs prior to the match time.

18. REFEREES

- 18.1. All matters concerning referees in the CC shall be dealt with by the IFF Referee Committee (RC) according to valid regulations and decisions.
- 18.2. Each National Association with a team participating in CC must nominate three (3) referee pairs for approval by the IFF RC. The referees do not need to be international level referees but must be refereeing at the highest level of the National Association.
- 18.3. The referees for all matches will be appointed by the IFF RC from the approved referee group, no later than 21 days prior to a match.
- 18.4. Publication of the referee appointments, by any stakeholder, should be made no more than 24hrs prior to a match
- 18.5. It is permitted for referees to officiate a match involving a team/s from their own home country.
- 18.6. If teams in the quarterfinal or semi-final stage of CC agree that both matches will be played in one city, only one referee pair will be appointed for both games.
- 18.7. Referee clothing will be provided by the IFF apparel sponsor.
- 18.8. Random financial audits for referees may be carried out, as well as regular scrutiny of their on-field decisions.
- 18.9. Host National Associations may choose to appoint a referee coach for matches in their own country. All costs for this are the responsibility of the National Association.

19. TECHNICAL DELEGATE

- 19.1. Each National Association with a team participating in CC must nominate three (3) Technical Delegates (TD), according to separate guidelines set by the IFF Administration.

- 19.2. The NA of the home team shall be responsible for appointing a TD for each match, chosen from those they have nominated. The TD appointment should be advised to the IFF no later than 14 days prior to the match.
- 19.3. The TD may come from the same country as the home team but must not, in any way, be affiliated, either currently or in the past, with any team or club participating in the match to which they are appointed.
- 19.4. For the final matches, an independent TD shall be appointed by the IFF.
- 19.5. The TD shall ensure that the competition is run according to the CC Regulations and The Rules of the Game.
- 19.6. When taking decisions, all valid IFF regulations are applicable.
- 19.7. The TD will have the power to recommend sanctions according to the guidelines set by the IFF. Sanctions may only be imposed by the applicable disciplinary organs and are final as far as the duration of the competition to which they apply is concerned.

20. DISCIPLINARY MATTERS

- 20.1. An Event Disciplinary Function (EDF) will be appointed for the whole of the CC event.
- 20.2. The EDF will be formed according to protocols set in the IFF Juridical Regulations.
- 20.3. The EDF will, in consultation with the appointed TD for a match, decide in all disciplinary matters during the CC.
- 20.4. Sanctions imposed by the EDF are final as far as the duration of the competition to which they apply is concerned.
- 20.5. A suspension decided by the EDF may not exceed 3 matches and applies only to matches in the said event.
- 20.6. When taking decisions, the valid IFF regulations are applicable.
- 20.7. All disciplinary matters which are not in the competence of the EDF, IFF CB or the **IFF Administration** shall be dealt with by the IFF Disciplinary Bodies.
- 20.8. The report in a disciplinary matter shall be handed in at the latest by 16:00 CET the day after the match. The EDF shall decide and inform of the decision no later than three (3) days after the report is received, or at least 24hrs prior to the start of the player's / team's next match in the competition, whichever occurs first.
- 20.9. In the case of a disciplinary matter for a team, player, &/or team official who has their next match in the competition already before the timeframes in 20.8 occur, then special conditions for the handling of the matter will be applied by the EDF &/or TD to ensure that is dealt with prior to the start of their next match.
- 20.10. A disciplinary report handed in by a team must be written, signed, and accompanied by a signed agreement to pay the amount of 500 CHF (within 7 days) in the case that the disciplinary decision is not made in their favour. If the report refers to a video clip this shall be included in the report.
- 20.11. When handling a disciplinary matter during an event the EDF may use video recording only if the recording is from the official filming of the event, which includes IFF livestream footage, video footage from other cameras approved for use by the IFF, or any official TV broadcast footage.

21. PROTESTS

- 21.1. The TD will, in co-operation with the CC EDF, decide in all matters regarding protests during the CC.
- 21.2. When taking decisions, the valid IFF regulations are applicable.
- 21.3. The intention to protest shall be noted in the Match Record directly after the match and the protest documents shall be handed to the TD within 60 minutes from the end of the match concerned.

- 21.4. Protests concerning qualification of players shall be handed in before the start of the match concerned.
- 21.5. A protest must be written, signed, and accompanied by a signed agreement to pay the amount of 100 CHF (within 7 days) in the case that the protest decision is not made in their favour.

22. ANTI-DOPING

- 22.1. All players registered for an IFF competition agree to undergo doping control testing. Refusal of a player to submit to a doping test shall be considered as equivalent to a positive result.
- 22.2. All players using medication that is on the Prohibited List must have a valid Therapeutic Use Exemption (TUE) to participate in the CC.
- 22.3. The IFF requires that all new TUEs be applied for with the IFF and approved by the IFF Medical Committee.
- 22.4. The application should be submitted as early as possible after the team registers for the event, but no later than 30 days prior to the first match of the CC that the player will participate in
- 22.5. All TUE documentation, including medical evidence, must be in English.
- 22.6. TUE applications received by the IFF within 30 days of the first match of the CC that the player will participate in will incur a late fee of 300 CHF, which shall be invoiced to the player's club.
- 22.7. The IFF can also recognise pre-existing TUEs given by NADO's (National Anti-Doping Organisations) for the player already competing in their domestic league. A pre-existing TUE needs to be sent to the IFF Anti-Doping team for authorisation, no later than 30 days prior to the first match of the CC that the player will participate in. After authorisation these NADO-approved TUEs will be valid for use in all IFF events.
- 22.8. All matters regarding anti-doping during the CC must be referred to the IFF Anti-Doping Officer (ADO)
- 22.9. Only the IFF ADO can impose administrative sanctions regarding Anti-Doping matters. Sanctions imposed by the IFF ADO are final as far as the duration of the competition to which they apply is concerned.
- 22.10. When taking decisions, the valid IFF regulations, including the IFF Anti-Doping regulations are applicable.
- 22.11. In case of a positive doping test, the player concerned shall be suspended during investigation and the matter will be dealt with according to the IFF Anti-Doping Regulations.

23. BETTING

- 23.1. Those with a possibility to influence the outcome of a match may not, themselves or via another person/s, bet on the outcome of a match.
- 23.2. Players, officials, secretariat, and board members may not bet on a match where their own club participates. Further, their team delegates are responsible for any untrue action, or attitude aimed at altering documents, or the performance of the participating team members, or influencing or agreeing of the result of a match or competition, or the scoring or any other individual appearance at any point of a match to the advantage of its own team, opponent or any third party.
- 23.3. Referees and Technical Delegates may not bet on a match, or any match in a tournament, they are part of.

- 23.4. Participants' laptops, computers and similar devices and telecommunication tools including cell phones and internet in the pre-defined restricted areas (including locker rooms) should not be used for external communication in connection with a match.
- 23.5. Teams may use in-venue communication devices, and tablets/computers on the team bench for the purpose of statistics and coaching only.
- 23.6. Matches may be excluded from the betting offer of organisations under investigation or subject to sanctions for manipulations.
- 23.7. All matters related to possible betting infringements will be dealt with according to the Ethical Offences outlined in the IFF Juridical Regulations.
- 23.8. Sanctions for breaches of the betting regulations are according to the IFF Juridical Regulations.

24. PRIZES

- 24.1. The winning team, for both genders, shall receive prize money of 10,000 CHF, a cup, and 35 IFF Gold medals, provided by the IFF
- 24.2. The runner-up, for both genders, shall receive prize money of 5,000 CHF, a cup, and 35 IFF Silver medals, provided by the IFF
- 24.3. The referees of the final matches shall be presented one IFF Gold medal each, provided by the IFF
- 24.4. No additional medals will be produced.
- 24.5. In each match a best player from each team will be awarded. The host team is responsible for providing the best player prizes.

25. OFFICIAL MEETINGS

- 25.1. Participation in official meetings is compulsory for the participating teams, club representatives, National Association representatives, Technical Delegates, and Referees.

25.2. Captain's & Technical Meeting

- No later than 14 days prior to the start of the quarterfinal stage, the Captain's & Technical meeting shall be held. The meeting shall be held online.
- A representative from the IFF, a representative from each of the local organising committees, and the Technical Delegate for each match, shall be present. The participating teams must be represented by their Head of Delegation, coach, and captain.
- Additional meetings prior to the semi-final and final stages may also be held if deemed necessary

25.3. Organiser's Meeting

- For each stage of the CC, an online meeting between the IFF, club organisers, and National Association representatives may be held to discuss the arrangements for the planning of each match
- The meeting should be scheduled as soon as possible after the confirmation of the match schedule for each phase

25.4. Broadcast Meeting

- For each stage of the CC, an online meeting between the IFF, club organisers, National Association representatives, and the broadcast partners shall be held. The meeting shall be held to discuss the broadcast guidelines
- The meeting should be scheduled as soon as possible after the confirmation of the broadcast partners for each phase

III. ORGANISER REGULATIONS

26. ORGANISING COMMITTEE

- 26.1. The organiser shall have a committee that is responsible for managing the planning and execution of their CC match, including all matters to do with finances, venues, competition matters (including match statistics), ceremonies, ticketing, media services, TV / internet broadcast, Anti-Doping & medical services, VIP services, security, & volunteers
- 26.2. Each club must nominate a dedicated person responsible for the communication between the IFF and the club to manage the overall organisation of the home match.

27. FIELD OF PLAY

- 27.1. The field of play (FOP) must be according to the requirements set in 16. *Competition Venue*
- 27.2. The substitution benches and match secretariat shall be according to the Rules of the Game and the following guidelines regarding Match Secretariat, Penalty Benches, Substitution Benches. Any resolution of differences between these guidelines and the Rules of the Game, in respect to the FOP, will be decided by the IFF.

28. MATCH SECRETARIAT

- 28.1. Match secretariat, penalty and substitution benches shall all be, where possible, placed on the same side of the court. This should also, if possible, be the same side as the main TV camera. The match secretariat shall be placed at a safe distance outside the rink at the centreline.
- 28.2. Match secretariat staff shall consist of the following staff:
- Two timekeepers (one to operate scoreboard, one to keep manual time back-up)
 - One match record keeper for the IFF Online Match Record (OMR)
 - One speaker
 - Two penalty bench guards
- 28.3. All match secretariat staff, including penalty bench guards, must be at least 15yrs of age.
- 28.4. Instructions and, if necessary, training on the use of the OMR will be provided to all organisers by the IFF
- 28.5. Match secretariat equipment should include:
- At least four chairs
 - Scoring equipment
 - Audio equipment connected to the hall's broadcasting system
 - A reliable internet connection (preferably via cable)
 - Timing equipment (including one electronic scoreboard and one manual stopwatch)
 - Computer with internet access for OMR
 - Printer (black & white is okay)
 - Computer with internet access for Video Goal review
 - External monitor for enhanced video goal review (optional)
 - IFF Match Secretariat instructions & forms (provided by IFF)
 - Notepads and pens
 - Match balls
 - Tape for the goal creases and a tape measure
 - Materials for repairing goal cages, goal nets and the rink
 - Brooms and cloths for cleaning the floor
- 28.6. Seating for the TD should be provided near the FOP and close to the match secretariat.

29. PENALTY BENCHES

- 29.1. The penalty benches shall for each team accommodate at least 3 persons and be located next to the match secretariat.
- 29.2. The penalty bench area must be clearly marked and separated from the team substitution benches, and there shall be one penalty guard at each penalty bench (seated at the end closest to the opposition team bench).

30. SUBSTITUTION BENCHES

- 30.1. The substitution benches shall have seating sufficient for the number of players in the team (minimum 15 and maximum 20 seats)
- 30.2. The ends of the substitution zone should be clearly marked on the floor, and there should be a rubbish bin & table located at the end of each bench.

31. SCOREBOARD

- 31.1. A scoreboard must be visible to the teams, referees, officials, media, and spectators, and should display the following information:
- Team names (short abbreviations are allowed)
 - Score
 - Match time
 - Period being played
 - Penalty timing, with the possibility of up to three penalties at a time
 - Time outs (This means being able to display a different time while still being able to return to the main match clock display without disruption)
 - Intermission time
- 31.2. The match time in CC shall count down, from 20:00 to 00:00

32. INTERNET SERVICES

- 32.1. Internet connections (minimum speed of 100Mbps) must be provided for different user groups in the venue:
- Match secretariat & video goal review
 - Team staff, Technical Delegate, Media
 - TV, Radio & Livestream broadcasts (require dedicated connections)

33. ILLUMINATION OF THE PLAYING FIELD

- 33.1. Lighting sources which may disturb the players, referees, officials, or the public shall be avoided, and television lighting equipment must not interfere with the progress of the game.
- 33.2. The recommended maintenance for illumination of the field of play is as follows:

Camera type	Horizontal Illuminance	Uniformity Mn/Ave	Uniformity Mn/Max	Vertical Illuminance	Uniformity Mn/Ave	Uniformity Mn/Max	Colour Rendering	Glare Rating
HDTV	1500-3000	0.8	0.7	2200	0.7	0.6	>90	<50
Slow-motion	1500-3000	0.8	0.6	1800	0.7	0.5	>80	<50
Fixed	1500-3000	0.8	0.6	1400	0.7	0.5	>80	<50
Mobile	1500-3000	0.8	0.6	1200	0.5	0.3	>80	<50

Average horizontal and vertical illuminance ratios: it is recommended that the ratio for horizontal illuminance (field of play) is between 0.75 and 1.5 of the vertical illuminance for cameras. Where there is HDTV, all horizontal values for other cameras are as for HDTV. Measurements should be taken 1.5 m above the playing surface.

34. SPECTATOR FACILITIES

- 34.1. Spectator seating should be arranged, where possible, to have the maximum capacity of spectators in the main TV camera view.
- 34.2. Facilities, such as catering and toilet facilities for the spectators should be provided in the venue
- 34.3. Provision should be made to accommodate disabled spectators, including good viewing positions with seating for support people, and easy access for wheelchairs to appropriate toilet facilities and support devices.

35. VIP SERVICES

- 35.1. A VIP room, offering refreshments, light meals and snacks shall be available for the Club, NA, IFF, & VIPs
- 35.2. For quarterfinal and semi-final matches the VIP room is optional. For the final matches, VIP services must be provided.

36. TECHNICAL ROOMS

36.1. Team Locker Rooms

- Each team shall have the use of its own locker room from at least 90 minutes before their match starting time and at least 60 minutes after their match ends.
- The locker rooms should have enough seating for at least 25 people, with sufficient showers and toilets

36.2. Referee Locker Room

- The referees shall have the use of their own locker room from at least 90 minutes before the match starting time and at least 60 minutes after the match ends.
- The locker room should be easily accessible from the FOP and have its own shower and toilet
- If both finals are played in the one venue and there are male & female referee pairs, then a second locker room must be provided.

36.3. Doping control room

- The competition venue should have a doping control room containing a waiting room, sample collecting area and sample-taking area (toilet).

36.4. Administrative office

- The competition venue should have an office space that can be used by the TD, IFF, and organiser staff
- For quarterfinals and semi-finals this space should be big enough to accommodate 3-5 people. For the Finals, this space should be big enough to accommodate 5-8 people.

37. FIRST AID

- 37.1. Qualified First Aid staff with appropriate equipment (including a stretcher and a defibrillator) should be located in the immediate vicinity of the FOP during all matches.
- 37.2. First aid services for spectators must also be available

38. SAFETY AND SECURITY REQUIREMENTS

- 38.1. The organiser is responsible for the safety and security arrangements in the venue.

39. MEDIA REQUIREMENTS

39.1. Media Tribune

- The competition venue must provide a media tribune (stand) that is in an unobstructed viewing position in the main seating area. It must be well-lit and provide easy access to a media working area. It must provide internet access and an electricity source.
- There should be seating sufficient to accommodate the accredited written press. There should be separate areas for TV and radio broadcast commentators.

39.2. Media Working Area (Press Room)

- A media working area should be provided in each competition venue. This area should include a working area with desks, chairs, power, internet, & printer, and should also include an area where catering (refreshments and snacks) may be provided.
- The media working area should provide easy access to and from other media-related facilities such as the media tribune, mixed zone, as well as access to adequate toilet facilities.

39.3. Photographers

- The competition venue must provide a working area for accredited photographers. This area should include a working area with desks, chairs, power & internet, and should also include an area where catering (refreshments and snacks) may be provided.
- The photographer's working area may be combined with the media working area or may be separate but, in either case, should provide easy access to the area directly outside the FOP and any specially marked photographer's zones.
- Accredited photographers should be identified by the wearing of a photographer's vest, provided by the organiser. The organiser's official photographer should be identified with a different colour vest.
- Photo zones around the rink should be clearly marked.

39.4. Mixed Zone

- The competition venue must have a mixed zone between the rink and the team dressing rooms where accredited media can interview players following a match.
- The mixed zone should be easily accessible from the team dressing rooms, the media working area and the media tribune. It should include a CC event backdrop and be large enough to accommodate the necessary media.
- The mixed zone should be organised to give the host broadcaster the first right to interview, followed by other TV, radio and then the written press.

39.5. TV requirements

- In each competition venue, the main TV camera shall (where possible) be located on the side that gives the best visibility to the in-venue advertisements &/or spectator stands
- TV cameras shall be situated such that they do not cause any disturbance or danger for the participants or spectators
- Space for a dedicated production room may need to be provided in the venue
- Suitable electricity and internet levels, as required by TV broadcasters, must be provided by the organiser

39.6. Commentary positions

- In each competition venue, commentary positions must be provided. The placement and equipment for these should be decided between the organiser and production company

- The number of commentary positions required will be made in agreement between the IFF, hosting team, and broadcast partners.

40. LIVESTREAM & VIDEO PRODUCTION REQUIREMENTS

40.1. The organiser must arrange for the match to be livestreamed via the specified CC media channels, following the IFF Champions Cup Broadcast Guidelines. A production manual as well as instructions on the use of the IFF platform will be provided to all organisers

40.2. Livestream specifications

- The livestream should be produced in High Definition (1080) with a minimum 1 (main) + 2 (fixed goal) camera setup. It must be capable of including multiple commentaries and distribution to multiple channels

40.3. Graphics

- A basic graphics package will be provided by the IFF to each organiser. This will include an intro bumper, replay swipe, and specific CC-branded graphics such as scoreboard & result templates
- Scoreboard graphics software is the responsibility of the production company.

40.4. Highlights & live tagging

- The broadcaster must provide match highlights of 3-5 minutes, which should be uploaded to the specified CC media channel/s within 4hrs after the conclusion of the game
- Additionally, the organiser must use the in-built highlight tagging feature of the IFF App to produce highlights

40.5. Match video

- The broadcaster must provide a copy of the livestream recording to the participating teams, NAs, and IFF directly after the match, either via USB or an online file sharing service.

40.6. Player interviews

- The organiser is responsible for conducting an interview, in English, with one player from each team after every match
- The interview should be recorded as an individual video (separate from the match stream) and must be uploaded to the specified CC media channels within 60mins of the conclusion of the game.

41. MATCH PHOTOGRAPHS

41.1. The organiser is responsible for appointing an official photographer for each match

41.2. A minimum of 30 high resolution photos must be uploaded by the organiser to the specified CC media channels within 30mins of the conclusion of the game. The photos shall be freely available for use by the clubs, NAs, & IFF for the purpose of the event promotion. The photos shall not be used for commercial use, except by IFF.

42. REPORTS AND INFORMATION

42.1. Registration information from clubs to IFF

- When registering to the Champions Cup, all teams must provide the following information to the IFF:
 - Contact details for the person from the club who will be responsible for all arrangements to do with the match organisation
 - Details of their nominated competition venue (venue name, address, technical specifications, website)

- Uniform information – colour of shirt, shorts, socks
- Contact details for the person responsible for their livestream production

42.2. Organisational information between clubs

- The clubs participating in a phase are responsible for all communication between each other regarding the organisation of the match and other logistics arrangements such as travel, accommodation, meals etc.

42.3. Information from IFF to clubs

- The IFF shall provide contact details for all registered teams to the nominated club contact once all registrations are received and confirmed.
- Approx. 45 days prior to the start of the quarterfinal phase the IFF will provide the participating teams with the following information:
 - Team Information Guidelines
 - Team list form
 - Player & team photo specifications
- No later than 7 days prior to the start of each phase the IFF will provide the participating team list information to the organiser
- At the completion of each phase, the IFF will advise new information & due dates to the clubs qualified to the next phase.

42.4. Team information from clubs to the IFF

- No later than 10 days prior to the start of the quarterfinal phase, the participating teams must provide to the IFF the following information:
 - Team list (25 players & 10 officials)
 - Individual photos of all players & team officials
 - Signed participation form
- No later than 10 days prior to the start of the semi-final phase and final round, the participating teams must provide to the IFF the following information:
 - Team list (25 players & 10 officials)
 - Individual photos of all players & team officials of any players or officials who have not participated in earlier rounds
 - Updated participation form with the signatures of all players & team officials who have not participated in earlier rounds

42.5. Post-event report

- Following the conclusion of each phase, the participating teams, clubs, NAs, and match officials may be required to complete an online post-event feedback form.

IV. FINANCIAL REGULATIONS

43. PARTICIPATION COSTS

- 43.1. Each stakeholder shall pay 30,000 CHF for the organisation of the CC per year and an additional support of 2,500 CHF per year.
- 43.2. The National Associations have the obligation to pay their Champions Cup fee, regardless of whether clubs from their country participate or not.
- 43.3. Each participating team shall pay 2,500 CHF, payable at the time of registration.
- 43.4. The participating teams carry their own costs but can apply for a subsidy from the CC pot. This subsidy is intended to cover the cost of one night's accommodation and travel for the official team delegation of the away team. In the case of both home and away matches being played in one city then the cost of an extra night's accommodation & meals can be applied for.
- 43.5. The maximum subsidy for the travel expenses of the away team is 4,800 CHF for the quarterfinals and 7,800 CHF for the semi-finals and finals. The final amount to be compensated is decided by the CCSG and any additional costs must be covered by the club.
- 43.6. Teams are entitled to use additional personnel in the event, but these are not included in the official team list, and all costs, including travel, food, accommodation, and tickets are the responsibility of the team.
- 43.7. A club is responsible for taking out the appropriate insurance to cover their delegation.

44. ORGANISING COSTS

- 44.1. All costs related to the organisation of a match are the responsibility of the host team.
- 44.2. The home game organiser is not paying anything to the visiting club. All participation costs for both teams are paid by their respective clubs.
- 44.3. If teams in the quarterfinal or semi-final stage of CC agree that both matches will be played in one city on consecutive days, then an agreement regarding the sharing of organisational costs must be made between the teams. If agreement cannot be reached, the National Associations will decide. If agreement cannot be reached by the National Associations, the IFF will decide.
- 44.4. The organiser shall assist the teams to arrange domestic transport, however, the cost of all transport is the own responsibility of the participating teams.
- 44.5. The organiser shall assist the teams to book accommodation and meals, however, the costs of all accommodation and meals is the responsibility of the participating teams.

45. LIVESTREAM PRODUCTION COSTS

- 45.1. The organiser is to cover the costs of the production of the livestream from all matches. The organiser will receive a subsidy of 1000 CHF for each match from the CC pot to go towards these costs, subject to all minimum broadcast requirements being met.
- 45.2. The livestream must be produced by the hosting team, according to the applicable CC Video Production & Broadcasting guidelines provided by the IFF.

46. TICKETS / RESERVED SEATING

46.1. Quarterfinals & semi-finals

- A club playing in a quarterfinal or semi-final match is entitled, free of charge, to a maximum of 10 ordinary tickets valid for the match/es.

- A NA with a club participating in a quarterfinal or semi-final match is entitled, free of charge, to a maximum of 5 ordinary tickets valid for each CC match to which their affiliated club is qualified.
- The IFF is entitled, free of charge, to a maximum of 5 ordinary tickets valid for each CC match in the quarterfinal and semi-final rounds

46.2. Finals

- A club with a team participating in a final match, is entitled, free of charge, to a maximum of 10 tickets (5 VIP accreditations and 5 ordinary tickets) valid for the final in which their team is playing.
- A club who is not participating in a final match is entitled, free of charge, to a maximum of 5 tickets (2 VIP accreditations and 3 ordinary tickets) for the final of the gender in which their team participated in earlier rounds &/or a final being played in their home country.
- A NA with a team participating in a final match is entitled, free of charge, to a maximum of 8 tickets (3 VIP accreditations and 5 ordinary tickets) valid for the final in which their team is playing.
- NAs without a club participating in the finals, but who have had an affiliated club participate in that year's CC are entitled, free of charge, to a maximum of 5 tickets (2 VIP accreditations and 3 ordinary tickets) valid for the final of either gender
- The IFF is entitled, free of charge, to a maximum of 15 tickets (5 VIP & 10 ordinary tickets) valid for both the men's and women's final matches
- If the final matches are played in the same venue, the organiser should reserve sufficient seating for the teams (players & officials) who are participating in the final matches. Confirmation from the teams of the needs for seats can be requested by the organiser prior to the event.

47. TRAVEL COSTS FOR IFF OFFICIALS

47.1. Technical Delegate

- The NA of the host team of the quarterfinal and semi-final phases is responsible for all costs associated with the TD. The responsibility of costs for the TD starts and ends on the day of the match. The NA is responsible for the costs of the travel, food, and daily allowance of the appointed TD, as well as accommodation if it is required. The daily allowance amount is determined by the NA based on their standard payments for match officials.
- The IFF is responsible for all costs associated with the TD of the final matches. The responsibility of costs for the TD for the finals starts the day before the first match and ceases on the day of the last match. The NA is responsible for the travel, food, and daily allowance of the appointed TD, as well as accommodation if it is required.

47.2. Referees

- The responsibility for the organiser to host the referees for the quarterfinal and semi-final phases starts and ends on the same day of a match. The organiser is responsible for the costs of the travel and food of the appointed referees, as well as accommodation if it is required.
- The responsibility for the organiser to host the referees for the final stage starts the day before the start of the first match and ceases on the day of the last match. The organiser is responsible for the travel, food, and accommodation of the appointed referees.
- The IFF is responsible for the payment of the referee's daily allowance for all phases of the CC.

48. MEDICAL COSTS

- 48.1. The organiser shall be responsible for the cost of having qualified first aid staff in the competition venue to provide emergency care for event participants and spectators.
- 48.2. Participating teams are responsible for all medical costs related to their team, including taking out sufficient insurance to cover their delegation

49. DOPING TESTS

- 49.1. The IFF shall be responsible for all costs related to doping control tests.

50. PRIZES

- 50.1. All CC medals & cups are provided by the IFF.
- 50.2. Best player awards for each match are the responsibility of the organiser.

Champions Cup 2026/27 Marketing Guidelines

These guidelines are intended to serve as a checklist for the participating clubs and national federations when they are organising Champions Cup matches / events. Since the concept was changed for the season 2024 IFF has taken responsibility to organise the branding material for the Champions Cup seasons.

The organiser commits to using instructed materials in the venue as well as any digital material (news / social media) in accordance with good manners and what is generally accepted in the sporting world. They are not to be used in any way that would harm the general interest or brand image of the Champions Cup, Floorball, the IFF or the other stakeholders of Champions Cup (Czech, Finnish, Swedish and Swiss Federations).

The idea is to increase the visibility of the Champions Cup concept and make people identify and remember the club championships tournament and the sport and the logo.

The generic Champions Cup logo (see below) can be used in reference to the concept or event but for each season a specific design is prepared (see next chapter).

Champions Cup logo



The Champions Cup Brandbook

The logo safe areas are defined in the CC Brandbook.



Champions Cup 2026/27 branding

The IFF has created branding for the Champions Cup 2026/27 season. The full set of material will be made available to participating clubs as well as national associations.

The Champions Cup format matches will be played on the club's flooring (which must be synthetic), rink and goals. Any CC branding elements will primarily be in digital formats / on digital surfaces. The event organiser should, however, place branding elements in the venue wherever possible. **Production cost of any physical ads (rink/floor/other) is the responsibility of the organising club.**

All tournament stages:

If the venue is equipped with digital surfaces (or temporary set ups are in use) the organising club is **obliged** to provide specifications thereof to the IFF. The organiser must inform the IFF (kalsta@floorball.sport) about the digital spaces available in the venue (venue screen / LED / info screens) once the hosts / venues have been decided. **These digital spaces must have Champions Cup branding ads placed on them.** The IFF will organise a suitable format based on the information delivered by the organising party (namely venue screen / LED promo). The IFF will bear the cost of producing suitable content for these surfaces (**any local implementation cost of the material is borne by the organiser**). This material often will also promote the IFF App as it is the only channel where matches will be internationally available. **The material delivered by the IFF according to the specifications must be displayed in the venue during CC matches.**

All competition stages:

There are floor and rink CC ad layouts available which must be placed in the mid part of the rink (match secretariat / opposite the main camera) and the floor to create a common element for each Champions Cup event. Note that a free floor space (no existing sponsor ad) can be used for the CC ad (to avoid unnecessary cost for replacing an existing sponsor ad)

The organising club will receive a subsidy of EUR 100 for installed CC-rink ad and EUR 150 for installed floor ad (if an existing floor ad needs to be replaced another EUR 150 will be subsidised). The subsidy is to be claimed with the provided form after the match has been organised (similar format as for the streaming subsidy). The subsidy application must have a picture of the implemented elements and the receipt of the production costs.

There is a separate guideline for streaming, and the required elements are defined in that document.

Commercial brands in Champions Cup 2026/27 events

As mentioned above, the current regulations state that matches will be played on the club flooring, rink and goals. The regulations further state *"The materials CC sponsor has exclusivity in all fields, but the games are played with the rink, synthetic flooring, and goal cages supplied by the host team &/or National Association."*

The IFF sport apparel sponsor PUMA is also entitled to visibility in the Champions Cup. Even though that the regulations state *“Home teams will be required to include IFF sponsor advertisements and branding elements according to the agreed plans”*, it is understood that some of the organising clubs have deals of their own which require visibility and/or have fixed elements in the venues. Therefore, the co-existence of other sport apparel brands is allowed however the implementation of PUMA advertising on available elements should be made possible. **Any commercial ad production / installation cost is borne by respective party**

Any possible additions to Champions Cup sponsors will be informed separately. All parties should bear in mind that any sponsor for the Champions Cup is beneficial for all parties involved.

If there is any interest from existing or potential sponsors of national federations, leagues or clubs to utilize the Champions Cup matches marketing or activations, especially in IFF digital channels, please inform the IFF Sales Manager kalsta@floorball.sport. The federations and/or clubs should be prepared to offer 2-3 floor ad and 3-6 rink ad spaces (if possible) available for potential CC sponsors.

Sponsors can purchase the following visibility elements:

- Streaming partner / IFF App (intro, intermission, outro, interview bumper, goal partner, advertising formats in the App)
- Screen / LED visibility (subject to availability in the venue)
- Floor ad / rink ad (subject to availability in the venue)

The main streaming channel, IFF App, has ~100k subscribers which are distributed between the CC countries as follows:

- Sweden: 24928
- Switzerland: 17856
- Finland: 10230
- Czechia: 9348

(the available IFF App ad formats can be found at the same location as the CC branding material (link on page 5))

There is no set price level for the listed elements as there is a lot of variation between countries and even regions. Therefore, a general rule is to apply general federation / club price levels. Feel free to consult kalsta@floorball.sport.

If the club or the federation successfully sells Champions Cup sponsorship the revenue is divided 50/50 with the IFF.

For any questions on commercial topics or CC branding feel free to contact kalsta@floorball.sport

All below materials can be found at

<https://www.dropbox.com/scl/fo/9eo33lwxnpg2frcokr7p8/AHXkZ2qkGwC4VQAO6uDfcM0?rlkey=wh281ttu10fv5rk9oplnenvnq5&dl=0>

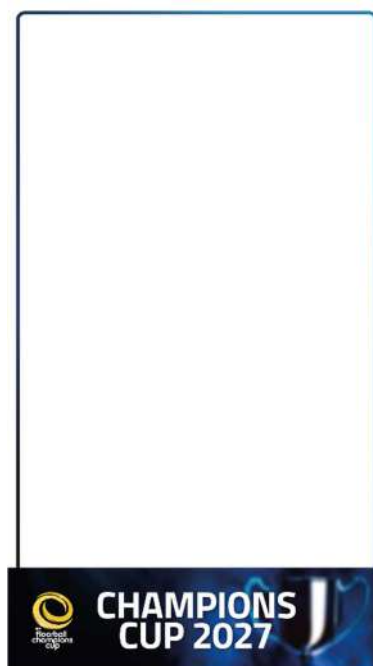
Event Logo banners (728x90 / 468x60 / 320x50)

The banners can be used for promotional purposes on the club website (with the addition of ticket purchase information)



Social media

The IFF also produced social media templates for Champions Cup 2026/27 for disposal of the club / National Association's media department. These are a further means to brand the concept. For the IFF this is a tool to clearly separate CC posts from other content in the IFF social media feed. Even though there are dedicated CC social media channels the CC brand should stand out regardless of the channel where it is posted / re-posted. Remember also to use the hashtags #floorball #floorballcc



Venue branding elements

Rink and floor ads. For the finals there is also the Champions Cup mid-circle and face-off dots.

Rink ad



Floor ads



Fair Floorball

The referees and team captains are promoting the Fair Floorball initiative by wearing wrist and captain bands. On available venue screen and/or LED space the campaign should also be applied. Material will be made available by the IFF once the requirements for the available spaces have been informed to kalsta@floorball.sport

Promotion requirements for participating clubs and federations

For event promotion teams **must** use (minimum requirement) the CC logo, preferably the provided CC 2027 social media templates

- General promotion in connection to Team social media leading up to each round
- The Federation to promote the Champions Cup in their League newsletters and pre-season materials with basic information
- Ticket sales promotion on social media, in accordance to the CC Media plan
 - o Start 2-3 weeks before the match day
 - o Minimum of two posts per week / stories before match day on club and federation social media channels
 - o Build special ticket promotions for the games for the Clubs juniors
 - o Build packages for the club/federation sponsors to buy tickets for different groups
- Check if you can get any City or Regional support for the Home games
- Always tag / ask for a collaboration @IFF_Floorball / @floorballcc so that we can share / collaborate
- Match day build up posts on social media and promotion for the streaming/broadcasting of the matches in the country and/or the IFF App
- Match day posts pre- / during / post-match on Club and Federation channels
 - o Use the same content to add material on the IFF App game feed
- Engage your fans for the matches in the club basic communication during the season

IFF Champions Cup Streaming guidelines 2024 - 2025

1. General

In accordance with the Champions Cup Regulations 2024-2025 Art 5.5. IFF owns all international TV rights, all internet rights, and a part of the marketing rights.

Further in Art 5.6. it is defined that the domestic TV & streaming rights are owned by the National Association of the hosting team. The host team National Association may delegate the production of the stream to the clubs.

The Home team in the quarterfinals and semi-finals are to provide the stream for free to

- a) the IFF app with the local language commentary;
- b) the Home team/country choice of channel; and
- c) the Away nation/team has the opportunity to purchase the stream for their own domestic platforms or TV-Stations. Those games on streaming platforms or linear TV must be geo-blocked which must be ensured by the National Association of the away team/nation. The cost for all the matches of their teams away matches (quarterfinals, semi-finals and finals) are 1.500 EUR.

The Host nation/team is responsible for the full production of the stream in accordance to these guidelines and will only receive the financial support from the Champions Cup pot for the stream if the defined quality aspects will be met. The Home team cannot ask for production support from the Away team.

The National Association (host nation / home team) needs to ensure that the stream is geoblocked for its territory only.

2. Price for the stream

The consumer purchase price for the streaming is set by the IFF & Champions Cup Steering Group. The agreed prices for the quarterfinals and semi-finals are:

- a) a single match 6,99 EUR

The agreed prices for the finals are:

- b) a single match 8,99 EUR
- c) Final pass for both games 12,99 EUR

The agreed price for a package that includes all men's & women's CC matches is:

- d) Event package 24,99 EUR (includes all men's & women's CC matches)

3. Multilateral production

Technical requirements

- Internet - cable at least 20/20MB - key UPLOAD stable throughout the transmission (dedicated line only for stream transmission - no online, no wi-fi, no organizers)
- Stream resolution output: 1080p50
- The production team must be able to send an additional RTMP stream to a dedicated address which will be provided by IFF if needed. (This is for media purposes and automated clipping of the best scenes of the game)
- The production team is responsible for the upload and the transfer of the signal to the defined channels (which usually is the desired channel from host nation/team, the away team and the IFF App)

Camera positions

- Number of cameras: minimum 1+2 camera (1 manned camera and 2 cold cameras (behind the goals))
- The Home team may use more cameras if they choose to do so
- Camera placement: Main camera in an elevated position in line with the centre of the court, cold cameras in an elevated position behind the goals
- All cameras shall have the possibilities for replays
- Equipment needed: Electricity, streaming device, table
- Free space of 3-4 m2 for the main camera, without any spectators and fans disrupting the camera view

Commentary positions

- Minimum one commentary position for Home team
- Possibility for Away team commentator, to be paid by the Away team
- Mixer for commentators
- Headsets for commentators
- Preview monitor for the commentator/s
- In the finals commentator position for the IFF
- The Home team must provide the signal to the away team so they can add their own commentary locally, if requested.

4. Production requirements to be eligible to get fundings (1000 EUR)

- 1080p50 streaming in RTMP or SRT
- 1 plus 2 cameras used
- At least one commentator
- 2 player interviews in English and separately uploaded into the IFF app
- Edited highlights or proper live highlight tagging with automated highlights

5. Other requirements

- The CC/IFF logo watermark embedded to the lower right-hand corner on the stream, provided by IFF
- No advertisements, apart from the approved CC sponsors, are allowed in the stream, including during the intermission breaks. CC sponsor ad material will be provided by the IFF
- The stream must have the basic match statistics graphics (teams + time + score) embedded in the top left corner of the signal at all times, provided by IFF
- The home team/nation, respectively the production team of the game, must in-build the running time and clock which will be displayed in the stream
- The Host is responsible for including the IFF provided graphics package into the stream, including the match clock and scoring.
- The IFF CC bumper &/or an approved event bumper must be used at the beginning of all videos – streaming, highlights and interviews, provided by IFF
- All music to be used for highlights videos &/or streaming must have the correct approvals and copyright permissions.

Optional equipment

- Microphones for interview

Recording of Matches

- A local recording must be made at the production site and provided via a filesharing service to the Away team and IFF the day after the match has been played

Match graphics and running order

- IFF will provide a basic CC graphics template for the Host team
- IFF will provide Match/TV Running order for the Host team

Streaming Actions

- It is the responsibility of the production team to check the encoder settings and connect to the livestream event via the IFF App
- Each scheduled livestream has a specific Stream URL and Stream Key values which are linked to all planned streams. The planning and setting-up of the live-stream in the IFF App is done by the IFF
- The stream will automatically go live (be published) at the time set in the app by the IFF. DO NOT CHANGE THIS PUBLISHING TIME
- An event graphic can be displayed at the beginning of the stream, but once the teams enter the court, at approx. 5-6 mins prior to the match, the stream should follow the standard pre-match protocols / TV rundown (team introduction, team line-up announcements, referee announcement etc), which will be provided by IFF
- STOP the livestream only after the best player ceremonies have been completed after the match, apart from in the Finals where it should be stopped after the medal ceremony.

Internationella Innebandyförbundet
Att: Helen Wiklund Wårell and John Liljelund

Stockholm den 25 February 2026

Audit Engagement Letter

The audit engagement

We have been engaged by the Central Board of International Floorball federation to conduct an audit of year 2025 and forward. We confirm through this letter that we undertake the engagement. The engagement runs for one financial year(s) until the end of the annual general meeting of shareholders to be held in 2026.

The audit engagement comprises

- Examination, in accordance with the Companies Act, of s accountancy and annual report and the management by the board of directors [and the managing director] of the company, which is intended to provide us with evidence supporting our audit report to the general meeting,
- Other examination and reporting which it is incumbent upon the company's auditor to perform under the Companies Act ("statutory supplementary engagements"),
- Assistance and advice which is occasioned by observations made in the course of such examination and other comparable advice ("audit advice").

The audit will be conducted in accordance with generally accepted auditing standards in Sweden.

Terms of the engagement

The audit shall be conducted on the premise that the Company's management and those charged with governance acknowledge and understand their responsibility for the preparation of financial statements that present a true and fair view in accordance with the Swedish Annual Accounts Act (Årsredovisningslagen).

The audit engagement is otherwise governed by the General Terms and Conditions for Audit of Swedish Companies and Organisations, as adopted by FAR, the professional body for auditors, accounting consultants, tax advisers, payroll consultants and specialists, Appendix 1 (the "General Terms").

In the event that the engagement is renewed, and unless otherwise expressly agreed in writing, the General Terms shall apply in full to the renewed engagement.

Fee

The fee is charged in accordance with the calculations bases in the general terms and conditions of "FARs allmänna villkor".

The fee is estimated at 40-45 thousand Swedish kronor. The amount is exclusive of statutory VAT (25%).

The estimated fee is based on the conditions emailed to Finance Manager Stefan Kratz on November 19, 2025.

In the conditions in the email, we kindly ask you to draw attention to the fact that in the first year we will need to charge a one-time fee for reviewing the opening balances, which is estimated at 10 thousand SEK excluding VAT.

As auditor, I am according to RevR 11 *Nyttillträdd revisors tillgång till avgående revisors revisionsdokumentation* (Newly appointed auditors' access to resigning auditors' audit files) under obligation to provide a newly appointed auditor with the information needed on the Company's business. This means that costs may be incurred after the audit assignment has been completed as not included in the calculation and as will be charged in accordance with agreed billing and payment terms.

Any other services in addition to audit

The audit engagement does not cover advice other than Audit advice as stated above. Unless a special engagement letter/agreement has been prepared, any so-called "free-standing advice", e.g. accounting services or tax return assistance and tax advice, will be charged on a current account basis, and the attached FAR's General Terms for Advisory and other Services will apply, Appendix 2.

Processing of personal data

The Contractor (BDO) is controller for personal data that we process for our internal administrative purposes regarding the acceptance and management of clients and assignments. We are also controller for personal data that is processed in connection with the performance of the audit assignment. Information regarding our processing of personal data and the rights of data subjects are available in BDO's Privacy Policy on our website: <https://www.bdo.se/en-gb/privacy-policy>

The Client ensures independently that they have the right to transfer personal data to us in connection with the audit assignment.

The Client is also responsible for ensuring that the data subjects, whose personal data is transferred to us prior to and in connection with the performance of the audit assignment, have been provided with the information that the controller is required to provide to data subjects at the time of collection, in accordance with applicable law, such that the requirements for fair and transparent processing are met by referring the data subjects to the information available in our Privacy Policy on our website.

If BDO ("the Contractor") is considered to be the processor for additional non audit services, the following shall apply:

The Contractor can, at the request of the Client, process personal data in connection with the execution of an assignment other than the audit assignment. On account of this, the Parties have agreed to regulate the processing of personal data in a data processor agreement, Appendix 3.

Confirmation

Please contact the undersigned if you have any questions concerning the contents of this engagement letter.

Please sign this letter of engagement, by means of electronic signature, to show that you confirm and consent to this agreement. In particular, attention should be drawn to the description in the General Terms outlining the responsibilities of the management and the auditor in the audit engagement.

Yours sincerely

BDO Mälardalen AB

Jonas Mårtensson, Certified Public Accountant / Partner

Appendix 1: FAR's General Terms for Auditing of Swedish Enterprises and Organisations (2022:1)

Appendix 2: FAR's General Terms for Advisory and Other Services (2022:1)

Appendix 3: Data Processing Agreement (DPA)

Helen Wiklund Wårell
Boardmember and treasurer, IFF



John Liljelund
General secretary, IFF

Auditing of Swedish Enterprises and Organisations

December 15th 2022 – version 2022:1

1 General

Application

1.1 These General Terms govern the relationship between the auditor ("the Auditor") and the client ("the Enterprise") (jointly "the Parties") in the Auditor's performance of auditing and supplementary engagements which are governed by law, and audit advice which can be attributed to such engagements, unless otherwise follows from mandatory provisions in law or other statutory instrument.

1.2 Auditor is understood to mean either a personally elected auditor or an elected registered audit firm.

Engagement Contract

1.3 These General Terms, together with the Engagement Letter, constitute the engagement contract ("the Engagement Contract") between the Parties. The Engagement Letter shall be confirmed by the Enterprise in writing.

Order of Precedence

1.4 In the event of a conflict between the Engagement Letter on the one hand and these General Terms on the other, the Engagement Letter shall take precedence.

The Concept of "the Management"

1.5 "The Management" is understood below to mean the person or persons who is or are responsible for the Enterprise's organisation and administration of the Enterprise's affairs and the person or persons attending to its day-to-day administration.

2 The Responsibility of the Auditor to Follow Generally Accepted Auditing Standards and Professional Ethics for Accountants

Objective of the Audit

2.1 The audit is intended, among other things, to review the Enterprise's financial information to the market. The Auditor reviews both the Enterprise's annual financial statements, or where appropriate solely the annual accounts and bookkeeping (audit of accounts) and the administration by the Management (management audit).

The Execution of the Audit

2.2 The Auditor shall execute the audit engagement and any statutory supplementary engagements in accordance with the requirements which follow from the Auditing Act (1999:1079) or other applicable association law, the Auditors Act (2001:883), International Standards on Auditing and generally accepted auditing standards and professional ethics for accountants in Sweden. The Auditor shall inform the Enterprise of any changes to the requirements which are of material significance to the objective and scope of the work. The Auditor plans and performs the audit in order to obtain reasonable assurance that the financial statements, and where appropriate, the group financial statements or the annual accounts do not contain material misstatement. The Auditor performs the review to the extent that the Auditor deems necessary to be able to express an opinion. An audit includes examining a sample of the evidence supporting the amounts and other disclosures in the accounts. An audit also includes assessing the accounting principles used and their application by the Management and significant accounting estimates made by the Management when preparing the financial statements and where appropriate, the group financial statements or the annual accounts, as well as evaluating the overall presentation of information in the financial statements and where appropriate the group financial statements or the annual accounts. The engagement also includes, where mandatory, issuing a statement on the administration of the Enterprise by the Management and, where appropriate, a statement on the discharge from liability of the Management or on the liability of the Management for compensation to the Enterprise. As the basis of its statement on discharge from liability or liability for compensation, the Auditor will examine material decisions, actions and circumstances in the Enterprise. The Auditor will also examine whether the Management has acted in contravention of applicable association law, the Annual Reports Act (1995:1554), the Accounting Act (1999:1078) or, where appropriate, the articles of association/statutes/assignment or equivalent provisions.

Limitations of the Audit

2.3 The audit is to some extent executed on a test basis and also incorporates other inherent limitations. This circumstance, together with the limitations built into the accounting and internal control systems, entails a risk that misstatements arise in the financial statements, and where appropriate in the group financial statements or the annual accounts, which are of a material nature and

which are due to irregularities or error not being detected. Equivalent considerations apply to irregularities and error in administration by the Management.

3 The Responsibilities and Involvement of the Enterprise and Management

Responsibilities of the Management

3.1 The Management is responsible, among other things, for

- administering the Enterprise and protecting the Enterprise's assets,
- establishing and applying appropriate accounting principles,
- taking measures so that the Enterprise's accounting records are maintained in accordance with law and are checked in a satisfactory manner. The same also applies with regard to the Enterprise's obligations in relation to taxes and duties,
- establishing and maintaining internal control deemed necessary for the preparation of financial statements,
- preventing and detecting irregularities and errors by introducing appropriate accounting systems and systems for internal control,
- identifying and analysing business risks in the Enterprise's activities,
- preparing financial statements, and where appropriate group financial statements or annual accounts, within the statutory time and with the disclosures required,
- inform the Auditor of identified or suspected non-compliance with laws and regulation
 - a. involving financial irregularities,
 - b. having a direct effect on the determination of material amounts and disclosures in the Enterprise's financial statements and/or
 - c. that do not have a direct effect on amounts and disclosures in the financial statements, but compliance with may be fundamental to the operations of the Enterprise's business, its ability to continue its business, or to avoid material penalties,
- inform the Auditor when aware of
 - a. unauthorized access to IT systems that either occurred or there are reasons to assume they have occurred up to the date of the Auditor's report, to the extent that such unauthorized access, in each case or in the aggregate if it consists of several incidents, is reasonably likely to have a material effect on

the financial statements, in each case or in the aggregate if it consist of several incidents, and

- b. ransomware attacks against the Enterprise's IT system where the Enterprise paid or is contemplating paying the ransom, regardless of the amount of the ransom,
- promptly inform the Auditor if the Enterprise intends to list its securities on a regulated market or on a multilateral trading facility (MTF) outside of Sweden, and
- promptly inform the Auditor if the Enterprise intends to send a report or letter that the Auditor has provided to the Enterprise regarding the annual financial statements and, where applicable, the group financial statements to an authority or the equivalent outside of Sweden, regardless of whether such report or letter may be disclosed to third parties in accordance with paragraph 7.3 below.

Involvement of the Management

3.2 The Management shall

- provide the Auditor with an opportunity to execute the audit and supply to the Auditor in good time all disclosures and the assistance which the Auditor deems necessary to allow the engagement to be executed in accordance with law and generally accepted auditing standards,
- assist towards such statements being produced in a timely manner as the Auditor must obtain from the Enterprise in accordance with generally accepted auditing standards,
- be responsible for notifying the Auditor in a timely manner of such circumstances as the Management deems to be of significance to the audit, and
- give the Auditor access to those persons in the Enterprise from whom the Auditor deems it necessary to obtain information.

Responsibilities of the Enterprise

3.3 The Enterprise is responsible for the information which the Management and other representatives of the Enterprise supply to the Auditor being correct and complete, and for ensuring that such information is sufficient to form the basis of the Auditor's work in accordance with the engagement.

3.4 The Enterprise shall not take measures which limit the ability of the Auditor to execute the audit engagement in accordance with applicable laws and generally accepted auditing standards.

4 Actions under the Money Laundering and Terrorist Financing Act

4.1 Under the Act on Measures against Money Laundering and Terrorist Financing (2017:630), the Auditor is obliged, prior to accepting the audit engagement, to identify the Enterprise's representative(s) and each physical person who, directly or indirectly, owns more than 25 percent of the Enterprise or for other reason has control over the Enterprise ("beneficial owner") and collect and retain relevant documentation concerning this. The Enterprise shall, without delay, supply the information requested by the Auditor and inform the Auditor of the changes which take place with regard to the Enterprise's representative(s) and beneficial owner in relation to the information which has been supplied to the Auditor prior to acceptance of the engagement.

4.2 The Auditor shall, in accordance with law, to the extent justified in consideration of identified risks of money laundering and terrorist financing, check and document that the transactions which are carried out agree with the knowledge the Auditor has of the Enterprise, its business and risk profile and, if necessary, the origin of its financial resources. If money laundering or terrorist financing is suspected, the Auditor is obliged to report such suspicions to the police authority. The Auditor cannot be held liable for any damage caused to the Enterprise, directly or indirectly, as a consequence of the Auditor fulfilling his or her statutory duty.

5 Processing of Personal Data

5.1 Prior to the acceptance of and as a consequence of the engagement, the Auditor, any network firms or others engaged by the Auditor may collect, use, transfer, store or in some other way process information which may relate to an identified or identifiable physical person ("Personal Data") in the jurisdictions in which they operate. The Auditor undertakes to process the Personal Data in accordance with the requirements that follow from applicable law.

6 Assignment of Personnel to the Audit Engagement, etc.

Management of the Engagement

6.1 If the Enterprise has appointed a registered audit firm as auditor, the audit firm shall appoint one of the auditors in the audit firm to be the auditor in charge. The audit firm has the right, after consulting the Enterprise, to appoint a new auditor in charge. If the Enterprise has appointed an authorised or approved public accountant as auditor, the engagement will be led by this person.

The Audit Team

6.2 The Auditor appoints the persons who are to be included in the audit team and has the right to consult specialists where necessary. The Auditor also has the right to engage a network firm or others to perform parts of the audit.

7 Documentation, etc.

Engagement Documentation

7.1 The Auditor shall document his or her work in accordance with applicable law and generally accepted auditing standards and retain the documentation for at least ten (10) years after the engagement has been completed. It shall be kept in such a way that it is not accessible to unauthorised persons.

Right of Ownership of the Documentation

7.2 The documentation is the property of the Auditor. The Auditor is not obliged to disseminate the documentation to the Enterprise, or anyone else, unless this follows from statutory regulations or the decision of an authority.

Release of Reports and Written Communications to Third Parties

7.3 Those reports and written communications which the Auditor supplies to the Enterprise under the engagement, with the exception of audit reports and other opinions intended for third parties, shall be used by the Enterprise solely for internal use and therefore shall not be released to third parties without the written consent of the Auditor. Release may take place if it follows from a statutory regulation or the decision of an authority that the reports and written communications are to be released. In such cases, the Enterprise undertakes to inform the Auditor of the release.

Draft reports and letters

7.4 Draft reports and letters provided by the Auditor to the Enterprise do not constitute the Auditor's final opinion. The Enterprise does not have the right to rely on draft reports and letters or calculations made on preliminary information. The Auditor is not responsible for any damages that may arise due to the Enterprise, in any aspect, has relied on a draft.

Return of Property

7.5 When the engagement ceases, the Parties shall return property, for example documents, software and other equipment which belongs to the other Party.

8 Confidentiality

General

8.1 The Auditor has a duty of confidentiality under legislation and generally accepted professional ethics for accountants concerning such information about the Enterprise as emerges in connection with the audit. Information that is generally known or becomes generally known in some other way than through breach of the Auditor's duty of confidentiality is exempt from the duty of confidentiality.

8.2 In addition, the Auditor has the right, and in certain cases an obligation, to disclose information about the Enterprise

- if this follows from statutory regulations, professional obligation (for example towards FAR or others engaged by FAR in connection with disciplinary matters and quality controls) or authority decisions,
- to any network firms or others engaged by the Auditor or a network firm or a network firm
 - to perform the engagement,
 - in order to control and maintain the Auditor's impartiality and independence and perform quality control reviews and other risk management procedures, and
 - for administrative purposes (such as internal accounting, financial reporting, utilisation of IT services and/or to execute administrative support services),
- to the Auditor's insurance companies or legal advisers prior to, or in connection with, a legal procedure, insofar as is required for the Auditor to be able to safeguard his or her legal interests.

Duty of Confidentiality of Personnel, etc.

8.3 The Auditor is responsible for personnel and specialists, as well as any network firms, external IT suppliers, etc., who receive access to information about the Enterprise complying with the duty of confidentiality.

9 Fees, Disbursements, etc.

General

9.1 Unless specifically agreed in the engagement letter, the following shall apply to fees, disbursements and expenses, additional taxes and charges etc.

Calculation of Fees

9.2 The fee for the engagement will be charged according to the basis of calculation stated in the engagement letter. In the absence of such a basis of

calculation, the Auditor will charge a reasonable fee and in so doing will consider, among other things, the resources employed, including specialist knowledge, the complexity of the engagement, research and know-how which has been developed by the Auditor, use of technology and structural capital. Account will also be taken of whether the engagement has been so urgent that the work has been required to be executed after normal working hours, at weekends or during holiday periods.

9.3 If the engagement letter states a calculated fee, the Auditor shall inform the Enterprise if the calculated fee will be materially exceeded.

9.4 Increased work load as a consequence of the Enterprise having breached its undertakings, for example by providing incomplete or inadequate information or incomplete or inadequate material or having provided the information or material too late, is not included in a calculated fee.

Price Adjustment, Disbursements and Taxes

9.5 The Auditor has the right, as regards ongoing engagements, to make such price adjustments as can be attributed to general changes in prices or costs.

9.6 In addition to a fee, the Auditor is entitled to compensation for disbursements and expenses in connection with the engagement such as application and registration charges, charges levied by supervisory authorities for quality control and disbursements for travel and board and lodging.

9.7 Enterprise shall pay to the Auditor the value-added tax or other tax paid arising from the engagement.

10 Invoicing and Terms of Payment, etc.

Invoicing and Terms of Payment

10.1 The following shall apply unless otherwise agreed in the engagement letter. The Auditor shall invoice the Enterprise on an on-going basis, for the work performed and expenses incurred. The Enterprise shall provide payment not later than ten (10) days from date of invoice. In the event of delay in payment, penalty interest shall be payable in accordance with the Interest Act (1975:635).

10.2 The Auditor may, however, always invoice the Enterprise on account, monthly or quarterly, based on estimated annual fee. The Auditor shall always inform the Enterprise of any changes to the invoicing terms.

Right to Advance Payment, etc. in the Event of Delayed Payment

10.3 If the Enterprise fails to pay due invoices on time, the Auditor may request advance payment of

the estimated fee for remaining audit work pertaining to the financial year concerned. The Auditor has the right not to start the audit work relating to a new financial year until all of the Auditor's receivables for the audit work for the previous financial year have been fully settled by the Enterprise.

10.4 The Auditor also has the right to advance payment of an estimated fee for statutory supplementary engagements. The Auditor has the right not to start work on such supplementary engagements until the Enterprise has provided the advance payment.

Specification

10.5 The Auditor shall, at the request of the Enterprise, supply a specification of work performed.

11 Solicitation and hiring of personnel

11.1 The Auditors impartiality and independence may be threatened if the Enterprise commence to solicit or hires a person who has participated or participates in the audit engagement. This may either delay the performance of the audit engagement or result in the Auditor having to terminate the Engagement in advance in accordance with paragraph 12.2. The Enterprise undertakes not to appoint any auditor that has participated in the audit engagement as a member of the Board of Directors, the Managing Director or any other senior executive of the Enterprise unless a period of at least one year has elapsed since he or she ceased to participate in the audit engagement. If the Enterprise is a public-interest entity the prohibition applies to the Auditor or auditor in charge of the Engagement until at least two years have elapsed since he or she ceased to participate in the Engagement.

12 Termination of the Engagement

12.1 The Enterprise has the right to terminate the engagement in advance if there are objective grounds for doing so.

12.2 The Auditor has the right, and in certain cases, the obligation under law and professional ethics for accountants to terminate the engagement in advance. If the Auditor has terminated the engagement in advance under such circumstances, the Auditor shall receive full compensation from the Enterprise for work performed and costs accrued on the basis of the audit engagement.

12.3 The Auditor has the right to withdraw from the audit engagement in advance if the Enterprise is in arrears in payment of the audit fee or fees for other engagements which the Auditor has undertaken to perform for the Enterprise. The Auditor also has the

right to withdraw from the engagement if the Enterprise commits another material breach of contract towards the Auditor. If the Auditor withdraws from the engagement in accordance with this paragraph, the Enterprise shall compensate the Auditor in accordance with paragraph 12.2.

12.4 If the engagement ceases for such reasons as are stated in paragraph 12.2 or 12.3, the Enterprise is not entitled to any compensation from the Auditor.

12.5 If the Auditor withdraws from the engagement in advance without any objectively acceptable reason, the Enterprise is entitled to reasonable compensation for any direct loss incurred on behalf of the Enterprise. The obligation to pay compensation is, however, limited in such cases to 25 per cent of the fee for a financial year, but to a maximum of 25 price base amounts according to the Social Insurance Code (2010:110).

13 Liability and Insurance

13.1 The Auditor's liability for compensation as a consequence of any negligence in the Engagement is governed by Section 37 of the Auditing Act or by for the Engagement applicable association law. No other penalties than damages can be issued. The Auditor shall have insurance for liability for compensation which the Auditor may incur in his or her auditing activity. Such insurance shall fulfil the requirements of the Swedish Inspectorate of Auditors. Any claim for compensation shall be submitted promptly in writing, and the basis of the claim shall be stated.

14 Other terms

14.1 None of the Parties may transfer their rights, obligations or claims under the Engagement Contract. However, the Auditor has the right to transfer claims regarding invoiced fees to the audit firm, a network firm or others hired to collect claims.

14.2 Neither party may use or refer to the logos or trademarks of the other Party without first obtaining the other Party's consent. The Auditor may, however, announce that the Enterprise is an audit client to the Auditor and the Enterprise may provide information on who's the auditor of the Enterprise.

15 Notifications and Electronic Communication

Notifications

15.1 Complaints, terminations and other notifications regarding application of the Engagement Contract and changes of address shall be sent by messenger, registered letter or e-mail to the most recently indicated addresses of the Parties.

Electronic Communication

15.2 Electronic transfer of information between the Parties cannot be guaranteed to be secure or free of viruses or errors, and such information may therefore be improperly intercepted, distorted, lost, destroyed, delayed, arrive in incomplete form, be damaged in some other way or incur risk in being used for some other reason. The Parties are aware that systems and routines cannot guarantee that transfers will not be subject to risks, but both Parties consent to using commercially reasonable methods for virus checking and secrecy prior to information being sent electronically. The Parties accept these risks and approve electronic communication between them.

16 Applicable Law

16.1 Swedish law, with the exception of the rules on choice of law, shall be applicable to the engagement.

17 Disputes

17.1 Disputes arising from the engagement shall be subject to the exclusive jurisdiction of the Swedish Courts.

Advisory and Other Services

December 15th 2022 – version 2022:1

1 General

Application

1.1 These General Terms apply to engagements concerning accounting, advisory and other review services which do not constitute statutory audit or statutory supplementary engagements ("the Engagement") which the contractor ("the Contractor") undertakes to perform on behalf of the client ("the Client").

Engagement Contract

1.2 These General Terms, together with the engagement letter ("the Engagement Letter") or other written agreement, constitute the engagement contract ("the Engagement Contract") between the Contractor and the Client (jointly "the Parties").

Order of Precedence

1.3 In the event of a conflict between the Engagement Letter or other written agreement on the one hand and these General Terms on the other, the Engagement Letter or other written agreement shall take precedence.

2 Scope and Execution of the Engagement

Engagement Letter

2.1 The detailed scope, objective and applicable standard, where appropriate, of the Engagement are governed by the Engagement Letter or other written agreement.

Amendments and Supplements

2.2 Amendments and supplements to an existing Engagement Contract are valid only if they have been confirmed in writing by the Parties.

3 Undertakings of the Parties

The Contractor's Undertaking

3.1 The Contractor shall execute the Engagement with such proficiency and care as follows from applicable laws, ordinances and regulations and from generally accepted standards in the industry.

3.2 The Contractor is not liable for conclusions or recommendations based on incorrect or deficient information from the Client or a third party engaged by the Client. If there are evident reasons for the

Contractor to assume that the information provided is incorrect or deficient, the Client shall be promptly informed thereof.

The Client's Undertaking

3.3 An overriding precondition for execution of the Engagement is that the Client has the necessary resources to be able to make commercially valid decisions and to take responsibility for use of the result of the Engagement. The Client is thus responsible for the Client's decisions being made on the basis of adequate scope and quality and for the assessment of the result of the Engagement being suitable for the Client's purposes. It is also the responsibility of the Client that the Client's business is pursued in accordance with applicable laws and provisions.

3.4 The Client shall, at the request of the Contractor, without delay provide such complete and correct information as is needed for the Engagement to be carried out. If the Client, or a third party engaged by the Client, is slow in providing information and material or fails to take action required for the Engagement to be executed, this may cause delays and increased costs. The Contractor is not liable for such delays and increased costs, irrespective of whether they are increased fee costs or other costs, and is entitled to remuneration for potential increased fee costs or other costs.

3.5 Unless the Client and the Contractor have specifically agreed otherwise in the Engagement Contract, the Engagement is based on the information and material provided by the Client.

3.6 If the Engagement is not to result in assurance in accordance with a specifically stated assurance standard, the Contractor assumes that the information and material are correct and complete, which means that the Contractor does not independently verify the information and material supplied.

3.7 During execution of the Engagement, the Client shall ensure that the Contractor is regularly and promptly informed of any changes in the conditions for the Engagement.

3.8 To enable the Contractor to execute the Engagement within the specified time limits or otherwise within a reasonable time and with no loss of quality, the Client shall ensure that the Client's personnel are available to lend the Contractor such assistance as the Contractor may reasonably request.

3.9 If the Contractor requires access to the Client's premises in order to be able to execute the Engagement, the Client shall provide the premises and other resources which the Contractor may reasonably request. The Contractor undertakes, after receiving written instructions from the Client, to follow the security rules applicable to the use of the Client's computer equipment and for gaining access to computer networks and/or premises.

3.10 The Client shall immediately inform the Contractor if there is a change of ownership resulting in the Client receiving a new owner, becoming an associate or a related entity as defined in applicable accounting regulations. The Client shall also immediately inform the Contractor if the Client intends to list its securities on a regulated market or on a multilateral trading facility (MTF) outside of Sweden.

4 Actions under the Money Laundering and Terrorist Financing Act

4.1 Under the Act on Measures against Money Laundering and Terrorist Financing (2017:630), the Contractor is obliged, prior to accepting the Engagement, to identify the Client's representative(s) and each physical person who, directly or indirectly, owns more than 25 per cent of the Client or for other reason has control over the Client ("beneficial owner") and collect and retain relevant documentation concerning this. The Client shall, without delay, supply the information requested by the Contractor and inform the Contractor of the changes which take place with regard to the Client's representative(s) and beneficial owner in relation to the information which has been supplied to the Contractor prior to acceptance of the Engagement.

4.2 The Contractor shall, in accordance with law, to the extent justified in consideration of identified risks of money laundering and terrorist financing, check and document that the transactions which are carried out agree with the knowledge the Contractor has of the Client, its business and risk profile and, if necessary, the origin of its financial resources. If money laundering or terrorist financing is suspected, the Contractor is obliged to report such suspicions to the police authority. The Contractor cannot be held liable for any damage caused to the Client, directly or indirectly, as a consequence of the Contractor fulfilling his or her statutory duty.

5 Processing of Personal Data

5.1 Prior to the acceptance of and as a consequence of the Engagement, the Contractor, any network firms or others engaged by the Contractor may collect, use, transfer, store or in some other way process information which may relate to an

identified or identifiable physical person ("Personal Data") in the jurisdictions in which they operate. The Contractor undertakes to process the Personal Data in accordance with the requirements that follow from applicable law.

6 Reporting etc.

Reporting

6.1 If the Engagement includes delivery of documents, the Contractor fulfils the Engagement by delivering final documents (on paper and/or electronically) to the Client in accordance with what has been agreed in the Engagement Contract. These documents may comprise advice and recommendations in reports, minutes of meetings, correspondence, statements and documents prepared at the Client's request.

Verbal Advice

6.2 During performance of the Engagement and at the request of the Client, the Contractor may verbally (by telephone or at meetings) or more informally respond to direct questions or otherwise submit comments. As this may imply provision of a brief comment upon a complex problem regarding which the Contractor does not have access to complete and correct information, the Contractor is not liable until the response or comment has been confirmed in writing.

Drafts of Documents

6.3 Drafts of documents which the Contractor supplies to the Client do not constitute the Contractor's final position. The Contractor is not liable for any damage which may arise as a result of the Client in any respect having relied upon a draft.

7 Assignment of Personnel to the Engagement

Own Personnel

7.1 The Contractor undertakes to assign personnel to work with the Engagement in such a manner that the undertaking in paragraph 3.1 and 3.2 is fulfilled. If the Parties to the Engagement Contract have agreed on the personnel to be included in the Engagement Team, the Contractor may change personnel if this does not adversely affect the Contractor's undertaking in accordance with paragraph 3.1, increase the costs to the Client or mean that any timetable is materially disrupted.

Sub-consultants

7.2 The Contractor has the right to appoint subconsultants provided that these fulfil the

Contractor's undertaking in paragraph 3.1. The Contractor is responsible for the work of the subconsultant as its own and is entitled to remuneration for work performed by the subconsultant. The Contractor also undertakes to be responsible for the sub-consultant following the guidelines and undertakings in other respects applicable to the Contractor in relation to the Client.

8 Recruitment

8.1 The Parties undertake, during the time when the Engagement is in progress and for six (6) months after its termination, to refrain – either directly or indirectly through anyone else – from endeavouring to employ anyone at the Party concerned who has been involved in the Engagement.

9 Fees, Disbursements etc.

General

9.1 Unless specifically agreed in the Engagement Contract, the following shall apply to fees, disbursements and expenses, additional taxes and charges etc.

Calculation of Fees

9.2 The fee for the Engagement will be charged according to the bases of calculation stated in the Engagement Contract. In the absence of such bases of calculation, the Contractor will charge a reasonable fee and in so doing will consider, among other things, the resources employed, including specialist knowledge, the complexity of the Engagement, research and know-how which has been developed by the Contractor, use of technology and structural capital. Account will also be taken of whether the Engagement has been so urgent that the work has been required to be executed after normal working hours, at weekends or during holiday periods.

9.3 If the Engagement Contract states an estimated fee, the Contractor shall inform the Client if the estimated fee will be materially exceeded.

9.4 The Contractor's work resulting from applicable law on reportable cross-border arrangements to Swedish and/or other authorities is an integrated part of the Engagement. An increased work load resulting therefrom may cause additional fees not included in the estimated fee.

9.5 Increased work load which is a consequence of the Client having breached its undertakings, for example by providing incomplete or inadequate information or incomplete or inadequate material or having provided the information or material too late is not included in the estimated fee.

Price Adjustment, Disbursements and Taxes

9.6 The Contractor has the right, as regards ongoing engagements, to make such price adjustments as can be attributed to general changes in prices or costs.

9.7 In addition to a fee, the Contractor is entitled to compensation for disbursements and expenses in connection with the Engagement such as application and registration charges and disbursements for travel and board and lodging.

9.8 The Client shall pay to the Contractor the value-added tax or other tax paid arising from the Engagement.

10 Invoicing and Terms of Payment, etc.

Invoicing and Terms of Payment

10.1 The following shall apply, unless otherwise agreed in the Engagement Letter or other written agreement. The Contractor shall invoice the Client on an on-going basis, for the work performed and expenses incurred. Alternatively, the Contractor may invoice the Client on account, monthly or quarterly, according to the estimated fee for the Engagement. The Client shall provide payment not later than ten (10) days from date of invoice. In the event of delay in payment, penalty interest shall be payable in accordance with the Interest Act (1975:635).

10.2 The Contractor shall always inform the Client of any changes to the invoicing terms.

Delayed Payment

10.3 If the Client fails to pay an invoiced amount on time, the Contractor is entitled to immediately discontinue the Engagement until the outstanding amount has been paid in full, and the Contractor will then be free of liability for any delay or other damage which may result from the discontinuation. The Contractor is entitled to terminate the Engagement Contract with immediate effect if the Client has not paid an amount due and more than thirty (30) days have passed since a payment reminder. The same applies if the Client fails to pay on time for any other engagement performed by the Contractor.

11 Confidentiality

Confidentiality of the Parties

11.1 Each Party undertakes to refrain from disclosing confidential information on the Engagement to external parties or information on the activities and affairs of the other Party without the written consent of the other Party, with the exceptions set out in paragraphs 11.3– 11.5. The Contractor is, however, entitled to disclose

confidential information to the extent required for execution of the Engagement. The Contractor is responsible for any sub-consultants being bound by this duty of confidentiality.

Confidential Information

11.2 Confidential information is understood as meaning any advice or disclosure, in verbal or written form, of a technical, financial or commercial nature, which has been exchanged between the Parties in connection with the Engagement or of which either of the Parties in some other way acquires knowledge as a result of the Engagement, with the exception of such advice and disclosures as

- are generally known or become generally known in some way other than through breach of confidentiality above, or
- a Party has received from a third party which is not bound by the confidentiality undertaking above which the receiving Party has independently produced or is already aware of.

Exceptions to Confidentiality

11.3 The Parties have the right, and in certain cases an obligation, to disclose confidential information to a third party if this follows from law, or arises as a consequence of a professional obligation or the decision of an authority.

11.4 The Contractor is entitled to divulge confidential information to

- FAR or others appointed by FAR in connection with disciplinary matters and quality controls which do not follow from statutory instrument,
- any network firms or others appointed by the Contractor or network firms,
 - to carry out the Engagement,
 - for the purpose of assessing any requirements of the Contractor or network firms as regards impartiality and independence and in order to perform quality control reviews and other risk management procedures, and
 - for administrative purposes (such as internal accounting, financial reporting and utilisation of IT-services and/or to perform administrative support services), and
- its insurance companies or legal advisers prior to, or in connection with, a legal procedure, insofar as is required for the Contractor to be able to safeguard its legal interests.

11.5 If the Engagement consists of advisory services that result in a tax benefit through a cross-border arrangement, the Client may give information to another advisor, the Swedish Tax Agency or a foreign tax authority about how a tax benefit can be obtained through the arrangement. The Client is obliged to inform the Contractor if another advisor has gained access to the content of such advice and to, with the exception of the Swedish Tax Agency or foreign tax authority, inform all persons that have had access to the content of the advice that they must not rely on it without first having received a written consent of the Contractor.

12 Right of Utilisation and Intellectual Property Rights

Right of Utilisation of Results

12.1 The Client does not have the right to disseminate to third parties, or allow third parties to make use of or rely upon, material which is supplied by the Contractor under the Engagement, for example final and interim reports, but also other material produced during the Engagement (“the Result”), to an extent in excess of what follows from the Engagement Contract.

12.2 The Contractor may, without limitation in time and space, re-use or utilise the contents of the Result of the Engagement in other engagements, provided that the undertakings in paragraph 11 are not disregarded.

12.3 Paragraph 12.1 and 12.2 do not apply when the Result constitutes accounting information.

Intellectual Property Rights

12.4 The Contractor retains the right of ownership of all intellectual property rights, both held prior to the Engagement and developed during the Engagement. The Client may, however, make use of intellectual property rights owned or developed by the Contractor in order to be able to benefit from the Result of the Engagement, provided that this does not occur to a greater extent than follows from paragraph 12.1–12.3.

12.5 If the Engagement covers or affects intellectual property rights which are held by the Client, and which are modified or developed during the course of the Engagement through the efforts of the Contractor, the Client retains full ownership of these rights. The Contractor may, however – unless otherwise agreed in the Engagement Contract – re-use or utilise the knowledge and know-how supplied by the Contractor to the Client through its efforts, provided that the undertakings in paragraph 11 are not disregarded.

12.6 Neither Party may use the trademarks, logos or other marks of the other Party without explicit and written consent.

13 Conflicts of Interest

13.1 The Parties undertake, both before the Engagement Contract has been entered into and during the contract period, to take reasonable measures to check that the Engagement does not lead to a conflict of interest which may jeopardise the fulfilment of the Engagement. Each Party undertakes to inform the other Party of changed circumstances. The Contractor must be afforded the possibility of complying with any mandatory rules and other standards in the auditing and advisory services industries, such as the IESBA's Code of Ethics for Professional Accountants. The Parties are agreed that it is not possible to identify and predict all the conflicts of interest which might exist when the Engagement Contract is entered into or which, in the view of either Party, arise thereafter. The Client is aware that the Contractor is bound by confidentiality regarding engagements for other clients and that, consequently, the background to a conflict of interest cannot, in certain circumstances, be disclosed. When either (or both) of the Parties consider(s) there to be a conflict of interest the Parties shall, however, attempt, to the best of their ability, to find means of resolving the issue so that the Engagement can continue to be executed.

14 Period of Validity and Termination

Period of Validity of the Engagement Contract

14.1 The Engagement Contract starts to apply from the date stated in the Engagement Contract or from the date on which the Engagement comes into effect if no start date is specified. Unless otherwise agreed, the Engagement Contract applies until the Engagement has been completed. A Party may, unless otherwise agreed, terminate by written notification an Engagement Contract which applies for an indefinite period with a period of notice of three (3) months.

Termination – Breach of Contract

14.2 A Party may, by notification in writing, terminate the Engagement Contract with immediate effect if the other Party breaches the terms of the Engagement Contract, such deviation is of material significance and a possible correction has not been made within thirty (30) days after the Party has requested correction in writing.

14.3 The Contractor may also terminate the Engagement Contract with immediate effect, by notification in writing, if the Client fails to fulfil its

undertakings under paragraph 3.3–3.9 or in some other way does not contribute to the Engagement being executed in accordance with the Engagement Contract and correction has not been made within thirty (30) days after the Contractor has requested correction in writing. No request for correction need, however, be presented if it may reasonably be assumed that the Client will not make correction at the request of the Contractor.

A change of ownership, as stated in paragraph 3.10, gives the Contractor the right to terminate the Engagement Contract with a notice period of one (1) month. A change of ownership may also result in the Contractor being entitled to terminate the Engagement Contract as stipulated in paragraph 14.5.

Termination – Insolvency etc.

14.4 A Party may, by written notification, terminate the Engagement Contract with immediate effect if the other Party is unable to pay its debts or a bankruptcy administrator, company reorganiser or liquidator has been appointed or if there is reason to assume that something of this nature will occur.

Termination – Impartiality or Independence

14.5 A Party may, by notification in writing, terminate the Engagement Contract with immediate effect if it is found that the Engagement may pose a threat to the impartiality or independence of the Contractor in the capacity of auditor for the Client or any other audit client and the threat cannot be reduced to an acceptable level through other measures.

Termination – Accounting Engagements (According to the REKO Standard)

14.6 The Contractor may, through written notification, give notice to terminate an Engagement Contract which relates to accounting engagements with immediate effect if it is found that the accounting records may be assumed to contain material errors, deficiencies or irregularities and correction has not been made within thirty (30) days after the Contractor has requested correction in writing. No request for correction need, however, be presented if the accounting records contain irregularities or it may reasonably be assumed that the Client will not make correction at the request of the Contractor.

Termination – Fees

14.7 In the event of termination of the Engagement Contract, the Client shall pay to the Contractor fees, disbursements, costs of subconsultants and other expenses in accordance with the Engagement

Contract to which the Contractor under the Engagement Contract is entitled up to the time of termination. If the termination is not made in accordance with paragraph 14.4 or 14.5 or if it is made by the Client and is not based on a material breach of contract on the part of the Contractor, the Client shall also compensate the Contractor for other reasonable costs which have arisen in connection with the Engagement. Such costs are regarded as including specific investments occasioned by the Engagement and specific close-down costs as a consequence of the Engagement Contract having been prematurely terminated. The Contractor shall take reasonable measures as far as possible to limit such costs.

15 Liability

Force Majeure

15.1 The Contractor is not liable for damage resulting from Swedish or foreign law or from action of an authority, act of war, terrorism, IT attack, strike, blockade, boycott, lockout, pandemic, fire or other accident, natural disaster or disruption to IT, telecommunications or electricity distribution or any other similar circumstance which could not have been predicted. With regard to strike, blockade, boycott and lockout, the reservation also applies if the Contractor is itself the object of or takes such conflict action.

Amendments of Laws etc.

15.2 The Contractor carries out the Engagement in accordance with applicable rules and on the basis of the understanding of applicable interpretation of statutes and court rulings at the time at which the Engagement, or part of the Engagement, is executed. The Contractor does not have any liability for the consequences of changes to statutes or re-interpretations made after the date on which the Contractor has reported on the Engagement or a relevant part of the Engagement.

Third-party Claims

15.3 Unless otherwise agreed in the Engagement Contract, the result of the Engagement is intended to be used solely by the Client, and the Contractor therefore does not accept any liability towards third parties or any external party which attempts to utilise, derive benefit from or rely upon the work which the Contractor has performed in the Engagement.

15.4 The Contractor shall be indemnified by the Client against any form of claim for compensation which third parties address to the Contractor – including the Contractor's own expenses on the basis of third-party claims – as a consequence of the

Client having made the Result of the Engagement, or any part thereof, available to third parties. The Client is not, however, liable for third-party claims, if it can be shown that the damage concerned has arisen as a result of the Contractor having wilfully acted incorrectly or been grossly negligent.

Limitation of Liability

15.5 Damage in cases other than those referred to in paragraphs 15.1 and 15.2 shall be compensated for by the Contractor only if the Contractor has acted negligently or wilfully. The Contractor is in no case liable for loss of production, lost profit or any other indirect damage or consequential harm of any kind. Neither is the Contractor liable under the circumstances described under paragraphs 6.2 and 6.3.

Maximum Amount of Compensation

15.6 The Contractor's liability for all damage, losses, costs and expenditure in the Engagement is limited to the higher of either two (2) times the agreed fee for the Engagement under the Engagement Contract or ten (10) times the price base amount according to the Social Insurance Code (2010:110) which applied when the Engagement Contract was entered into. For Engagements which have been running for a longer period than twelve (12) months, the agreed fee for the Engagement shall be constituted by the average annual fee. The average annual fee is the total fee paid for the services during the engagement period, divided by the number of months which have elapsed during the engagement period, multiplied by twelve. The engagement period is the time from the start of the Engagement to the time of the circumstance upon which the Client bases its legal action. The limitation does not, however, apply if it is shown that the Contractor has caused the damage through wilful or gross negligence. Remuneration will only be issued in accordance with this paragraph. Pricereductions or other penalties cannot be issued.

Complaints

15.7 The Client shall promptly lodge a written complaint with the Contractor for such faults or deficiencies in execution of the Engagement or part of the Engagement as the Client discovers or ought to have discovered. The complaint shall contain clear information on the nature and extent of the fault or deficiency. After a complaint or adverse observation has been made, the Contractor shall be granted an opportunity to remedy the fault or deficiency within reasonable time – if possible – prior to the Client demanding compensation. The right of the Client to damages or remedial according to this paragraph is forfeited if the complaint is not made within a reasonable time. The Client does not have the right

to withhold fees that not directly relates to the complaint or otherwise the right to fail to fulfill its undertakings.

15.8 For it to be possible for a claim for damages to be lodged against the Contractor, the Client shall first make a complaint and shall then present such claims for damages in writing not later than twelve (12) months after the complaint.

Insurance

15.9 The Contractor shall hold professional liability insurance adapted for his or her business.

16 Engagement Documentation, Notifications and Electronic Communication

Engagement Documentation

16.1 The Contractor shall retain the Engagement documentation for at least ten (10) years after an Engagement is completed and shall store it in such a manner that it is not accessible to unauthorised persons.

Notifications

16.2 Complaints, terminations and other notifications regarding application of the Engagement Contract and changes of address shall be sent by messenger, registered letter or e-mail to the most recently indicated addresses of the Parties.

Electronic Communication

16.3 Electronic transfer of information between the Parties cannot be guaranteed to be secure or free of viruses or errors, and such information may therefore be improperly intercepted, distorted, lost, destroyed, delayed, arrive in incomplete form, be damaged in some other way or incur risk in being used for some other reason. The Parties are aware that systems and routines cannot guarantee that transfers will not be subject to risks, but both Parties consent to using commercially reasonable methods for virus checking or secrecy prior to information being sent electronically. The Parties accept these risks and approve electronic communication between them.

17 Complete Contract, Partial Invalidity

17.1 The Engagement Contract constitutes the whole agreement between the Parties relating to the Engagement. It replaces and supersedes any previous draft, correspondence, agreement or other communication, in writing and verbal.

17.2 If any provision of the Engagement Contract is found to be invalid, this shall not mean that the Engagement Contract in its entirety is invalid.

Insofar as invalidity affects the rights or obligations of a Party, reasonable adjustment shall be made instead.

18 Applicable Law

18.1 Swedish law, with the exception of the rules on choice of law, shall be applicable to the Engagement.

19 Disputes

19.1 Disputes arising from the Engagement shall be subject to the exclusive jurisdiction of the Swedish Courts.

Appendix 3 - Data Processing Agreement (DPA)

between

Internationella Innebandyförbundet ("the Controller")

and

BDO Mälardalen AB ("the Processor")

jointly referred to as "the Parties".

Background

This contract is an annex to the Engagement letter between the Parties ("the Engagement Contract").

The Contractor will act as a processor (Processor) and process personal data in connection with fulfilment of the Engagement Contract on behalf of the Client which will act as the Controller ("The Controller"). The Parties have therefore agreed to regulate in this processor contract the Parties' responsibilities and obligations when processing personal data by the Processor ("the DPA").

If the definition of a term is not stated in the Processor Contract, it will be deemed to have the same meaning as in Article 4 of the General Data Protection Regulation¹.

Responsibilities of the Controller

The Controller is responsible for the processing of personal data in accordance with applicable law. The Controller may only provide the Processor with the personal data needed to perform and administer the engagement. The Controller is responsible for ensuring that it has the right to transfer personal data to the Processor and that the Processor has the right to process personal data in connection with the performance of the services under the Engagement Contract.

The subject-matter of the processing, the duration, nature and purpose of the processing, the type of personal data, the categories of data subjects and recipients of personal data covered by the processing, as well as technical and organisational safeguards to be adopted are stated in Annex A to the extent needed to enable the Processor to provide the services under the Engagement Contract. In the event that the Controller intends to amend or issue new instructions which materially affect the Processor's performance of the services, the Processor has the right to object to such amendment and the Parties then have the right to withdraw from the DPA and the Engagement Contract with immediate effect. The Controller is liable for all costs and expenditures incurred by the Processor as a result of the Controller amending or issuing new instructions.

Responsibilities of the Processor

The Processor may only process personal data in accordance with the documented instructions of the Controller (stated in Annex A or supplemented in writing at a later time) unless the processing is required according to applicable law that the Processor must comply with, if so the Processor must inform the Controller of the legal requirement to process the personal data before the data is

¹ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation).

processed, unless The Processor is prohibited from providing such information with reference to reasons of substantial public interest under applicable law.

The Processor must immediately inform the Controller if the Processor finds an instruction from the Controller could be considered to contravene applicable law. The Controller is however always responsible for issued instructions.

The Processor must, taking into account the nature of the processing and insofar as possible, assist the Controller in responding to a request from a data subject (for example a request for extraction from a filing system or rectification/updating of personal data concerning the data subject). In the event that a data subject contacts the Processor directly with such a request, the Processor must refer the data subject to the Controller and inform the Controller of the request without delay. The Processor must not respond on their own to a data subject's request.

The Processor must notify the Controller without undue delay after having become aware of a personal data breach. Such notification must contain the information which the Controller reasonably needs to be able to fulfil its legal obligations which should at least include information regarding the nature of the personal data breach, and when possible, the categories and approximate number of data subjects concerned and the categories and approximate number of personal data records concerned as well as a description of the measures the Processor has taken or proposes to take to remedy the incident, including, where appropriate, measures to mitigate potential adverse effects. The Controller is responsible for potentially notifying the supervisory authority and communication to effected data subjects. The Processor must, taking into account the nature of the processing and the information available to the Processor, assist the Controller in fulfilling the latter's obligations in connection with a personal data breach.

Technical and organisational safeguards

The Processor must take appropriate technical and organisational measures to protect the personal data that is processed under the DPA. The measures must be adapted to an appropriate level considering the type of processing, the categories of personal data, specific risks with the process and costs of implementation of the measures.

The Processor shall assist the Controller in ensuring compliance with the obligations set out in Articles 32 to 36, taking into account the type of processing and the information available to the Processor.

The technical and organisational protection measures that needs to be taken should be specified in Annex A Instructions.

Inspection

In the event that the Controller requests to be allowed to examine that the Processor fulfils its obligations under applicable law and the DPA, the Controller must give notice of its request at least twenty working days beforehand. Before the inspection starts the Parties must agree on a plan for the inspection and a timetable. The inspection must not disturb the ongoing activities of the Processor, neither does it imply a right of access to information which is covered by a statutory or contractual duty of confidentiality. The Processor must provide the Controller with the information reasonably required to show that the obligations have been fulfilled against the Controller. The inspection should be proportionate considering the process the Processor has performed on behalf of the Controller. The Controller has the right to engage an outsider to carry out this inspection ("the Inspector"). The Parties shall together agree on the Inspector and the Processor has the right

to refuse a direct competitor as the Inspector. The Inspector shall undertake or otherwise be bound by a duty of confidentiality concerning all information to which the Inspector has access in the inspection. All costs arising for the Processor in connection with the inspection must be borne by the Controller.

Engagement of another processor

The Processor has the right to engage another processor for the processing of personal data on behalf of the Controller (“Sub-processor”). The engagement of a Sub-processor does not require any changes to the distribution of responsibilities between the Parties. The Processor shall impose the Sub-processor the same data protection obligations as set out in the DPA for the Processor. The Processor is responsible for the Sub-processor’s processing of the personal data to the same extent as the Processor’s own processing under the DPA.

The Processor engages the following Sub-processors for the processing of personal data on behalf of the Controller:

Microsoft Ireland operations LTD

Hogia AB

Fortnox AB

The Processor must inform the Controller of its intention to engage new or replace existing Sub-processors. The Controller has the right to object to such a change within 20 working days after the information was provided. If the Processor nevertheless chooses to replace or engage a new Sub-processor, the Controller has the right to withdraw from the DPA and the Engagement Contract, however not later than 20 working days after the Processor has informed the Controller that the Sub-processor will be engaged despite the Controller’s objection.

Transfer of personal data to third countries

The Processor may transfer personal data to a third country outside the EU/EEA or an international organisation only in the following situations:

- The European Commission has decided that the third country, a territory or one or more specified sectors in the third country, or the international organisation in question, ensures an adequate level of protection, or
- The Processor has provided one of the appropriate safeguards stated in Article 46 of the General Data Protection Regulation and the transfer is covered by safeguards provided, for example in the form of binding corporate rules

Confidentiality

The Processor must ensure that its employees and Sub-processors who process personal data on behalf of the Controller have committed themselves to or are otherwise covered by confidentiality which covers the processing of personal data. Provisions on confidentiality are set forth in the Engagement Contract.

Damages

The Processor is liable for damages arising for the Controller as a consequence of the processing only if the Processor has acted beyond or in contravention of the Controller's instructions or has not fulfilled the obligations contained in applicable law which are aimed specifically at the Processor.

If the Processor has carried out processing in accordance with the Controller's instructions and applicable law, and damage nevertheless arises, the Processor shall be indemnified.

More detailed provisions on liability for damages are set forth in the Engagement Contract

Period of validity

The DPA applies during the period of time when the Processor processes personal data on behalf of the Controller for fulfilment of the Engagement Contract. If the Engagement Contract ceases to apply, the DPA also ceases to apply.

When the DPA ceases to apply, the Processor, if nothing else is agreed upon in the Engagement Contract, must, when the Controller requests, erase or return all personal data to the Controller. However, the Processor has the right to retain personal data if this right follows from applicable law or in order to document the specific engagement. The Processor shall be considered a controller in this data process.

Applicable law and dispute resolution

The DPA shall be interpreted and applied according to the provisions of the Engagement Contract.

The provision on dispute resolution in the Engagement Contract shall apply.

The DPA is valid between the parties in connection with the Engagement Contract being approved by the parties.

Annex A - Instructions

These instructions constitute an integral part of the Data Processor Agreement and must be complied with by the Processor in processing personal data on behalf of the Controller.

By signing the Data Processor Agreement, the Processor confirms that the Processor has read these instructions. All amendments and supplements to these instructions must be in writing in order to be valid.

Type of processing

The Processor may only take measures which are necessary to carry out the Service Agreement e.g. to assist the Controller with (the list is not exhaustive: it gives examples of content of the engagement):

- *examination of materials*
- *Analyses of materials*
- *compilations of materials*
- *processing of materials*
- *other measures necessary for the performance of the mandate*

Purpose of processing

The purpose of the processing is e.g. to enable the Processor to carry out the service and the parts of the service which are described in the Service Agreement on behalf of the Controller.

Categories of personal data

The Processor will process the following types of personal data (the list is not exhaustive: it gives examples of content of the engagement):

- *contact data such as name, address, telephone number, and email addresses*
- *data regarding employment such as, e.g. employee number, employment department, position, and term of employment*
- *personal ID numbers/coordination numbers*
- *data regarding financial circumstances such as, e.g. bank account data, data regarding salary and other benefits, insurance data, vehicle data, pension data*
- *Information about membership in the Church of Sweden*
- *other personal data required for the performance of the Service*

Categories of data subjects

The data the Processor will process relates to the following categories of data subjects (the list is not completed and shall only be seen as examples of the content of the engagement):

- *Employees of the Controller,*
- *Board of Directors of the Controller,*
- *the owner of the controller,*
- *Customers of the controller,*
- *Suppliers of the Data Controller, and*
- *Controller's consultants.*

Recipients of personal data

Personal data may be made accessible for the following recipients that are not Sub-processors (the list is not completed and shall only be seen as examples of the content of the engagement): The Swedish Tax Agency, banks, insurance companies, the Swedish Enforcement Authority, Statistics Sweden.

Technical and organisational measures

The following technical and organisational safeguards must be taken in connection with the processing of personal data (the list is not exhaustive: it gives examples of content of the engagement): access protection, backups, authorisation verification, logging, encryption.



Document history

Document summary

COMPLETED BY ALL:

25.02.2026 16:22

SENT BY OWNER:

Jonas Mårtensson • 25.02.2026 14:00

DOCUMENT ID:

B12uGundbl

ENVELOPE ID:

ryzM_fd2_-e-B12uGundbl

DOCUMENT NAME:

Audit Engagement Letter IFF.pdf

22 pages

SHA-512:

6d0670d9f7d34d4b39a5aa48cb17c8b9b1f96e42ab3c8d
9b80d84e6d09cf9191e0582ebcd5975829fc29634d3a5a
d9e18a50ab6a8c3da6487a860b93b6ab35ad

Activity log

RECIPIENT	ACTION*	TIMESTAMP (CET)	METHOD	DETAILS
JONAS FREDRIK MÅRTENS SON	Signed	25.02.2026 14:02	eID	Swedish BankID (DOB: 1969/04/23)
Jonas.Martensson@bdo.se	Authenticated	25.02.2026 14:01	Low	IP: 217.119.170.26
HELÉN VIKLUND VÅRELL	Signed	25.02.2026 16:22	eID	Swedish BankID (DOB: 1964/03/22)
helen.wiklund.warell@inneb andy.se	Authenticated	25.02.2026 16:21	Low	IP: 195.196.62.48

* Action describes both the signing and authentication performed by each recipient. Authentication refers to the ID method used to access the document.

Attachments

No attachments related to this document

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standard



PAdES
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Marketing Function Report/Tero Kalsta 29.3.2026

Sales Status

The Partner Committee has continued its work and has prepared the documents defined in the Committees annual plan. The committee is working on a monthly meeting schedule. The current focus is on the evaluation and development of IFF marketing inventory and the Partner Acquisition strategy. The group members have also contacted all their national sponsors that might be interested in working with the IFF. Some have declined but some discussions will continue (and meetings have been booked).

There are some direct sales cases on-going at the moment as well as cases together with the WFC 2026 LOC. On-going contact with the sales agency Passiofy and the biggest potential is with the betting company they represent for the Finnish and Swedish market. This would become relevant from 2027 onward (when the Finnish legal environment changes).

Spintso (referee communication equipment provider) was again satisfied with partnering for WFC 2025 but has indicated that are no longer able to contribute financially but only by offering equipment for referees (typically bigger sports e.g. rugby pay for having their equipment in events). Obviously less interesting for the IFF but needs to be evaluated also from a referee perspective.

The first of the existing sponsor agreements has been able to be renewed. The agreement with Swerink has been signed (the monetary compensation was increased by 48%). The negotiations with UNIHOC and Gerflor have been initiated but the major outlines about changing exclusivity (especially for floorball material) need to be decided by the Partners Committee.

After the Partners Committee meeting the approach regarding the 3v3 sponsorship is still a bit open as there is no clear picture how it should be constructed. Mr Beer has a direct contact to one floorball manufacturer and is discussing a cooperation directly. In the new Swerink agreement, 3v3 rinks have been included and will be delivered already for 3v3 WFC 2026. In connection with the 3v3 there is also a pilot with Bergo as they sponsor one outdoor flooring for the Spanish Floorball Federation.

IFF has also agreed to a pilot partner for the ARIFS initiated Loyalty Program project. The plan is to create a joint loyalty program for all ARIFS members based on successful Frequent Flyer Programs. There have been no replies or news from the project coordinator Gabi Kool.

Marketing Status

The existing partners were very satisfied with the WFC 2025 and what was provided for them. All the sponsor material preparations for all qualifications went well and now focus in on U19 WFC 2026 / WFC 2026. Next, we are expecting the WFC 2025 Event Report to be finished and then submit it to the IFF sponsors and LOC.

The IFF still plans to dress employees, referees, Central Board, jury and referee management in event in PUMA clothing. This is to further enhance the status of PUMA as the exclusive sports apparel sponsor.

The IFF decided to support some federation LOCs with less assets (Italy / Spain / Germany) with some PUMA clothing for volunteers as there was still a good amount of VIK credit left for 2025 (the IFF is very well stocked for referee material for 2026).

The Fan Culture Committee has met twice with the third meeting planned for 16th of March. The committee chair has created a draft as the IFF Fan Experience Playbook. Recently he has also reached out to several other committees (TV Rights, Partner Committee, External Communication) to understand and align their work with fan-related topics. The committee is working on the next required task in the annual plan (Audit of major IFF events from event experience perspective / Recommendations to the Events Committee regarding guidelines for IFF event organizers to enhance event experience).

IFF 40th Anniversary report**260312****Tomas Eriksson (IFF)****IFF 40th Anniversary – updates****1. What has been done so far?****1.1 Inviting for materials**

The collection of old floorball footage for the history video has advanced slower than anticipated due to many other IFF office tasks. Some material has been received from Mr. Vaculik. Material will be delivered by the Finnish Federation in the third week of March and discussion on-going with the Swedish Federation. Further footage from IFF archives will be used to compile the history video.

Some footage has also been created during a brief visit to the Floorball Museum in Lempäälä.

Some further discussions have also been held with Unihoc for throw-back material.

1.2 Team of the decade

The IFF asked all the member associations via email on November 18 to look at the proposed lists of the teams of the decades, at the latest by December 15, and to revert to IFF if someone is missing out. Reminders have been sent out.

Mr. Houman is collecting the input on the 3 men and 3 women teams of the decades.

We feel that there is a need to more persons with skilled knowledge to be involved and “control” the proposed teams before we make them public.

When to start publishing, it is still pending.

1.3 Logotype 40TH anniversary

The 40th anniversary logotype has been finalized and approved. It consists of the actual logo (with and without the 40th anniversary text) and the animated version. These will be used as “branding” the anniversary year when respective content is being posted / published.

1.4 Content plan

A content plan for the anniversary year has been created. The plan is to publish content throughout the year starting from 12th of April. The primary goal is to have the history video finalised. The planned interviews of key persons are also still on the agenda. As part of the celebratory year a 3D animation of the One Ball trophy is being produced. As the Finnish Federation, also in the role of LOC for WFC 2026, had its 40th anniversary last year and did not yet celebrate, there are some plans to combine forces. Potentially there is a theme exhibition (Floorball 40 years in Finland) in the Finnish Sport Museum in November where also the IFF anniversary can be on display together with the One Ball trophy. Further plans include social media content (key history moments, Gen Z reactions to “old school” floorball, competitions).

2. Next steps?

2.1 History video

Finalize the history video by the 12th of April. Continue preparing the interview videos.

2.2 Central Boards from 1986 until 2026

We have been with Mr. Kratz working on collecting the lists of all CB members since the start of 1986. How to present and when is still pending.

Decision needed: to approve the report.

Solna March 12, 2026

Tomas Eriksson

IFF Digital Workplace Concept: Document and Committee Management

The goal of the system is to unify the communication of 35 committees and the Central Board (CB) into a single secure environment, set up document workflow, eliminate sending attachments via email, and ensure a clear overview of the status of every document.

1. Architecture: Two Separate Worlds

The system is divided into two zones. The connection between them is ensured by selected IFF staff members and partially by Committee Chairs.

Zone A: Committee Workspace ("The Workshop")

- **Structure:**
 - 35 separate Teams (e.g., "IFF - Rules Committee").
 - 1 common Team "IFF - General Info" (Notice board for general information for all members).
- **Users:** General committee members (approx. 160 people).
- **Access Mode: Guests.**
 - They log in using their private/work email.
 - They see only their own committee(s) and the common notice board. They have no access elsewhere.
 - **License:** Free.

Zone B: Management Workspace ("HQ")

- **Structure:** One main Team "IFF - Central Board" with private channels for the ExCo.
- **Users:** CB members, Committee Chairs, and IFF Staff (approx. 27 people).
- **Access Mode: Full Users.**
 - They have corporate accounts (@floorball.sport) and full control over data.
 - **License:** Paid (Microsoft 365 Business).

2. Workflow and Communication

Phase 1: Assignment and Creation (In Committee)

Task Assignment:

- We use the **Planner** app ("Tasks" tab in the top bar of the team). Tasks from the approved *CB yearly plan* are transcribed here.
- **Assignment:** The task is technically assigned in the system to the **Committee Chair** and potentially one lead author. This establishes clear personal responsibility.

Urgency and Pressure System (The Middle Ground):

- To create pressure for completion, urgencies are sent (by secretary) publicly in the Team channel. *"Notice for the whole committee: The deadline for submitting document XY is in XY days. @ChairName, please confirm the status"*
- **Effect:** All committee members see the status, creating natural social pressure on the committee leadership to deliver the output.

Work on the Document:

- Committee chair opens the document in the 📁 **DRAFT** folder.
- They all work together (Online Word or other) – the system saves changes automatically, no copies are created.

Phase 2: Finalization in Committee (The "Lock-down" Moment)

1. When the Chairs decide the work is done, they move the file from the *DRAFT* folder to the 📁 **READY TO SUBMIT** folder.
2. In Planner, they mark the task as "Completed".
3. **Mandatory "Pinging" (Notification):**
 - To ensure the completion information isn't missed, the Chair/Secretary **must** write a message in the team chat tagging the responsible IFF person.
 - Message template: *"@Name The document is uploaded in the submission folder, you can take it over."*
 - *Reason:* Using the "at" symbol (@) sends an immediate notification to the responsible member's mobile/PC. Without this step, the responsible IFF person won't know they need to react.

Phase 3: Crossing the "Bridge" (Responsible IFF person)

1. The responsible IFF person (based on the "ping") checks the *READY TO SUBMIT* folder.
2. They perform the **"Copy to"** action and place a copy into the ExCo team (Zone B).
3. From this moment, the version in the committee is "dead" (archived), and work continues on the copy in the management zone.

Phase 4: ExCo Filter (Executive Committee)

Five ExCo members receive a notification. They perform a check.

- **Option NO (Return):**
 1. The Staff member copies the document with notes back to the committee (into the DRAFT folder).
 2. They perform a reverse "Ping": *"@ChairName ExCo is returning the material for revision. Comments are in the document. Deadline for correction: XY."*
- **Option YES (Approval for CB):**
 1. ExCo moves the document to the folder *"Materials for CB meeting"*.

Phase 5: CB Review (Central Board)

All 13 CB members receive access.

- **Mode:** The document is set to "Comment only". Text cannot be changed, only comments bubbles can be inserted.
- **Time Window:** President sets a deadline (e.g., until Thursday 12:00). After the deadline passes, they change the file permissions to "Read Only", technically closing the review process.

Phase 6: Official Approval

- The document, with resolved comments, is approved at the CB meeting.
 - The final clean version is saved by the staff member into the 📁 **APPROVED / ARCHIVE** folder.
-

3. Security and Technical Rules

What GUESTS Can Do (Committee Members):

- ✅ **Edit:** They can fully edit documents within their committee (in the DRAFT folder).
- ✅ **Discuss:** They can write posts on the Team "Wall".
- ✅ **See Tasks:** They see deadlines in Planner and who is responsible for them.
- ✅ **See Notice Board:** They have access to the "General Info" team for federation news.

What GUESTS Are Prohibited From Doing:

- ❌ **Deleting Channels and Teams.**
- ❌ **Inviting other people.**
- ❌ **Seeing into other committees.**

The "Bridge" Role (IFF Staff):

- Acts as the "postman" between zones.
- Technically ensures file copying.
- **Monitors Deadlines:** Actively "pings" (tags) Chairs in team channels before upcoming deadlines, thereby creating the necessary pressure to deliver outputs.

 **INTERNATIONAL
FLOORBALL
FEDERATION**
**PLAYER OF THE
YEAR AWARD**

The time has come to start the selection process for the Player of the Year 2025/26 winners. The award recognises players (female and male) who best exemplify skill, determination, team success, and sporting character on and off the court during the preceding season. This is a form of acknowledgement for athletes by the governing organisation of the sport. It is second year for this IFF award, and a logical follow up on the launch of the IFF Hall of Fame in 2021. The nominations will be made by national federations (and floorball equipment manufacturers) and voting involves a diverse sample of people (head coaches, national team captains, national federation media, media, tv and manufacturers).

The selected players will be crowned as IFF Player of the Year 2025/26.

Timeline of the voting

- Nomination of candidates by the **9th of May**
- Preparation of the voting files by mid-May
- Voting period till mid-June
- Result evaluation and publication of short list (Top 5) by end of June
- The IFF Player of the Year 2025/26 awards will be handed out in December at World Floorball Championships

Nomination of candidates

Each year the national federations that have registered for the World Floorball Championships for the preceding season in question are eligible to nominate and vote for candidates. For this selection round this means countries that had registered for the 2025 championships. Floorball equipment manufacturers will also be allowed to nominate players.

The nomination criteria for candidates

- Performance in the national team (overall performance, scoring points / save %)
- Performance in domestic league (overall performance, scoring points / save% / +- rating would be great but not necessarily available)
- Selection to the WFC All-Star team / as MVP / national awards

Each eligible federation can nominate **three** players for each gender but only **two** from their own country. Floorball equipment manufacturers can nominate **two** players for each gender. The candidates need to be ranked in order 1-3.

List of candidates

Now is the time for federations to start considering their candidates. The nominations will be submitted via an [online nomination form](#). The federations and manufacturers must in their nomination include player facts and performance data of each nominee. A form with missing information will be a reason to disqualify the nomination.

The final voting list is to include a minimum of **15** and maximum **30** players per gender as candidates. The IFF has the right to narrow down the number of candidates and create the final voting list.

Voting and procedure

The parties eligible to vote will receive (per e-mail) a unique link for voting once the final voting list has been prepared.

The following will be eligible to vote (to select first/second/third choice for both genders)

- WFC 2025 registered countries / national team head coaches
- WFC 2025 registered countries national team captains
- WFC 2025 registered countries federation media
- Selected national media (sports reporters that cover major IFF events)
- Selected floorball specific media (websites, podcasts, bloggers, etc.)
- Selected national TV companies that broadcast IFF events

For voting the IFF utilises the Webropol platform which the IFF also uses for the WFC All-Star and MVP voting. The candidates will be presented in the Webropol survey system with their respective achievements.

Once the result is final the top ten list of each gender will be published.

Evaluation logic

The scoring system will be based on a 5-3-1 system where the first choice will receive 5 points, second 3 points and third one point.

In the case of a draw between top candidates first the number of 5-point choices will be considered, then 3 points and further 1 point. In the unlikely further draw situation, the decision will be submitted for the IFF Executive Committee.

Award

The winners will receive an award which will typically be handed out during the World Floorball Championships. In case the winner would not be on the participating teams / cannot be present the award will be handed out in another suitable way.

The proud IFF Player of the Year 2024/25 winners (Veera Kauppi / Justus Kainulainen)



Call: ERASMUS-SPORT-2026

(Sport 2026)

Topic: ERASMUS-SPORT-2026-SCP

Type of Action: ERASMUS-LS

(ERASMUS Lump Sum Grants)

Proposal number: 101330436

Proposal acronym: COACHES

Type of Model Grant Agreement: ERASMUS Lump Sum Grant

Table of contents

Section	Title
1	General information
2	Participants
3	Budget

Application forms

Proposal ID **101330436**

Acronym **COACHES**

1 - General information

Call ERASMUS-SPORT-2026

Type of Action ERASMUS-LS

Topic ERASMUS-SPORT-2026-SCP

Type of Model Grant Agreement ERASMUS-AG-LS

Acronym COACHES

Proposal title Creation Of a Holistic Coaching Education Structures for Multiple Versions of Floorball

Language English

Duration in months 36

Fixed keywords Grassroots sport, Social inclusion in and through sport (i.a. of disabled people, migrants, vulnerable groups), Quality coaching in sport, Education and skills development through sport, Health-enhancing physical activity, Employability through sport

Free keywords Floorball, education, coach education, grass-roots development, coach recruitment, new game formats, structural coaching education, increased recreational participation, inclusion

Abstract

The project COACHES seeks to strengthen the abilities of the national floorball federations to educate coaches, build their own coaching education, enhance participation and inclusion and promote physically active lifestyles through structured cooperation. The project aims to address the significant disparities in coaching expertise, resources, and developmental structures between Europe's larger, well-established floorball federations and smaller or financially constrained ones.

Despite floorball being played in nearly 100 countries, the number of trained coaches remains low, and many federations lack the capacity to build sustainable coaching pathways. At the same time, decreasing physical activity levels among children, youth, and adults underline the need for accessible grassroots sports, where floorball, which is a low starting threshold, affordable and inclusive sport, can play a key role.

The project consortium consists of twelve project partners across Europe. In terms of floorball, there are larger federations and smaller and mid-sized organizations. All organizations will contribute to the project from their diverse environments. This collaboration ensures that developed models genuinely meet the needs of countries where the sport is still emerging and work as a tool for supporting other countries through the results achieved.

By sharing best practices, strengthening federations' capacities and developing modern, inclusive coaching structures, the project builds a foundation for a sustainable system in which all federations can advance their coaching pathways, support player development and ensure equal access to the sport for diverse groups.

Project Descriptor(s)

Panel	Descriptor	null
Promoting education in and through sport	Promoting the quality of coaching and staff	

Has this proposal (or a very similar one) been submitted in the past 2 years in response to a call for proposals under any EU programme, including the current call? ☒ Yes ☐ No

Please give the proposal reference or contract number.

101243603

Application forms

Proposal ID **101330436**

Acronym **COACHES**

Declarations

We declare to have the explicit consent of all applicants on their participation and on the content of this proposal. ☒

We confirm that the information contained in this proposal is correct and complete and that none of the project activities have started before the proposal was submitted (unless explicitly authorised in the call conditions). ☒

We declare: ☒

- to be fully compliant with the eligibility criteria set out in the call
- not to be subject to any exclusion grounds under the EU Financial Regulation
- and to have the financial and operational capacity to carry out the proposed project.

We acknowledge that all communication will be made through the Funding & Tenders Portal electronic exchange system and that access and use of this system is subject to the Funding & Tenders Portal Terms and Conditions. ☒

We have read, understood and accepted the Funding & Tenders Portal Terms & Conditions and Privacy Statement that set out the conditions of use of the Portal and the scope, purposes, retention periods, etc. for the processing of personal data of all data subjects whose data we communicate for the purpose of the application, evaluation, award and subsequent management of our grant, prizes and contracts (including financial transactions and audits). ☒

For Lump Sum Grants with a detailed budget table: We understand and accept that the EU lump sum grants must be reliable proxies for the actual costs of a project and confirm that the detailed budget for the proposal has been established in accordance with our usual cost accounting practices and in compliance with the basic eligibility conditions for EU actual cost grants (see AGA - Annotated Grant Agreement, art 6) and exclude costs that are ineligible under the Programme. Purchases and subcontracting costs must be done taking into account best value for money and must be free of conflict of interest. ☒

The coordinator is only responsible for the information relating to their own organisation. Each applicant remains responsible for the information declared for their organisation. If the proposal is retained for EU funding, they will all be required to sign a declaration of honour.

False statements or incorrect information may lead to administrative sanctions under the EU Financial Regulation.

Application forms

Proposal ID **101330436**

Acronym **COACHES**

2 - Participants

List of participating organisations

#	Participating Organisation Legal Name	Country	Role
1	Palloilu Säätiö sr	Finland	Coordinator
2	FEDERAZIONE ITALIANA HOCKEY	Italy	Partner
3	FEDERATION INTERNATIONALE DE FLOORBALL	Switzerland	Associated
4	Belgian Floorball Federation vzw	Belgium	Partner
5	Österreichischer Floorball Verband	Austria	Partner
6	FLOORBALL-VERBAND DEUTSCHLAND (FD)EV	Germany	Partner
7	POLSKI ZWIAZEK UNIHOKEJA	Poland	Partner
8	SLOVENSKY ZVAZ FLORBALU	Slovakia	Partner
9	ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL	Spain	Partner
10	Ukrainian Floorball Federation	Ukraine	Partner
11	Suomen Salibandyliitto ry	Finland	Partner
12	CESKY FLORBAL	Czechia	Partner

end of list

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Palloilu saatio**

Organisation data

PIC	Legal name		
906481685	Palloilu Säätiö sr		
Short name	Palloilu saatio		
Address	Urheilupuistontie 138	Legal person	Yes
Town	Eerikkilä	Public body	No
Postcode	31370	International organisation	No
Country	Finland		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
01/29/1953 Yes	- Unknown	- Yes

Type of Organisation

School/Institute/Educational centre – Vocational training (secondary level)

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Palloilu saatio**

Departments carrying out the proposed work

Department 1

Department name

Sport & Education

☐ Same as proposing organisation's address

Street

Urheiluopistontie 138

Town

Eerikkilä

Postcode

31370

Country

Finland

☐ not applicable

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Palloilu saatio**

Main contact person

Title **Mrs**

Gender ☒ Woman ☐ Man ☐ Non Binary

First name **Minna**

Last name **Laakso**

E-Mail **minna.laakso@eerikkila.fi**

Position in org. **Education coordinator**

Department **Sport & Education**

☒ Same as proposing organisation's address

Street **Urheiluopistontie 138**

Town **Eerikkilä** Post code **31370**

Country **Finland**

Website **https://eerikkila.fi/**

Phone **+358401696754** Phone 2

Other contact persons

First Name	Last Name	E-mail	Phone
Antti	Jokinen	antti.jokinen@eerikkila.fi	+358404560695
Hans	Lahti	hans.lahti@eerikkila.fi	+358405019004

Application forms

Proposal ID **101330436**

Acronym **COACHES**

Short name **FIH**

Organisation data

PIC	Legal name		
937752254	FEDERAZIONE ITALIANA HOCKEY		
Short name	FIH		
Address	VIALE TIZIANO 74	Legal person	Yes
Town	ROMA	Public body	No
Postcode	00196	International organisation	No
Country	Italy		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
06/24/2014 No	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **FIH**

Departments carrying out the proposed work

Department 1

Department name ☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**

Acronym **COACHES**

Short name **FIH**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Jorgen**

Last name **Olshov**

E-Mail **divisionefloorball@federhockey.it**

Position in org. **Secretary General**

Department **FEDERAZIONE ITALIANA HOCKEY**

☒ Same as proposing organisation's address

Street **VIALE TIZIANO 74**

Town **ROMA** Post code **00196**

Country **Italy**

Website **www.fiuf.it**

Phone Phone 2

Application forms

Proposal ID **101330436**

Acronym **COACHES**

Short name **INTERNATIONAL FLOORBALL FEDERATION**

Organisation data

PIC	Legal name
933634022	<i>FEDERATION INTERNATIONALE DE FLOORBALL</i>

Short name INTERNATIONAL FLOORBALL FEDERATION

Address AVENUE DE LA GARE 12

Town LAUSANNE

Postcode 1003

Country Switzerland

Legal person Yes

Public body No

International organisation No

Legal Status

Research organisation

No

Non-profit

Yes

Secondary or higher education

No

Mid-cap

No

SME data

SME self-declared status

01/16/2015 Yes

SME self-assessment

- Unknown

SME validation

- Yes

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **INTERNATIONAL FLOORBALL FEDERATION**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Belgian Floorball Federation vzw**

Organisation data

PIC	Legal name		
879336914	Belgian Floorball Federation vzw		
Short name	Belgian Floorball Federation vzw		
Address	Louis Berlaumontlaan 10	Legal person	Yes
Town	Auderghem	Public body	No
Postcode	1160	International organisation	No
Country	Belgium		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
01/16/2024 No	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Belgian Floorball Federation vzw**

Departments carrying out the proposed work

Department 1

Department name

☐ Same as proposing organisation's address

☐ not applicable

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Belgian Floorball Federation vzw**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Nicolas**

Last name **Senez**

E-Mail **nicolasbff@proton.me**

Position in org. **President**

Department **Belgian Floorball Federation vzw**

☒ Same as proposing organisation's address

Street **Louis Berlaimontlaan 10**

Town **Auderghem** Post code **1160**

Country **Belgium**

Website

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Österreichischer Floorball Verband**

Organisation data

PIC	Legal name		
882644711	Österreichischer Floorball Verband		
Short name	Österreichischer Floorball Verband		
Address	Andromedastrasse 60	Legal person	Yes
Town	Linz	Public body	No
Postcode	4030	International organisation	No
Country	Austria		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
03/14/2023 No	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Österreichischer Floorball Verband**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Österreichischer Floorball Verband**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Gerold**

Last name **Rachlinger**

E-Mail **office@floorball.at**

Position in org. **Secreraty General**

Department **Österreichischer Floorball Verband**

☒ Same as proposing organisation's address

Street **Andromedastrasse 60**

Town **Linz** Post code **4030**

Country **Austria**

Website **www.floorball.at**

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **FLOORBALL-VERBAND DEUTSCHLAND (FD)EV**

Organisation data

PIC	Legal name		
895437847	FLOORBALL-VERBAND DEUTSCHLAND (FD)EV		
Short name	FLOORBALL-VERBAND DEUTSCHLAND (FD)EV		
Address	GOESSELSTR 55	Legal person	Yes
Town	BREMEN	Public body	No
Postcode	28215	International organisation	No
Country	Germany		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
- Unknown	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **FLOORBALL-VERBAND DEUTSCHLAND (FD)EV**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**

Acronym **COACHES**

Short name **FLOORBALL-VERBAND DEUTSCHLAND (FD)EV**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Kevin**

Last name **Kapfer**

E-Mail **k.kapfer@floorball.de**

Position in org. **Board member**

Department **FLOORBALL-VERBAND DEUTSCHLAND (FD)EV**

☒ Same as proposing organisation's address

Street **GOESSELSTR 55**

Town **BREMEN** Post code **28215**

Country **Germany**

Website **www.floorball.de**

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **POLISH FLOORBALL FEDERATION**

Organisation data

PIC	Legal name
933630045	<i>POLSKI ZWIAZEK UNIHOKEJA</i>

Short name	POLISH FLOORBALL FEDERATION		
Address	OLIMPIJSKA 5/9	Legal person	Yes
Town	GDYNIA	Public body	No
Postcode	81-538	International organisation	No
Country	Poland		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
01/16/2015 Yes	- Unknown	- Yes

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **POLISH FLOORBALL FEDERATION**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **POLISH FLOORBALL FEDERATION**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Marek**

Last name **Chomnicki**

E-Mail **marek.chomnicki@polskiunihokej.pl**

Position in org. **Vice president**

Department **POLISH FLOORBALL FEDERATION**

☒ Same as proposing organisation's address

Street **OLIMPIJSKA 5/9**

Town **GDYNIA** Post code **81-538**

Country **Poland**

Website **www.polskiunihokej.pl**

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Slovenský zväz florbalu**

Organisation data

PIC	Legal name		
894822285	SLOVENSKY ZVAZ FLORBALU		
Short name	Slovenský zväz florbalu		
Address	JUNACKA 2951 6	Legal person	Yes
Town	BRATISLAVA	Public body	No
Postcode	832 80	International organisation	No
Country	Slovakia		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
- Unknown	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Slovenský zväz florbalu**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Slovenský zväz florbalu**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Patrik**

Last name **Pelegrin**

E-Mail **patrik.pelegrin@gmail.com**

Position in org. **Secretary general**

Department **Slovenský zväz florbalu**

☒ Same as proposing organisation's address

Street **JUNACKA 2951 6**

Town **BRATISLAVA**

Post code **832 80**

Country **Slovakia**

Website **www.szfb.sk**

Phone

Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL**

Organisation data

PIC	Legal name		
895436974	ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL		
Short name	ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL		
Address	CALLE NAVAARMADO S/N	Legal person	Yes
Town	EL ESCORIAL	Public body	No
Postcode	28220	International organisation	No
Country	Spain		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
- Unknown	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Miguel**

Last name **Prieto**

E-Mail **miguelprieto00@hotmail.com**

Position in org. **CB member, Development**

Department **ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL**

☒ Same as proposing organisation's address

Street **CALLE NAVAARMADO S/N**

Town **EL ESCORIAL** Post code **28220**

Country **Spain**

Website **www.floorball.es**

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Ukrainian Floorball Federation**

Organisation data

PIC	Legal name		
910848722	<i>Ukrainian Floorball Federation</i>		
Short name	Ukrainian Floorball Federation		
Address	Slastiona 58	Legal person	Yes
Town	Lviv	Public body	No
Postcode	79052	International organisation	No
Country	Ukraine		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
No	No

SME data

SME self-declared status	SME self-assessment	SME validation
- Unknown	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Ukrainian Floorball Federation**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Ukrainian Floorball Federation**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Tamuz**

Last name **Hidir**

E-Mail **tamuzhidir@gmail.com**

Position in org. **Secretary General**

Department **Ukrainian Floorball Federation**

☒ Same as proposing organisation's address

Street **Slastiona 58**

Town **Lviv** Post code **79052**

Country **Ukraine**

Website **floorball.org.ua**

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Suomen Salibandyliitto ry**

Organisation data

PIC	Legal name		
912601318	Suomen Salibandyliitto ry		
Short name	Suomen Salibandyliitto ry		
Address	Alakiventie 2	Legal person	Yes
Town	Helsinki	Public body	Yes
Postcode	00920	International organisation	No
Country	Finland		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
- Unknown	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Suomen Salibandyliitto ry**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Suomen Salibandyliitto ry**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Petri**

Last name **Kettunen**

E-Mail **petri.kettunen@salibandy.fi**

Position in org. **Head of top sports**

Department **Suomen Salibandyliitto ry**

☒ Same as proposing organisation's address

Street **Alakiventie 2**

Town **Helsinki** Post code **00920**

Country **Finland**

Website **www.salibandy.fi**

Phone Phone 2

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Cesky florbal**

Organisation data

PIC	Legal name		
895714200	CESKY FLORBAL		
Short name	Cesky florbal		
Address	LOMNICKEHO 1705/5 NUSLE	Legal person	Yes
Town	PRAHA 4	Public body	No
Postcode	140 00	International organisation	No
Country	Czechia		

Legal Status

Research organisation	Secondary or higher education
No	No
Non-profit	Mid-cap
Yes	No

SME data

SME self-declared status	SME self-assessment	SME validation
- Unknown	- Unknown	- No

Type of Organisation

Sport federation

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Cesky florbal**

Departments carrying out the proposed work

Department 1

Department name

☐ not applicable

☐ Same as proposing organisation's address

Street

Town

Postcode

Country

Links with other participants

Type of link	Participant

Application forms

Proposal ID **101330436**
Acronym **COACHES**
Short name **Cesky florbal**

Main contact person

Title **Mr**

Gender ☐ Woman ☒ Man ☐ Non Binary

First name **Jan**

Last name **Triskala**

E-Mail **triskala@ceskyflorbal.cz**

Position in org. **Head of Coaching**

Department **Head of Coaching**

☒ Same as proposing organisation's address

Street **LOMNICKEHO 1705/5 NUSLE**

Town **PRAHA 4**

Post code **140 00**

Country **Czechia**

Website **https://www.ceskyflorbal.cz/**

Phone

Phone 2

Application forms

Proposal ID 101330436

Acronym COACHES

3 - Budget Calculation Sheet

Requested EU contribution
400,000 €

Participant	Role	WP1	WP2	WP3	WP4	WP5	Total
Palloilu saatio	Coordinator	20,000 €	6,000 €	25,000 €	16,000 €	16,000 €	83,000 €
FIH	Partner	6,000 €	6,000 €	6,000 €	6,000 €	6,000 €	30,000 €
INTERNATIONAL FLOORBALL FEDERATION	Associated	0 €					
Belgian Floorball Federation vzw	Partner	6,000 €	6,000 €	6,000 €	6,000 €	6,000 €	30,000 €
Österreichischer Floorball Verband	Partner	6,000 €	2,000 €	6,000 €	6,000 €	14,000 €	34,000 €
FLOORBALL-VERBAND DEUTSCHLAND (FD)EV	Partner	6,000 €	2,000 €	6,000 €	6,000 €	10,000 €	30,000 €
POLISH FLOORBALL FEDERATION	Partner	6,000 €	2,000 €	6,000 €	13,000 €	7,000 €	34,000 €
Slovenský zväz florbalu	Partner	6,000 €	2,000 €	14,000 €	6,000 €	6,000 €	34,000 €
ASOCIACION ESPANOLA DE UNIHOCKEY Y FLOORBALL	Partner	6,000 €	6,000 €	6,000 €	6,000 €	6,000 €	30,000 €
Ukrainian Floorball Federation	Partner	6,000 €	2,000 €	6,000 €	10,000 €	6,000 €	30,000 €
Suomen Salibandyliitto ry	Partner	6,000 €	2,000 €	11,000 €	6,000 €	6,000 €	31,000 €
Cesky florbal	Partner	6,000 €	2,000 €	13,000 €	7,000 €	6,000 €	34,000 €

IMPORTANT NOTICE

What is the Application Form?

The Application Form is the template for EU grants applications; it must be submitted via the EU Funding & Tenders Portal before the call deadline.

The Form consists of 2 parts:

- Part A contains structured administrative information
- Part B is a narrative technical description of the project.

Part A is generated by the IT system. It is based on the information which you enter into the Portal Submission System screens.

Part B needs to be uploaded as PDF (+ annexes) in the Submission System. The templates to use are available there.

How to prepare and submit it?

The Application Form must be prepared by the consortium and submitted by a representative. Once submitted, you will receive a confirmation.

Character and page limits:

- page limit normally 40 pages for calls for low value grants (60 000 or below); 70 pages for all other calls (unless otherwise provided for in the Call document/Programme Guide)
- supporting documents can be provided as an annex and do not count towards the page limit
- minimum font size — Arial 9 points
- page size: A4
- margins (top, bottom, left and right): at least 15 mm (not including headers & footers).

Please abide by the formatting rules. They are NOT a target! Keep your text as concise as possible. Do not use hyperlinks to show information that is an essential part of your application.

 If you attempt to upload an application that exceeds the specified limit, you will receive an automatic warning asking you to shorten and re-upload your application. For applications that are not shortened, the excess pages will be made invisible and thus disregarded by the evaluators.

 **Please do NOT delete any instructions in the document. The overall page limit has been raised to ensure equal treatment of all applicants.**

 **This document is tagged. Be careful not to delete the tags; they are needed for the processing.**

ADMINISTRATIVE FORMS (PART A)

Part A of the Application Form must be filled out directly in the Portal Submission System screens.

TECHNICAL DESCRIPTION (PART B)**COVER PAGE**

Part B of the Application Form must be downloaded from the Portal Submission System, completed and then assembled and re-uploaded as PDF in the system. Page 1 with the grey IMPORTANT NOTICE box should be deleted before uploading.

Note: Please read carefully the conditions set out in the Call document/Programme Guide (for open calls: published on the Portal). Pay particular attention to the award criteria; they explain how the application will be evaluated.

PROJECT	
Project name:	Creation Of a Holistic Coaching Education Structures for Multiple Versions of Floorball
Project acronym:	COACHES
Coordinator contact:	Hans Lahti, Eerikkilä Sport Institute

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##APP-FORM-ERASMUSLSI@#

##PRJ-SUM-PS@# [This document is tagged. Do not delete the tags; they are needed for the processing.]

PROJECT SUMMARY

Project summary (in English)

See Abstract (Application Form Part A).

##PRJ-SUM-PS## ##REL-EVA-RE@# ##PRJ-OBJ-PO@#

1. RELEVANCE

1.1 Background and general objectives

Background and general objectives

Please address all guiding points presented in the Call document/Programme Guide under the award criterion 'Relevance'.

Describe the background and rationale of the project.

*How is the project relevant to the scope of the call? How does the project address the general objectives of the call?
What is the project's contribution to the priorities of the call?*

CONTEXT AND RATIONALE OF THE PROJECT

A growing concern in Europe is the decreasing physical activity among children and youth, leading to compromising their current and future physical and mental health and well-being. Simultaneously, recent studies (WHO 2024) report that adult physical inactivity puts adults at greater risk of cardiovascular diseases. These challenges are nowadays universally acknowledged by the governments, the health authorities, schools, and the sports sector in society which affect not only physical and mental health issues but also the economy. Fortunately, it is acknowledged that playing sports or living an active moving life helps each individual and community extensively and decreases these financially extremely costly problems in society.

Floorball is a team sport which is easy to start playing. It is a low-threshold sport that offers opportunities for people from diverse backgrounds. No big investment in equipment is needed, and it is possible to start playing with only shoes and a stick. No previous experience is required either, the players develop quickly and everyone can learn the basic skills of the sport and have fun while playing. Floorball is played both by girls and boys, women, and men equally. A great benefit of Floorball is that it can be played everywhere and even in quite extreme surroundings such as the beach, snow, ice or even the swamp in its different formats.

In some countries, floorball is included in the curriculum of basic education, which has increased the sport's popularity at the hobby level, leading to an increase in the number of players up to the competitive level. Floorball teaches important values such as non-discrimination, fair play, and solidarity, which are important values to teach especially for the children and youth taking part in sports. It also provides opportunities to support feelings of inclusion, success, and develop social competence.

Even though floorball has spread all over the world and is now played in around 100 countries out of which close to 81 countries currently are members of the International Floorball Federation (IFF), the total amount of players and coaches are low. The potential for growth is possible, but the number of competent coaches is far too low. Floorball's growth has been impacted, for example, by issues of early sports specialization, increasing competition and the effects of the COVID-19 pandemic. The largest number of players can be found in Northern Europe, Switzerland, and Czech Republic. There is a far too big gap in the number of participants and in the level in top sports between bigger floorball countries and smaller ones and the issue is recently recognized, and countries are fully ready to start cooperation partnership to help each partner rise to the next level.

This project develops the skills and competencies of floorball coaches and thereby promotes physical activity, healthy lifestyles, and social inclusion through sport. Through its activities, the project aims to reach a diverse group of people; of different genders, age groups, from various countries and regions, and with different physical abilities and thus strengthen grassroots physical activity.



The International Floorball Federation (IFF) launched a process after its 2022 General Assembly to strengthen the visibility of floorball and address gaps in coaching education and coaching identity across Europe. In 2023, discussions within the IFF Core Country Europe group—consisting of the top European floorball nations alongside additional countries such as Ukraine, Spain, and Italy—highlighted a common need among mid-sized and smaller federations to improve coaching structures, develop consistent player pathways, enhance coaching quality, and increase participation at both recreational and competitive levels. Based on the needs and expectations collected from these countries, IFF and 15 national

associations jointly prepared a European-level project proposal aiming to raise the overall standard of the sport, build comprehensive coaching education systems, support knowledge exchange between nations, and help federations attract more players.

OBJECTIVES AND ACTIONS OF THE PROJECT

General Objectives of the project COACHES

The general objective of the COACHES project is to promote a physically active and healthy lifestyle through floorball, and to offer the joy and opportunities of sport to a wide range of people across Europe. The project will achieve this goal by strengthening the abilities and capacities of floorball coaches. By developing coaching education, it is possible to create a broader impact and influence how players discover and enjoy the game. Through its activities, the project aims to enhance diversity, participation, and inclusion in the development of coaching education structures, player development, and grassroots sports programs in each partner nation.

All objectives contribute to the overarching goal of increasing social inclusion, equal opportunities and participation in grassroots sport across Europe. The different objectives of the project are presented below:

1. Develop the capacity of national floorball federations to train and educate coaches

The aim of the project is to find solutions and models to enhance the level of the sport, the level of coaching, and the spread of the sport in these participating federations and countries. This will strengthen their level of expertise and help build their own coaching education structure with resources to implement the results and build programs to spread the sport at the grassroots levels. This project will focus on the development of coaching and staff, as well as the creation of a coaching structure for the different partners participating in the project.

2. Gather and disseminate knowledge and best practices

One of the objectives of the project is to gather and disseminate the expertise and knowledge from larger, more developed Floorball federations (Eerikkilä Sports Institute and the International Floorball Federation) to smaller, less developed floorball federations in cooperation. The aim is to bridge the skills gap between participating countries.

3. Promote diversity, participation and inclusion in floorball and coaching

The project responds to the EU principles of inclusion and diversity by building a comprehensive coaching education structure and enhancing the competence of coaches. It contributes not only to the development of the sport itself but also addresses key aspects of social sustainability and equality. The project will explore how national associations can enhance grassroots sports participation and develop various coaching models for different age groups and for people with different physical abilities. The Finnish Floorball Federation has already created several models, such as family floorball (children and adults playing together), walking floorball for the elderly, and street floorball. As the IFF is launching a new format of 3v3 floorball, the project will also examine the type of coaching needed for this format. The 3v3 floorball aims to address diminishing age groups and provide opportunities to play floorball in less urban areas.

4. Develop the level of the sport and coaching and to increase the spread of the sport in the participating countries

The goal of the project is to enhance the capacity of national associations to educate coaches who can provide training at various levels, ensuring continuity within floorball clubs and meeting the needs of players. By sharing best practices and the experiences of participants who are active coaches and staff within the partner organisations, the project will explore how coaching structures differ across countries and what can be learned from one another. Representatives from the IF, the Finnish Floorball Federation and the Czechia Floorball will contribute their expertise on how IFF members have organised coaching education and how they are developing the sport nationally. Additionally, the Finnish Federation will share their extensive experience in attracting different age groups and skill levels to the sport.

Actions and outcomes of the Project COACHES

To achieve these objectives, there are different actions of the project COACHES that are presented below:

1. Build and disseminate coaching training models, structures and practices

Based on research and sharing of best practices, project partners will build and disseminate coaching training models, structures and practices. The goal is to co-develop coaching models that support sports and physical activity. Project partners will have different roles in this process; Eerikkilä and the Finnish Federation will provide the theoretical and structural components for the project. The other partners' roles will be imperative in building of the solutions, testing them and evaluating the process.

2. Build the participating countries' own coaching identity and training system

The aim is to enhance the capacity of national associations and make it possible for them to implement effective coaching and education models. With co-operation, the project partners will build organisational structures and resources that can be used to implement results in practice.

3. Develop different coaching models and grassroots participation

One of the outcomes of the project is the development of various coaching models to support grassroots participation. This includes, for example, models for different age groups (kids, young people, adults and elderly), models for different forms of education (daycare, school, non-formal education), walking floorball, family floorball and street floorball. Also, one of the coaching models that is explored in this project is the 3vs3 floorball.

4. Share best practices during the project and after the project period

The project is a great opportunity to share best practices and methods between participating organisations. The project partners want to also make sure that the methods and solutions created in the project are widely used after the project period. Therefore, the project materials are shared in the project website and disseminated according to the dissemination plan.

PROJECT PARTNERS AND ROLES DESCRIPTIONS

The project is coordinated by the Eerikkilä Sports Institute, with partner organisations (national federations) from Austria, Belgium, Czechia, Finland, Germany, Italy, Poland, Slovakia, Spain, and Ukraine, and the International Floorball Federation (IFF). The participating national federations have committed to working on the project for its three-year duration and sharing the learnings both nationally and internationally. The aim is to create a long-lasting European network for coach education and sports development.

Project partners are presented below:

Eerikkilä Sports Institute

Eerikkilä Sports Institute is the project coordinator of the project COACHES. It is a national coaching and training centre for floorball and football in Finland. It has close cooperation with both sports federations, nationally and internationally. Eerikkilä's core competence is linked to player development and the competence development of coaches and club employees. Eerikkilä's updated strategy, extending until the end of 2027, also emphasizes internationality.

As an experienced organizer of coach education, Eerikkilä not only holds the formal authorization required to provide coach education (granted by the Ministry of Education and Culture) but also demonstrates a high level of pedagogical expertise and professionalism in the delivery of coaching and other sport-related education. Within this project, participants will, alongside the development of their national coaching education structures, take part in an educational programme based on the Finnish vocational education model for coaching, namely the Specialist Vocational Qualification in Coaching, which will serve as the pedagogical foundation of the project.

In accordance with Finnish legislation, participants are not eligible to complete a Finnish vocational qualification, as the demonstration of competence must take place in Finnish. Nevertheless, the education will be designed and delivered in alignment with the framework, content, and learning outcomes of the Specialist Vocational Qualification in Coaching. Upon completion, participants will receive a certificate of participation jointly issued by the International Floorball Federation (IFF) and Eerikkilä. The project therefore aims not only to strengthen the coaching education structures and qualification levels within participating organizations, but also to raise their overall organizational knowledge and competence in coaching development.

Comparable education programmes have already been implemented, and are currently ongoing, for executive directors of Finnish football clubs as well as for coaching managers responsible for sports development. These experiences provide a strong and proven foundation for the international implementation of the project for professionals holding key positions in floorball across various European countries. Football, as the world's largest sport and a strategic focus area for Eerikkilä, offers a valuable benchmark for the planning and delivery of coach education in floorball. This benchmarking supports the establishment of internationally comparable standards for coaching competence within floorball. In addition, Eerikkilä delivers coaching education programmes defined and supervised by UEFA (Union of European Football Associations) in cooperation with the Finnish Football Association, further demonstrating its capacity to operate within internationally recognized educational frameworks.

Eerikkilä was granted Erasmus+ accreditation in vocational education and training by the Finnish National Agency for Education. Eerikkilä has its own Erasmus-plan, and its vision is to be an internationally known, influential, and responsible know-how community that fosters joint success. This project is part of that

vision, involving an international floorball community. The organization has solid experience in coordinating international projects but is a new actor within this specific funding framework. Participation in this project would therefore provide valuable new competences and strengthen the organization's capacity in this funding context.

International Floorball Federation

The International Floorball Federation (IFF) will take part in the project as an associated partner. The IFF was founded in 1986 and currently has 81 member federations, with floorball being played at some level in nearly 100 countries. There are approximately 350,000 licensed/registered players worldwide and around 4 million recreational players who play floorball regularly. The IFF has extensive experience working with all its member federations on educational initiatives for coaching, refereeing, and organizational development. This experience will help achieve the project's objectives by producing tangible results that can be easily replicated at local, regional, and national levels. The diverse group of participating countries will enhance transnational cooperation and facilitate the multiplication of results, including the introduction of new playing formats to countries outside the project and even beyond Europe. The IFF's added value lies in its continuous contact with nearly 100 floorball-playing countries, allowing it to gather insights and feedback. Additionally, the IFF can disseminate the project's outcomes to these countries and the broader sporting community. IFF has been a part of several Erasmus+ projects (for example Floorball Fit 4 Future, AGON, INTERACT & GAMES) and has therefore a vast experience of working with the Erasmus+ projects and the reporting of these.

Eerikkilä and IFF have been working together to enhance the level of coaching and spreading information about the present trends in coaching, mainly through the World Floorball Summit (WFS) organized in 2020-2023. The first WFS was organized in 2021 only online (due to the COVID-19 pandemic), in 2022 the WFS was organized both live in Eerikkilä and online. The number of participants in both years was approx. 200 people and there were participants from almost 20 different countries. In 2024, WFS was implemented in connection with the Men's Floorball World Championships in Malmö, Sweden in December, and there were a few dozen live participants in the event, the number of participants via stream at the time of implementation varied between 200 and 300, and overall, on the platform (IFF application), there were over 1,000 individual visitors. This indicates that even after the event, more people watched the webinar recording.

The implementations of the World Floorball Summits are good examples of how hybrid events can be implemented with high quality. The experiences gained from these will be used in the COACHES project as well as in other similar collaborations in the future.

National floorball federations

The project COACHES will have national floorball federations as project partners. The national associations/project partners and their countries are:

- Finnish Floorball Federation, Finland
- Austrian Floorball Association, Austria
- Belgian Floorball Federation, Belgium
- Czech Floorball, Czechia
- German Floorball Association, Germany
- Federazione Italiana Hockey, Italy
- Polish Floorball Federation, Poland
- Slovak Floorball Association, Slovakia
- Spanish Floorball Association, Spain
- Ukrainian Floorball Federation, Ukraine

The Finnish Floorball Federation and the Czechia Floorball, as a larger national federation, will participate more in an advisory role while also overseeing their own education programs and exploring new ways to enhance floorball in Finland and in Czechia. According to the latest study by the Ministry of Sport, over 350,000 people play floorball recreationally in Finland, providing a good understanding of how the sport can be directed outside the competition structure.

The mid-size and smaller participating national federations can be grouped into two clusters. The first cluster includes countries where the sport has a relatively large number of licensed players (5,000 – 10,000+), but is still small on a national level, with significant school participation (Germany, Poland, and Slovakia). These countries have seen rapid growth in player numbers, but face challenges in retaining players due to a lack of educated coaches. The second cluster includes countries with fewer licensed players but strong international competition presence and growing sport popularity (Austria, Belgium, Italy, Spain, and Ukraine). These countries need to improve their organizational structures and raise awareness of the sport to attract more players.

Project partners' roles

The project is structured around five work packages. Each work package has a designated responsible partner (or partners), but all partners involved in the project contribute to all the work packages. Project partners have committed to working on the project for its three-year duration and sharing learnings and best practices both nationally and internationally. The aim is to create a long-lasting European network for coach education and sports development that would continue to operate after the project period.

All participating partners will contribute to building the project activities and outcomes based on their needs and experiences. Partners will create a concrete action plan for introducing the coach education plan and new game formats. Eerikkilä Sports Institute along with the IFF will assist in the implementation phase to make sure that all project partners will reach the objectives.

Although all partners will be involved in all work packages, the roles of different partners are diversified. The role of national floorball associations is crucial for the project's success. They are responsible for validating and ensuring the quality of the outcomes and making sure that they can be implemented within the actual environments and organisational structures.

Even though floorball is still relatively small in some of the project partners' countries, there is a significant potential for growth, particularly in schools and in other NGOs. The project partners will contribute their experiences and structural needs to help build the outcomes. They will lead the development and introduction of innovative methods for promoting floorball at the grassroots levels.

An essential part of the project is to build a centre for cooperation between partners and train several coach educators for the national federations, making it easier to engage more and different groups of players. Many smaller floorball federations lack the resources to create sufficient coach education and structures. Increasing resources and employees in these federations is critical for implementing the project's actions.

It is notable the Russian attack on Ukraine has heavily affected the playing of floorball. In line with the EU principles of solidarity, the project partners are also committed to supporting the Ukrainian Floorball Federation in developing their national activities, recognising that sport can offer an important source of stability and hope. Therefore, the participation of the Ukrainian floorball federation is very important so that in the future, after the war is over, there will be educated coaches to rebuild the growing sports in Ukraine. There is also a possibility to educate Ukrainian refugees in the participating countries in cooperation with the Ukrainian federation.

1.2 Needs analysis and specific objectives**Needs analysis and specific objectives**

Please address the specific conditions/objectives set out in the Call document/ Programme Guide, if applicable.

Describe how the objectives of the project are based on a sound needs analysis in line with the specific objectives of the call. What issue/challenge/gap does the project aim to address? The objectives should be clear, measurable, realistic and achievable within the duration of the project. For each objective, define appropriate indicators for measuring achievement (including a unit of measurement, baseline value and target value).

For low value grants (less or equal to 60.000 EUR), it is not necessary to describe sound needs analysis and to define indicators for measuring achievement.

NEEDS ANALYSIS

Floorball growth and development challenges in general

Floorball is equally playable for all ages, genders, and skill levels, as it doesn't require advanced physical skills, except at the top level. The main reason for the rapid development is without doubt the easiness of starting to play the sport and the fact that it can be played both indoors and outdoors. Floorball is mostly growing through schools and other educational institutions, which is crucial for the sport's development and increasing popularity among young people (Floorball Today, 2023).

Floorball is still a relatively small sport on an international scale but has grown rapidly in recent years. The significant growth in top countries (Czech Republic, Finland, Sweden, and Switzerland) demonstrates its huge potential to attract children and youth, as the entry level to the sport is very low and there are several different formats in which it can be played.

The number of licensed players in the participating countries has followed a similar trend from 2019 to 2024. There was a significant decline in players due to the restrictions during the pandemic years, which hindered almost all indoor play and led many players to leave floorball, like other sports. However, the numbers have started to grow slowly.

	2 019	2 020	2 023	2024
Austria	1 900	1 500	1 450	3500
Belgium	998	1 057	1 195	1302
Czechia	43 095	41 404	43 706	44 902
Finland	65 806	51 118	42 841	49284
Germany	13 063	13 583	6 982	7546
Italy	724	651	319	603
Poland	2 609	2 185	2 275	2104
Slovakia	7 568	8 300	10 203	11795
Spain	930	945	780	652
Ukraine	692	836	584	688

The development of floorball has been extremely rapid in the top countries, where it is the second largest sport by the number of licensed players in Sweden and the third largest in the Czech Republic, Finland, and Switzerland. In the next group of federations, consisting of ten to fifteen nations in Europe, where the sport hasn't grown as much, creating a more robust coaching education structure and system will be key to continued growth, especially at the grassroots level.

Even though floorball is still a growing team sport, it lacks the financial market value of sports like football or ice hockey. This limited financial backing can make it more susceptible to changes in organization and coaching methods (Gabrielsson & Dolles, 2017; Di Simone & Zanardi, 2021; Floorball Today, 2023). Di Simone and Zanardi (2021) examined the relationship between sport and financial performance, finding a significant correlation between financial backing and sports results, which underscores the importance of financial stability for the growth of sports like floorball. Additionally, recent updates from Floorball Today (2023) emphasize the ongoing efforts to increase the sport's visibility and market value through international competitions and media coverage. In addition, during and after this project, there is an opportunity to gain more visibility, increase the popularity of sport, and bring added value to society through sports, increasing the physical activity of young people and adults.

As part of the development, the focus has naturally been on trying to enter the international sports community, including multi-sport games, and gaining recognition at both the international and national levels with international sports organizations and national sports authorities. Floorball has now reached a stage where the next steps on the international scene are still quite far away or even unattainable; the focus has shifted to organizational development and improving the coaching level within the growing federations.

The IFF, in its Strategy for 2021-2032 – Strengthening the Foundations, approved by the IFF member associations during the IFF General Assembly 2020, has identified the development of coaching education as a key objective for the sport's growth. To address this, the IFF initiated an internal project called Future of Floorball, aimed at identifying necessary changes to attract more players, particularly from younger generations. As part of this project, the IFF Central Board conducted a survey in 2023 among national federations and their clubs, with approximately 1300 respondents. The questionnaire, available in seven different languages, revealed that over 40% of respondents felt that more support is needed in coaching education, including seminars and webinars.

Studies on the importance of quality coaching

One of the key factors for sustainable sports activity is a good and safe environment to play, which significantly increases the role of sports organizations and, more precisely, coaches. With the increasing drop-out rate among teenagers, the issue is not just about switching from one sport to another but about preventing them from quitting sports altogether.

A study on enhancing youth sport participation in the EU investigates the participation rates of children and young people in organized youth sports across Europe. It identifies key factors influencing dropout rates, including the pressure to specialize early and the competitive nature of youth sports (ICOACHKIDS+, 2024). This increased competition at a young age negatively impacts athletes, especially those who are not deemed "good enough" to advance, leading to a loss of interest in sports due to a lack of satisfaction. Furthermore, an article on sustainable development in sport and physical activity explores the broader benefits of sports, including physical and mental health, and emphasizes the need for a supportive environment to sustain youth participation (Lohmann, Tittlbach & Steinbauer, 2024).

Research from the ICOACHKIDS+ project highlights the importance of creating a supportive environment for youth sports. It discusses the negative impact of early specialization and heightened competition on youth participation (ICOACHKIDS+, 2024). One alleged problem is the specialization of sports, where children are pushed too early to choose one sport, limiting their ability to try different ones. The heightened level of competition results in fewer opportunities for teenagers to play, as the focus shifts to top teams and winning trophies.

Additionally, studies on sports dropout rates among young scholars highlight several determinants leading to sports abandonment, including social pressures, parental expectations, and lack of enjoyment (Pisaniello et al., 2024). These studies emphasize the importance of targeted interventions and preventive strategies to promote a positive, inclusive, and balanced sports environment for adolescents (Pisaniello et al., 2024).

Coaches play a crucial role in retaining young athletes by providing appropriate development opportunities and maintaining a healthy balance in their hobbies. The effects of the Covid-19 pandemic are still evident, as many European countries have seen a decline in sports participation, particularly among males aged 30-40, due to restrictions on sports like floorball (European Commission, 2024). This situation underscores the need to reassess coaching methods. Research indicates that effective coaching can help mitigate these declines by fostering resilience, adaptability, and a supportive environment for athletes (Plotkina & Ramalu, 2024).

Research has consistently shown that educated coaches play a crucial role in the development and performance of athletes. For instance, a study by Betts et al. (2023) highlights that professional development in sports coaching significantly enhances coaches' awareness of neuromyths, brain knowledge, and evidence-based practices, which in turn positively impacts athlete performance (Betts et al., 2023). Similarly, research published by Frontiers emphasizes that the academic education of sports coaches is vital for optimizing training processes and achieving high performance in both formative and high-level training stages (Fernández Echeverría et al., 2023). Additionally, the University of Denver (2023) underscores the importance of coaching education in effectively guiding athletes' technical, tactical, and physical development, ultimately leading to improved sports performance (University of Denver, 2023).

Research indicates that optimal player-coach ratios for youth invasion games are as follows: in ice hockey, a ratio of 1:8 to 1:10 is effective for providing individualized attention and efficient team management (USA Hockey, 2017); in field hockey, a ratio of 1:8 to 1:12 is recommended based on players' age and skill level to ensure adequate coaching and support (Field Hockey Canada, 2018); and in youth football, a ratio of 1:10 to 1:12 is advised to ensure sufficient attention and instruction for each player, contributing to their development and the team's overall effectiveness (UEFA, 2019).

SURVEY AND FEEDBACK FOR ERASMUS+ PROJECT***Process and survey's overall results***

IFF has been working together with its member federations since 2005 to enhance the level of coaching and spreading information about the present trends in coaching, mainly through the IFF Development Seminars, which have mostly been held on a lower and Train the Trainer level to give coaches the

ability to start coaching floorball. IFF, The Finnish Federation and Eerikkilä has together started to try to enhance the level of coaches by the introduction of the World Floorball Summit organized in 2020-2023. The World Floorball Summit (WFS) will in 2027 and 2028 act as a platform for a broader validity check of the of the project's outcomes are realistic and achievable, as the WFS will have a much larger audience country and experience wise than the project group.

Eerikkilä and IFF conducted a webropol based survey about the present situation with the level of coaches and their education levels and their needs they have for the Erasmus+ project in the participating countries in the end of 2024 to the nine participating countries. In the survey, all nine participating countries reaffirmed their interest in participating in the project. During the IFF World Floorball Championships 2024 in Malmö, Sweden in December, a meeting was held with the representatives of the national federations to discuss the application process.

The results clearly show the present deficiencies and needs, but also clearly show the difference in the need structure in the more and less developed countries. This will help to build different levels of the educational structure, especially as the objectives are to build the whole pyramid for the Coach Education structure. Also, the coaching of full-size field coaching is an issue in countries with limited infrastructure for 40x20 m floorball fields. As the sport continues to grow, the need for creating more infrastructure will be an issue to solve.

Analysis on coach recruitment and coaching education needs

The number of educated coaches varies a lot depending on the country and number of licensed players, where the smallest countries have around 700 and the largest two around 10.000 licenced players. There has been between 20 – 200 coaches educated in average during the last three years. So, there are evidently a lack of coaches, especially as the parent/family related might easier stop coaching.

The federations mentioned that they have special challenges with coaching of and finding coaches for women (especially girls), youth and recreational floorball. Another challenge is to convince the coaches of the importance of formal training of the coaches, as having played even on a high level doesn't automatically make them good coaches.

One of the instrumental success factors for this project is to be able to build more coaching instructors throughout the result of the project and its implementation for the creation of the national coach education structure. Presently there are only coaching instructors in Austria, Italy, Poland and Slovakia, but all have the need to gain more and have system for how to educate them.

Based on the survey results, most of the coaches in the participating countries are recruited from active players in the clubs, coaches from other sports, PE teachers, church social workers, or family members. The main issues are that a lot of the women's clubs are coached by male coaches and the male teams by player-coaches. In both cases, these coaches have no or very limited education on general coaching or floorball topics. A problem is that the lack of education also leads to a significant drop-out of coaches in many cases. Apart from present and former Floorball players, new coaches usually have very little experience with floorball; some have coaching experience in other disciplines.

Most of the participating federations have some sort of basic floorball coaching courses (Level 0), both for youth/recreation and general ones and Basic Floorball coaching (Level 1) courses. In some countries the structure is built together with the National Olympic Committee/National Sport Organizations for the Levels 1 and 2 (Italy, Poland and Slovakia). The issue is that a lot of the educational material is quite old, and they do not represent the present level of how Floorball is played and should be coached. There is a clear lack of material, especially in their own language. In some cases, youth and recreational education have been combined with basic coaching education, which doesn't support the development of the newest coaches.

	Ukraine	Belgium	Spain	Slovakia	Austria	Poland	Germany	Italy
Level 0 (Youth coach)	On demand	On demand	1/year	1-2/year	4/year	1-2/year	1/year	4/year
Level 0 (Recreational coach)	1/year	On demand	1/year	1/year	4/year	1-2/year	1/year	4/year
Level 1 (Basic Floorball coach)	1/year	1/year	1/year	1/year	4/year	1-2/year	1/year	2/year
Level 2 (Club Floorball Coach)				1/year				1/year
Level 3 (Elite Floorball coach)				1/year				On demand
		= Sporadic/Only parts		= Regular			= No activity	

Analysis on coaching education structure and coaching material needs

When asked for specific topics and level of education structures the participants would need, the answer differed a little. Most help would be needed in building the educational structure and how to organize the educational system for the national federations. The interest is to have a broader understanding of how modern floorball is developing but also implement it on the lower levels to grow the basis of players. To gain more players it is imperative to be able to have materials to teach PE teachers, to have schools interested in playing floorball. The participating countries want to have specific help with how to educate coaches for different levels and in how to present the sport in a modern way for new players.

The cooperation with schools and running of the Floorball Schools competition is a reason for cooperation with schools in Austria, Italy, Poland, Spain and Slovakia. But there is a need to more clearly provide high-level educational materials for the PE teachers, which is one of the objectives for the project. The other cooperation is with Special Olympics, which organizes Floorball for the intellectually disabled, where floorball is a big sport, played also in a Unified version (intellectually disabled and ordinary recreational floorball players).

Some of the countries name the "Closing of the Gap" in the field of play as the major objective, so raising the level of coaching to be able to compete also on the international level. A lot of the participants need much more materials for all levels, but stresses especially the recreational and youth level. The idea of creating a "Practice Drill Bank" was mentioned by several of the participants, where the idea would be to build an open drill bank on a digital platform.

The participants hope to receive both digital and materials for printing in their own language, which are up to date and relevant to the different categories. The other materials mentioned are game and training-based video clips with explanations of what happens and how to train them. The other topic is some basic guidance for how to run mentoring of the coaches on a national level. The use of technical coaching tools is still not too familiar within the coaching community partly since they are quite expensive, and it is also part of the factor that the coaching is not necessarily aware of what they can do. The respondents hope that in the Drill Bank materials will also be included a part where the coaches will have a list of analyses on how to analyze the effect and success of the practices.

ERASMUS+ PROJECT TO BRING LONG-LASTING ADDED VALUE TO COACH DEVELOPMENT

One of the challenges has been to build the national federations in the same phase as the interest in the sport is increasing. Here, the Erasmus+ project "Fit for Future," run by the Czech Floorball Federation and involving federations from Germany, Slovakia, and Spain, addresses this issue by focusing on the organizational development of sports organizations (Erasmus+ Project Floorball: Fit for Future continues, 2022). The project has created a handbook and a federation development matrix to guide the establishment and growth of national federations. While the project did not focus on the coaching side of the organizations, it supports the development of the overall organization, providing valuable experience in managing successful Erasmus+ projects (Floorball Fit For Future 2024).

The objective of the COACHES project is to build a sustainable foundation for the sport's development by creating a more diverse Coach Education structure for National Associations. This structure can then support clubs with coaching education that address the diverse needs of the modern sporting audience.

An essential part of the COACHES project is to build a knowledge centre for cooperation between member federations and train several coach educators for the national member federations. This will make it easier to enhance the development of various groups of players. Many smaller floorball federations have not yet had the resources to create a sufficient level of coach education, coaches, and a coaching structure.

A key goal for the project is to enhance the skills and quality of floorball coaching. To achieve this, there needs to be a strong foundation for coaching education and the possibility for national federations to build a system that defines the level of coaching education required to coach a certain level of a team or a recreational group. Another goal is to assist member federations in creating their own coach education structure, including the levels of required education, in line with what other sports have done.

The responsibility of coaching, as part of the principles of good governance and social sustainability, will be a key topic of the project. Historically, sports have not focused much on factors such as sexual orientation, sexual harassment, gender balance, racism, and dealing with individuals of different

abilities. After the Covid-19 pandemic, there has been increased on the social and mental well-being of young people, which needs to be included as aspects related to overall well-being. These topics will be included in the education programs and adapted to different levels of education.

In conclusion, addressing these issues requires a concerted effort from sports organizations and coaches to create a more inclusive and supportive environment that encourages long-term participation in sports. The sports movement has now recognized this issue and begun working on solutions. We sincerely believe that improving the level of coaching, along with providing clear directions and varied offerings for players, is key to creating a healthier sports environment for athletes.

This project aims to use the outcomes and learnings broadly within the floorball community worldwide, as they will form the basis for upgrading the IFF development seminars, which have been organized nearly 40 times. These seminars are usually organized for a few countries at a time.

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SPECIFIC OBJECTIVES AND INDICATORS

Specific objectives

OBJECTIVE	RATIONALE	SPECIFIC OBJECTIVE
Building of an International Floorball Vocabulary	Secure a broader understanding of the different terms used in Floorball Coaching.	Each country uses same or at least similar terminology in their materials
	As a lot of coaches in floorball are either parents or coaches of other sports, especially on the lower levels, it is essential to build a generic vocabulary for the sport.	Each country uses same markings for tactical drawings in practice and games planning or presentations
	The use of a common language in Floorball can be measured by the enhanced understanding of the terminology and the inclusion of that into all materials produced	The vocabulary is published on the IFF web page in English, Czech, Finnish, Flemish, French, German, Italian, Polish, Slovak, Spanish, Swedish and Ukrainian
Create an international (IFF) educational system	The system ensures accessible and sustainable training and skills development for individuals of all ages and abilities through diverse and inclusive Floorball formats Support coaches in bringing new game formats. Create a social sustainability guide for coaches including EU and Sport policy values.	The number of school visits has increased substantially to at least 10-20 school visits
		The federations have organized at least 10 school tournaments where new game formats have been used
		The guides for new game formats have been translated into respective language
		A social sustainability guide has been created for coaches, and it has been translated into respective language
Creating a national education system	Build an education system (educational pathway) and structure (content), in line with the IFF educational system. Create education levels 0 to 3. Test and ensure the evolving and long-term impact of the coaching structure and training. Work collaboratively with each other, respecting the specificities of each country.	The generic coach education structure and the education material have been built
		Test educations have been made in each participating country to evaluate the validity of the structure and the material
		A first set of educations are done in the third year
		A plan for implementation of the whole educational structure is produced in the countries or some countries together

		Creation of a validation system for the knowledge level for the educated coaches regarding the coaching education structure
Create a national game identity/ uniform playing style and a national operating culture	Help the federations develop the sport on different levels. Introduce different competition formats to avoid drop-out for juniors, recreational groups, schools, and other sports organizations at workplaces. Bring coaches together to discuss and clarify the level of national game identity and coaching identity. Create a game identity description in cooperation respecting the specificities of each country.	Organize a seminar with the existing coaches to discuss and define the national coach identity.
		Measure satisfaction after the seminars where the target level is over 60 %
		Build description of the game identity and have it delivered to all member clubs
		Introduce different competition formats
		Make a survey of why players drop out in each country
Increase the number of full-time employees in the federations	Increasing the number of full-time employees in the fields of development and education will help to increase the number of players	Present a plan to the national federations on what type of resources and action will be needed to run the education structure
		Have at least one full-time employed working with each national federation in the field of development and education
Increase the number of educated coaches	Through the increased number of educated coaches to increase the number of players. Raise the level of all floorball from junior, recreational and elite level (elite sports) and expand the level at the top	Increase and measure the number of educated coaches
		Increase the number of registered players with over 20 % from the present situation in 2025/2026
		Increase the number of junior and recreational players with over 20 % from the present situation in 2025/2026

Help and support the development of floorball education and game formats in the countries	Through a common framework each participating country plans and implements the floorball curriculum in schools.	Each participating country plans and implements the floorball curriculum in schools
	Through a common framework each participating country plans and implements game models and game formats that are best suited in their country (e.g. Family Floorball, Points Master).	Each participating country plans and implements game models and game formats that are best suited in their country

Indicators

The project COACHES has specific indicators for different objectives and general indicators for the overall project activities. The indicators for different objectives are presented below, whereas the overall project indicators can be found in chapter 2.1.2.

Indicators for project objectives

Specific objective: Building an International Floorball Vocabulary

Indicators:

- % of countries that find the created terminology and materials functional
- % of countries that use similar terminology in their materials
- % of countries that use same marking for tactical drawings in practice and games planning or presentation
- Number of languages in which the vocabulary is published on the IFF web page

Specific objective: Create an international (IFF) educational system

Indicators:

- Number of schools visits in all partner countries
- Number of school tournaments organized in partner countries
- Number of translations of the guides for different game formats
- Number of translations of the social sustainability guide

Specific objective: Create a national education system

Indicators:

- Number of educational materials created
- Number of downloads of the material
- Partner feedback on the clarity, relevance, and usability of the materials
- Number of test educations made in each participating country
- % of participants in test education groups find the material useful
- Number of coach courses implemented
- % of planned validation system completed

Specific objective: Create a national game identity/uniform playing style and a national operating culture

Indicators:

- Number of participants in a seminar to discuss and define the national coach identity.
- % of seminar participants satisfied with the content and outcome
- Number of member clubs that have received a description of the game identity
- Number of participants in events where different competition formats are presented
- Number of respondents in a survey of why players drop out

Specific objective: Increase the number of full-time employees in the federations

Indicators:

- Number of federations that formally approve the plan for national implementation
- % of federations that identify required resources within their organization
- Number of full-time employees in federations after the project period ends

Specific objective: Increase the number of educated coaches

Indicators:

- Number of educated coaches in all partner organizations (measured at the beginning and at the end of the project period)
- Number of junior and recreational players in all partner countries
- Partner feedback on the support they have received during the project to carry out the activities to increase the number of educated coaches and players

Specific outcome: Help and support the development of floorball education and game formats in the countries

Indicators:

- Number of planned floorball curricula in schools
- Number of implemented floorball curricula in schools
- Number of planned game models
- Number of implemented game models
- Number of planned game formats
- Number of implemented game formats

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1.3 Complementarity with other actions and innovation — European added value

Complementarity with other actions and innovation

Explain how the project builds on the results of past activities carried out in the field, and describe its innovative aspects (if any).

Explain how the activities are complementary to other activities carried out by other organisations (if applicable). Illustrate the trans-national dimension of the project; its impact/interest in the EU area; possibility to use the results in other countries, potential to develop cross-border cooperation among Programme countries and Partner countries, if applicable, etc.

PREVIOUS ACTIVITIES REGARDING THE PROJECT

As most of the partner organisations have limited financial and human resources, there has been little development of recreational or grass-roots floorball formats, as the focus has so far been on expanding the competition structure and series. This is clearly visible in the Erasmus+ project Floorball Fit for Future, led by the Czech Floorball Federation, where the emphasis has been on strengthening the organisational development of the federations and improving the structuring of their work. Although this project did not focus specifically on coach education or coaching, it provides valuable insights into organisational development. The results of the project, completed in 2023, will be used to support the development of professional structures and services for members working in coach education. As Czechia, Germany, Poland, Slovakia and Spain were part of this project, the understanding of organisational development is already well rooted in these countries, which will be highly beneficial for the further development of coach education and the necessary human resources. The team that oversaw the Erasmus+ Floorball Fit for Future project will be involved in one of the sessions in this project, enabling the sharing of best practices and ensuring that work is not duplicated.

The Erasmus+ project Floorball: Fit For Future (4F) also acts as an example of a project that did not end with the funding period. Today, the 4F framework has been integrated into the daily operations of 23 European and 38 global floorball federations, providing tangible evidence of implementation and long-term sustainability. A concrete example of its impact can be seen in the German Floorball Federation, which increased its number of employees from three at the beginning of the 4F project to twelve today by systematically applying the 4F framework. This growth underlines the practical effectiveness and transferability of the model. Also, the International Floorball Federation (IFF) has formally embedded the 4F Framework as one of the core pillars of its organisational and development strategy. This institutionalisation goes far beyond symbolic support. A full-time 4F Coordinator has been appointed to

oversee implementation, provide tailored support to member federations and ensure the continuous evolution of the framework. Importantly, this position is financially supported by the Top 4 National Federations in floorball, demonstrating shared ownership, distributed responsibility and strong stakeholder commitment across the sport. The outputs of the COACHES also aim to be transitioned into a permanent and institutionalised program and therefore Fit For Future serves as a great example of how it can be done.

The educational component of the project is built on the professional expertise of the Eerikkilä Sports Institute. The sections related to coaching structure, coaching identity and new game formats will be developed through collaborative working pairs, each consisting of representatives from two different countries. These pairs will work on specific thematic areas, regardless of previous experience, and will be supported by the project leaders and external specialists. After the initial work in pairs, all groups will jointly review, refine, and finalise the outputs for each topic. This process ensures active involvement from all participants, as every partner shares responsibility for the results. One of the project's objectives is to develop the IFF Level 3 Top Floorball Coach education (for recreational, junior or elite coaches). This will be organised jointly by the IFF and the Eerikkilä Sports Institute and will be based on the shared outcomes created by the participating partners.

Since many partner federations have lacked the resources to develop their own coaching education systems, the project will also incorporate elements of socially sustainable values to ensure that all materials and training reflect strong commitments to human rights, freedom, democracy, equality and respect. The Finnish sports community, led by the Finnish Olympic Committee and the Finnish Centre for Integrity in Sports (FINCIS), places strong emphasis on good governance in sport. Their practices will serve as a reference for the project to highlight the key governance and ethical principles that must be integrated into all materials produced within the project.

INNOVATIVE ASPECTS

Floorball is still a quite small sport but have proven to be very positive towards even fast changes related to the rules of the game as these are renewed after a precise process in every four years. The introduction of new formats is quite effortless as the membership of the IFF is adaptable. There is willingness among in participating countries and in the greater floorball community to introduce new and different formats of Floorball, if they are financially inexpensive to organize or for the players to play. The objective is to create a whole new range of game formats to engage new players on the grass-root level of sport.

One of the outcomes of the project is to build a generic school curriculum for both lower and upper classes of primary school which will consider the social and equality aspects. This open material is freely to be used by schools, institutions and floorball federations. This will also act as an example for other sports belonging to the group of the Association of IOC Recognised International Sport Federations (ARISF). There are in total 42 ARSIF member federations. It organises yearly workshops in connection with the Global Association of International Sport Federation (GAISIF). The project COACHES will explore the possibility to present project outcomes in Sport Accord Convention to disseminate them to even wider audience.

There will be several grass-root and recreational floorball game formats created and/or modified from existing versions in partner countries. Many existing formats created by the Finnish Floorball federation (for example kindergarten, family and walking floorball) need to be developed and modernised for the recreational sector. These formats are also adaptable for all other team sports and for some racket sports so the created formats can be utilized beyond sport boundaries.

TRANS-NATIONAL DIMENSION AND EU IMPACT

The COACHES project will share expertise from larger floorball federations (Eerikkilä Sports Institute and the IFF) with smaller federations to enhance diversity, participation and inclusion in coaching education, player development and grassroots sports. The project seeks to improve the sports level, coaching quality and spread in participating countries by building coaching education structures and identities. It focuses on developing coaching, creating coaching structures and promoting education through sport. The project will use participants' experience and share insights on coaching structures.

The initiative benefits the transnational and EU impact:

Transnational dimension:

1. Collaboration and networking: The project brings together experts and coaches from different countries, enabling the sharing of best practices and the development of innovative solutions. This collaboration strengthens the European identity and promotes intercultural understanding.
2. Multicultural learning: Participants can learn about various coaching methods and systems, enriching their knowledge and improving the quality of coaching. This multicultural learning helps create more cohesive and effective coaching systems.

EU impact:

1. Funding and support: The project is funded by the Erasmus+ Sport program, which specifically supports initiatives in education, youth and sports. This funding facilitates broader participation and resource utilization, significantly enhancing the project's impact.
2. Policies and strategies: EU sports policies and strategies, such as the EU White Paper on Sport, provide guidelines and objectives that support the project objectives. These policies help create unified approaches and promote the development of sports across Europe.

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2. QUALITY**2.1 PROJECT DESIGN AND IMPLEMENTATION****2.1.1 Concept and methodology****Concept and methodology**

Please address all guiding points presented in the Call document/Programme Guide under the award criterion 'Quality of the project design and implementation'.

Outline the approach and methodology behind the project. Explain why they are the most suitable for achieving the project's objectives.

APPROACH AND METHODOLOGY

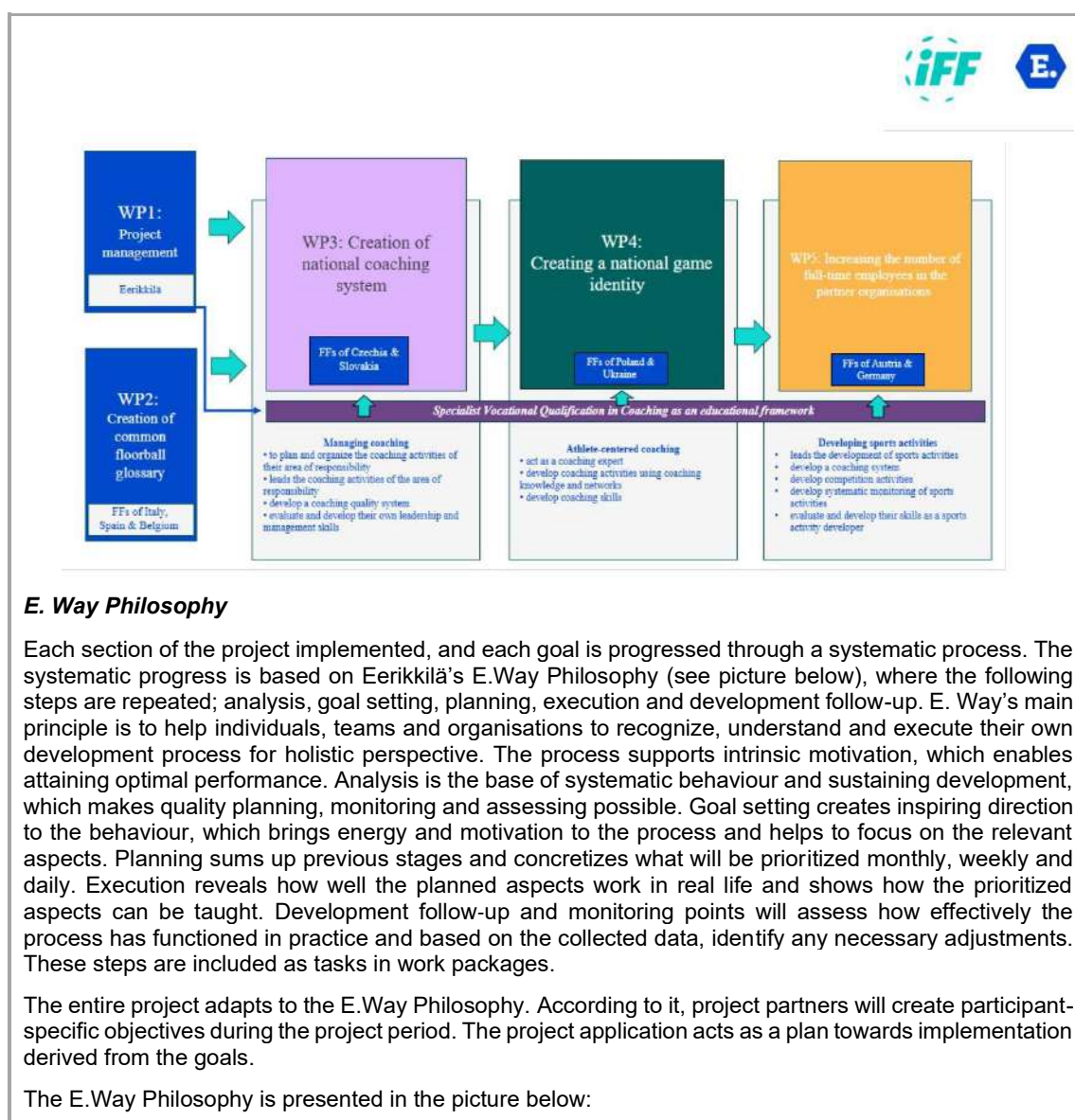
Project relevancy for participants is clearly set to meet the needs of the target groups. The project will be executed as a cooperation between 12 partner organizations with different operational levels and experiences. Although some partner organisations may initially contribute more than others, the collaborative structure and the diverse expertise within the consortium will enable the creation of outcomes that benefit all organisations and strengthen their capacity to enhance their operations. One of the reasons for the chosen working method is to build a European network in the fields included in the project and find ways of working together, even if the partner organizations are competitor on the field of play.

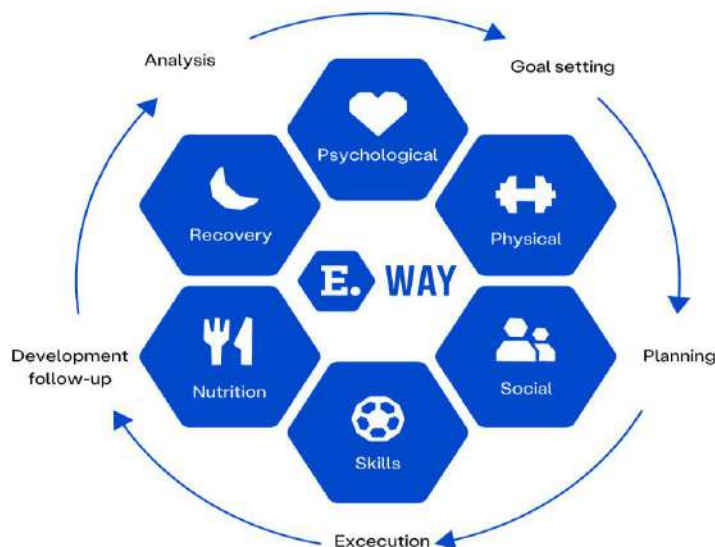
The project's objectives are built into the work packages. Work packages (more detailed description in Chapter 4) are:

1. Project management and overall evaluation of the project
2. Creation of common floorball glossary
3. Creation of national coaching system
4. Creating a national game identity
5. Increasing the number of full-time employees in the partner organisations

The implementation of the project includes both educational activities and the practical development of the coach education structure and its related materials. The education delivered during the project is based on the Finnish Specialist Vocational Qualification in Coaching, which provides the overarching framework for the learning process. This qualification defines specific working methods and content areas that can be adapted to the needs of the project as well as to the individual development needs of the participants. The units of the qualification outline clear competence requirements, which are closely linked to the work packages implemented within the project.

The link between the units of the degree and the work packages are visualised in the picture below:





The educational aspect which takes place during the project will be implemented with a strong orientation on working life. Participants receive instructions, tasks and actions from on-site, off-site and sparring sessions, which they work on, develop and documents their own everyday life. Educational aspect emphasizes learning by following the E.Way Philosophy and by working together in pairs (two presenters from each country).

In addition to working in pairs, the active involvement of the organizations' top management and decision-makers (e.g. board members), plays a crucial role during education. Top management will be invited to certain sections of the project and will be required to act as mentors for the participants, supporting their everyday work. This model ensures participant engagement, helps pinpoint issues in all participating countries and facilitates finding common solutions. Pair-work fosters the generation of new ideas and builds a network for the future between the countries.

Preparing a report together with the federation management to secure approval for the proposed actions, materials and education, and jointly developing an implementation plan with the federation boards.

The approach of the project ensures that anyone from the participating organisations can take part in the execution of the project, regardless of their development level, financial status, personal disabilities or political values. The project aims to incorporate the principles of the EU Inclusion and Diversity Strategy into the materials, highlighting these as essential project values. This strategy includes several key initiatives, such as the Gender Equality Strategy, the Strategy for the Rights of Persons with Disabilities, and the EU Anti-racism Plan, which aim to create conditions for everyone to live, thrive, and lead regardless of differences based on gender, racial or ethnic origin, religion, belief, disability, age, or sexual orientation (European Commission 2023a; European Commission 2023b).

DIGITAL TOOLS AND AI

All project partners will present the project, its objectives, and its outcomes on their respective websites. These websites provide an effective channel for disseminating project outputs, as the target groups are already familiar with and actively using these platforms. Partners will also share project reports concerning the progress of the project in their websites throughout the project period.

As part of the project outcomes, there will be produced digital materials. The digital platform for all the project materials will be Howspace, which is a collaborative learning and development software. It's easy to use and accessible, so all participants can engage and contribute. The project's Howspace page will serve as co-learning environment which will help to enhance cooperation and interaction.

Project partners will use Howspace in two different ways:

1. Internal work, facilitation and sharing of best practices
2. External sharing of education and materials

For internal use, the Howspace workspace created will serve as a platform to exchange materials, ideas and best practices. Howspace as a co-creation space offers possibilities for various means of facilitation and sharing. It is an innovative place to work on materials and have discussions. It also enables the use of AI to make work more efficient.

In external use, all plans, guidelines and work package materials will be updated to this platform. The materials can be found from the site five years after the project period has ended and the link to the platform will be found from all partner organisations' websites. In the communication plan, partners will create a more concrete plan to disseminate the platform.

The project utilizes AI in functions where its use is beneficial, for example in terms of efficiency. The translation of project materials to different languages is an example of a function where AI can be utilised. Also, AI is used to create monthly summaries of the project activities and outcomes to the partners' websites.

The use of AI is also explored in the coach education system produced in the project. The adaption and use of AI and other technological tools in Floorball have slowly started to grow, mainly in the major leagues. The use is focused measure and improve player and team performance by using objective/automated data and smarter and more efficient tools

To enhance the use of AI/technical tools in the education of coaches and coach educators it is imperative to focus on solving the following core performance challenges:

- Objective performance measurement, with standardized physical testing and benchmarking of players and Game KPI tracking (technical execution, speed, intensity)
- Tactical & Video Analysis enhancement, with Improved video analysis systems and in-game decision-support tools
- Data-Driven Player Development on the individual level and load monitoring and recovery data
- Centralized Data & Knowledge Sharing, through shared database, including data from developing nations and structured data collection at World Floorball Championships (WFC)

Project partners will also produce digital materials for people with physical or intellectual disabilities, adapting new game formats to meet their needs. This will also strengthen cooperation between national federations and ParaSport and Special Olympics organizations in the participating countries. The materials for the new game formats are designed to involve more people in floorball and can also be used to engage different special groups, such as immigrants and refugees.

To disseminate the project outcomes and make sure that they are used after the project period has ended, EPALE and E-Twinning are also used. Project partners will register in EPALE and share information with other European organizations that will also benefit from the outcomes. With E-Twinning, it's possible to share and disseminate the materials created especially for formal education across the EU.

ACCESSIBILITY

The project ensures accessibility in multiple dimensions. All educational activities and materials will adhere to principles of physical, digital, and linguistic accessibility.

Physical accessibility

- All project events, workshops and on-site meetings are held in venues that are accessible
- To guarantee equal participation, partner organizations will provide hybrid options for all major events
- All project events and workshops are free of participation fees

Digital and linguistic accessibility

- All websites, documents and other digital materials are in WCAG 2.1 AA-compliant formats to ensure digital accessibility
- Documents and websites have a clear structure, and partners will use language which will be easy to read and comprehend
- Key materials will be translated into different languages
- Meetings and meeting recordings will include interpretation

Social accessibility

- Partners will promote social and cognitive accessibility throughout the project
- All materials produced will promote inclusive learning approaches
- Partners will support underrepresented groups in coaching education and will offer financial support when needed
- The project applies to the EU principles of non-discrimination, equality and safe sport

GREEN PRACTICES AND SUSTAINABILITY

Project partners will jointly create a sustainability plan that includes common guidelines on responsibility that everyone must adhere to. Eerikkilä Sports Institute as the project coordinator will lead the sustainability process and make sure that all the project partners are following the guidelines. Eerikkilä has its own sustainability plan which will serve as a model for the project's own plan.

The project will actively promote environmentally sustainable practices in all its activities. Travel will be planned to follow the "sustainable travel first" principle, prioritizing online participation, shared transport solutions, and public transportation whenever possible. Project partners are encouraged to use green travel practices. The locations for live project meetings are planned to take place as part of bigger events where project partners are already traveling. Also, the locations of live meetings are planned so that it would be easier for partner organizations to travel by train.

Meetings and educational sessions will be organized in venues that follow environmental guidelines and have waste-sorting systems in place. The partner organization in charge of the meeting or educational session is responsible for ensuring that the venue complies with agreed standards.

All project materials will be produced primarily in digital format to reduce paper consumption. When physical materials are necessary, they will be printed using environmentally friendly options (recycled paper, minimal color usage). The consortium will favor local and sustainably produced services.

Energy-efficient digital tools and cloud services will be used for communication and data storage, and partners will be encouraged to turn off devices, reduce unnecessary data traffic, and avoid disposable items during events. Environmental responsibility will also be integrated into coaching education materials whenever relevant, emphasizing sustainable facility use, equipment management and responsible sport event organization.

The project will monitor its environmental impact through simple follow-up indicators, such as the proportion of online vs. physical meetings, the amount of printed material used, the travel modes chosen by the partners and number of sustainable choices made throughout the project.

References:

European Commission (2023a). Equality and inclusion.

European Commission (2023b). Diversity and inclusion.

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2.1.2 Project management, quality assurance and monitoring and evaluation strategy**Project management, quality assurance and monitoring and evaluation strategy**

Please address the specific conditions set out in the Call document/ Programme Guide.

Describe the measures foreseen to ensure that the project implementation is of high quality and completed in time.

Describe the methods to ensure good quality, monitoring, planning and control.

Describe the evaluation methods and indicators (quantitative and qualitative) to monitor and verify the outreach and coverage of the activities and results (including unit of measurement, baseline and target values). The indicators proposed to measure progress should be relevant, realistic and measurable.

For low value grants (less or equal to 60.000 EUR), it is not necessary to describe evaluation methods and indicators to monitor the outreach and coverage.

QUALITY ASSURANCE MEASURES

Eerikkilä Sports Institute as the project coordinator will have the contractual responsibility for running the project. It will have the responsibility to be in contact with the Erasmus+ authorities and take care of the financial administration and management, including the interim and final financial reports.

Eerikkilä's project team will consist of the project manager, quality manager, administrator and a finance manager. The project will further utilize the Eerikkilä staff and specialists (15 full-time employees) in the field of coach education and coaching. Eerikkilä has experience from the previous international development projects, for example projects with Finnish Football Association and universities from the region, from which they have gained important experience.

Each participating organisation will nominate a project manager, who will have the responsibility for their respective part of the work packages. They are further responsible for all administrative, operational and financial tasks within their field of responsibility and will report to the project manager.

A project management team (PMT) will be set up for the project. It will consist of the following:

- Project manager (Eerikkilä)
- Coach education specialist (Eerikkilä)
- Quality manager (Finnish Floorball Federation)
- Grassroots specialist (German Floorball Federation)
- Project team member (Belgian Floorball Federation)
- Project team member (Spanish Floorball Federation)
- Project Advisor (IFF)

All partners will together be planning the content for the educational part and the co-chairing of the work package working groups together in the project. All participants will have at least one responsibility, based on their specific knowledge, experience and interest in different aspects of the project. The coaching department of the Finnish Floorball Federation will participate in the working sessions with other key partners to bring the expertise of the broad-based coaching educational experience they possess.

The partner organisations are responsible for the creating of the generic coach education structure and the national coach education materials and game format materials, to secure their relevance. They will also be responsible to create the implementation plan for the launch of the education and spreading of the materials and gained knowledge towards their clubs and members. For the participants concentrating on the game formats, they will hold a demonstration session to a group not familiar with floorball, before launching the format projects in their country. An essential part of testing the level of the learning will be the final country reports and their implementation plans of the project results. To validate the functionality of the different game formats the participating countries will conduct a feedback survey with the parties testing of the new formats and based on the feedback they will adapt them accordingly.

The implementation of the project will lie on all participating organisations, as the objective is to produce relevant materials, guidelines and solutions for all beneficiaries. The project management team (PMT) will be responsible for evaluation of project implementation, quality and relevance. PMT will convene in every six months to follow-up on this.

One of the quality assurance measures will be a steering group that will be assembled for the project. The steering group will control the overall running of the project to secure that timelines are followed and objectives will be met. The steering group (SG) will consist of:

- The CEO of Eerikkilä Sports Institute (Advisor)
- The President of the Finnish Floorball Federation (Advisor)
- The IFF Secretary General (Advisor)
- The Financial Manager (Eerikkilä)
- Board member (Czech Floorball)
- Secretary general (Federazione Italiana Hockey)
- The Project Manager (Eerikkilä)

The steering group will have an overseeing role in regard of the relevance and quality of the project and will convene every six months to follow-up. It will also be a part of the control mechanisms built for the project.

The PMT will have the overall responsibility for the quality control, led by the quality manager. The SG will further evaluate the project outcome relevance, quality and report to the Eerikkilä foundation board and to the IFF Central Board. The financial manager is responsible for running the project finances, controlling of the use of funds, reporting and the financial efficiency of the project. The quality manager and the project coordinator will work with the working groups in different work packages to secure that the outcomes will be relevant and useful and the proposed solutions are valid and understandable for the end

users. Due the large number of languages involved in this process, the language quality in the materials will be checked with the national federations included in this process before publishing.

The PMT and the SG will also seek assistance from the Finnish Society of Sport Sciences to validate the latest information related to sports science research and their databases when building the materials. For example, this could include the latest trends in teaching skills to children and recent research on this topic.

MONITORING AND EVALUATION METHODS

Monitoring methods

The project applies several complementary monitoring and evaluation methods to ensure effective implementation and timely progress. The three-year project will be structured into 3–4-month phases, and at the end of each phase the Project Management Team (PMT) will carry out a progress review to identify any delays and make rapid adjustments where needed. This approach ensures that the PMT can react promptly and keep all work packages on schedule. In addition, the PMT will report to the Steering Group (SG) every six months to confirm that the project remains on course and aligned with its objectives. At the end of each project year, all participating organisations will receive a status report from the PMT and will have the opportunity to provide feedback. This process serves both as a relevance check and as a structured monitoring and evaluation mechanism. Furthermore, all materials intended for public use and all the components of the coach education system, will undergo a review by a panel of specialist (see picture at the end of this chapter) to ensure quality, accuracy and consistency.

The PMT will have the overall responsibility for the running of the whole project. The project manager will make sure that the communication between the PMT and the participating organisations will run smoothly. The project manager can ask questions and bring things up for a discussion in the bi-monthly PMT meetings. In addition to these meetings, the PMT will have the opportunity to discuss via Microsoft Teams channel that will be set up for them.

The PMT will have the project monitoring responsibility, which means that they will supervise the following:

- Tasks given to the working group members
- Implementation of activities
- Adherence to set timelines
- Evaluation process

The PMT also has the responsibility to produce reports to the SG and to the participating organisations. They will make sure that partner organisations can fulfil their responsibilities and delivering the agreed materials within the set timelines. This means that the PMT will check if the partners have all the needed resources or personnel to fulfil the responsibilities and make sure that there are no challenges in the process.

The meeting dates of the PMT will be planned for each year by the project manager in advance to keep the overall process well running and giving the possibility to plan the coming on-site and off-site meetings. During each on-site session, the organisations responsible for the work packages are to present their results to the PMT and the project team, consisting of all participants. The administration coordinator will manage the communication and the exchange of information between the participants in the project.

The on-site and off-site meetings are presented in this picture:



Evaluation methods

The project has multiple indicators set for different objectives as well as for the overall management and implementation of the project. The indicators for different objectives were presented in Chapter 1.2. The project COACHES will also use indicators to measure, evaluate, and improve project coordination. These indicators are:

- Partner satisfaction with internal communication
- Partner satisfaction with clarity of instructions and tasks
- % of deliverables submitted on time
- Number of partner meetings planned and held
- Partner satisfaction with partner meetings
- Attendance on partner meetings
- Partner satisfaction with the external communication and sustainability plan
- Social media reach (impressions, engagements, shares)
- Number of stakeholders actively engaged in dissemination activities
- External references, adoptions or mentions of project results
- % of green travel
- Number of sustainable choices made throughout the process (sustainable choices listed in the sustainability plan)
- % of online vs. Physical meetings
- Number of printed materials used
- Partner satisfaction with digital platforms used.

Partner organizations will collect data using these indicators throughout the project, and some of the indicators will also be used after the project period to assess the sustainability of the project's outcomes. Eerikkilä, as the project coordinator, will lead the data collection and evaluation process, while the project partners are committed to collecting information both internally and externally and delivering the required data to the coordinator in due time.

Data will be collected from the partner organizations at five specific points in time:

1. At the beginning of the project period
2. At the end of the first year (first interim report)
3. At the end of the second year (second interim report)
4. At the end of the project period
5. One year after the project ended

Eerikkilä will use an online questionnaire to collect data from the project partners. In addition, a separate questionnaire will be distributed by the partners to coaches, players, and other individuals involved in project activities. All data will be collected anonymously to ensure confidentiality and ethical handling of information. All personal data collected within the project will be handled in full compliance with the EU General Data Protection Regulation (GDPR) and national data protection legislation.

Feedback will also be collected face to face during partner meetings. Each live meeting will include dedicated time for partners to provide feedback and collectively evaluate the project's activities.

In addition to indicator-based monitoring, the project will apply qualitative methods such as structured interviews, facilitated discussions, and reflective self-assessments to gain deeper insights into the quality and effectiveness of the implementation. The Project Management Team will analyze the collected data and prepare summary reports highlighting progress, challenges, and areas requiring corrective action.

Quality assurance will be supported by the Steering Group, which will validate the findings, follow up on identified risks, and ensure that appropriate adjustments are made. Furthermore, all public materials and components of the coach education system will undergo expert review to ensure high standards, accuracy, and alignment with project objectives.

FINANCIAL MANAGEMENT STRATEGIES

Even though the on-site work sessions will serve as the forum for discussing the coaching structure and all related materials, most of the work will be done between these sessions. This will occur during the bi-monthly debrief sessions with the individual participating countries to assist with the execution of the work packages. This approach will ensure both efficiency and cost-effectiveness, as these sessions will be held over Microsoft Teams, and the materials will be produced within the specific work package and working groups.

To ensure that the project is sustainable, the number of participants has been limited, and all the materials will initially be produced only in digital format which will also make the easy to edit and revise if needed. This also gives the possibility to adapt them into different languages, which will enlarge the usability of the material. The use of video clips in the materials will also help the participating organizations to run the level 0 and level 1 education in webinars, which reduces travel.

It will not be possible to achieve all targeted results without one-to-one support for the work package working groups. Each work package has been allocated a specific budget, and participants can use a portion of their budget for activities within each work package. This specific budget will be divided among the participants to each activity within each work package, based on the PMT's plan.

The project aims for cost-efficiency and sustainability by scheduling on-site sessions in conjunction with events where project partners are already traveling. This approach reduces travel and organizational costs, as most participants will already be on-site.

The project will follow the travel regulations of Eerikkilä Sports Institute, use the most cost-effective means of transport and adhere to the set rules:

- **Optimized Travel & Accommodation Costs:** We will prioritize economy-class travel, shared accommodation, and early bookings to reduce expenses.
- **Resource Sharing:** Partner organizations will leverage existing facilities, equipment, and personnel to minimize additional costs.
- **Digital Collaboration Tools:** Regular online meetings and shared cloud-based platforms (e.g., Google Drive, Microsoft Teams) will reduce travel and administrative expenses.

The responsibility for budget monitoring lies with the PMT, who will request a concrete operations budget from all work package responsible entities, which the PMT will approve. Based on this WP budget, the PMT will, as part of the bi-monthly debriefing, request a financial report in the digital budget reporting tool (Excel), created by Eerikkilä. The PMT will report to the SG at each of their meetings.

All the financial management strategies are listed below:

- **A Financial Manager** (Eerikkilä) will oversee budget implementation and compliance with Erasmus+ guidelines.
- **Bi-Monthly Financial Reports** will be required from each partner, ensuring transparency and early identification of budget deviations.
- **A Shared Budget Tracking System** will be used to monitor real-time expenses and avoid overspending.
- **Quarterly Financial Reviews** will be conducted by the Project Steering Committee to adjust allocations if needed.

- **Compliance Checks:** The project will make an annual Profit/Loss report and create a cost place in the Eerikkilä financial system and have the financial auditors (EY, Ernst & Young) to check these as a part of the generic account revision.

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2.1.3 Project teams, staff and experts

Project teams and staff			
<i>Describe the project teams and how they will work together to implement the project.</i> <i>List the staff included in the project budget (budget category A) by function/profile (e.g. project manager, senior expert/advisor/researcher, junior expert/advisor/researcher, trainers/teachers, technical personnel, administrative personnel etc. and describe shortly their tasks. Provide CVs of all key actors (if required by the Call document/Programme Guide).</i>			
Name and function	Organisation	Role/tasks	Professional profile and expertise
Antti Jokinen, principal	Eerikkilä Sports Institute	Project manager: responsible for the project and assists in implementation.	Principal (Master of Sport Sciences), responsibility for coach competence development in Eerikkilä, more than 15 years of work experience in education
Hans Lahti, club development expert	Eerikkilä Sports Institute	Project coordinator: responsible for implementation of the project	Currently working in Eerikkilä as a club development expert. Mr. Lahti has extensive experience in managing club sport and coaching education.
Miikka Lamu, development manager	Finnish Floorball Federation / Eerikkilä Sports Institute	Project coordinator/Quality manager: mentor in the creation of coach education structure	Head of floorball services in Eerikkilä and development manager at the Finnish Floorball Federation. Significant experience in floorball and coach education
Hannu Santanen, coach educator	Eerikkilä Sports Institute	Coaching expert	Vast experience as a coaching expert. Works as the Finnish women's U19 national team coach and coach educator
Minna Laakso, coordinator in education	Eerikkilä Sports Institute	Project coordinator: coordinating the administration of the project	Education coordinator (Master of education) and Erasmus+ coordinator. Vast experience in international projects.

Tia Kymäläinen, Financial director	Eerikkilä Sports Institute	Financial manager: will guide the financial management of the project, part of the steering group	Several years of work experience in financial management and management positions in different organizations
Jan Triskala, Head of Coaching	Czech Floorball	Project coordinator & coaching expert	Responsible for the coaching education in the country and has a vast experience working with neighbouring countries like Slovakia and Slovenia. He is also a member of the IFF Coaching Education Structure committee. He has a vast experience of coaching both juniors and adults also on the elite level.
Miguel Prieto, CB member, Development	Spanish Floorball Federation	Project coordinator: part of the PMT, monitoring the education structure	Secretary general, by profession a teacher in the primary school in Spain. Expert in the field of coach education and management.
Kevin Kapfer, Head of Coaching	German Floorball Association	Advisor: coordinating the activities between partners. Member of the PMT.	Extensive coaching experience, responsible for national teams and the development of top-level sports.
Tiina Koivisto, Youth & game development	Finnish Floorball Federation	Development specialist, part of the PMT	She has extensive work experience in various tasks in the Finnish Floorball Federation and with the federation's stakeholders
Petri Kettunen, Head of coaching	Finnish Floorball Federation	Coaching expert: mentor when creating the coach education structure	Strong experience and know-how in floorball coaching and elite sports, as well as a lot of coaching experience abroad
Jorgen Olshov, Project coordinator	Federazione Italiana Hockey	Development specialist: coordinating the development of grassroot materials and new game formats	Secretary general, working with spreading the sport in Italy.
Gerold Rachlinger. Project coordinator	Austrian Floorball Federation	Project coordinator: Responsible for leading the WP 5	Secretary general and working with the local clubs

Nicolas Senez, President	Belgian Floorball Federation	Project coordinator: Responsible for planning the implementation plan for the launch of the results. Part of the PMT.	President with extensive coaching experience and school projects.
Marek Chomnicki, Vice president	Polish Floorball Federation	Advisor: Responsible for leading the WP 4	Vice president, vast experience of the development of Floorball in Poland and working with schools
Patrik Pelegrin, Coach instructor	Slovakian Floorball Federation	Project coordinator: Responsible for leading the WP 3	Floorball Coach and responsible for the coach education in Slovakia
Veli Halonen, Project coordinator	International Floorball Federation	IFF development specialist/Erasmus + coordinator: coordinate the entirety of the materials and quality	Operations manager, responsible for the IFF Development work, membership recruitment and referees
Tero Kalsta, Advisor	International Floorball Federation	Communications and sustainability coordinator	Sales & marketing coordinator, in charge of the federations marketing and sustainability work
John Liljelund, Project manager	International Floorball Federation	Project coordinator: Coordinate the cooperation with project organisations and with international sport organisations	FF Secretary general in charge of the overall operations of the federation, with vast experience of project management. Holds a post-degree of Political Science and a Professional Coaching degree
Tamuz Hidir, Advisor	Ukrainian Floorball Federation	Advisor: helping the process in WP 4	Former president of the Ukraine federation, now working with grassroots Floorball in Ukraine and helping junior teams

Outside resources (subcontracting, seconded staff, etc)

If you do not have all skills/resources in-house, describe how you intend to get them (contributions of members, partner organisations, subcontracting, etc).

If there is subcontracting, please also complete the table in section 4.

The project will work together with specialists and advisors from the Finnish Center for Integrity in Sports, the Finnish Football federation, IFF Ethics Commission, Swiss and Swedish floorball federation.

2.1.4 Cost effectiveness and financial management**Cost effectiveness and financial management** *(n/a for prefixed Lump Sum Grants)*

Not applicable.

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2.1.5 Risk management**Critical risks and risk management strategy**

Describe critical risks, uncertainties or difficulties related to the implementation of your project, and your measures/strategy for addressing them.

Indicate for each risk (in the description) the impact and the likelihood that the risk will materialise (high, medium, low), even after taking into account the mitigating measures.

Note: *Uncertainties and unexpected events occur in all organisations, even if very well-run. The risk analysis will help you to predict issues that could delay or hinder project activities. A good risk management strategy is essential for good project management.*

For low value grants (less or equal to 60.000 EUR), it is not necessary to present critical risks and risk management strategy.

Risk No	Description	Work package No	Proposed risk-mitigation measures
1	Change of participants	All	The participating organisations have committed to pay a fee for the education if they will not finish the project, which is steering them in the selection of participants. The different phases of the project are well documented and easily accessible for all parties, making it easier to manage.
2	Weak project management: results are not generated in relation to plan and targeted funding	All	It is ensured that the project management has enough time to monitor the project in a high-quality manner and that the steering group monitors the activities closely enough to be able to intervene if necessary.
3	Misunderstandings or disagreements between participants	All	Objectives, tasks and schedules are clear, and the communications is at sufficient level. Inner communication plan will guide the frequency of communications. Partners will sign an agreement where their roles and responsibilities are specified.
4	Challenges in communication / level of English (spoken or written) of the participants	All	The participating persons will be interviewed before the start of the project and need to write an essay on their expectation in English. With these procedures, it is secured by the project

			management that all participants have sufficient English skills. The first phase of the project (WP 2) will focus on building a generic vocabulary for floorball, which will help in this process.
5	Participants capability of producing materials in English	All	Each material will have a co-creator from participating organisations.
6	Lack of commitment to deliver agreed result on time	WP 2-5	The project has a detailed timeline, and the quality manager will follow-up on the delivery. Project partners will agree on the timeline in their partnership agreement.
7	Lack of support from the national member foundation	WP 2-5	The federation management will be included in the process through their own workshops, which will give an overall picture of the process for them. IFF will discuss the issues with the member federations if challenges arise.
8	Possible cancellations of the World Floorball Championships or other events due to global crises, for example pandemics	All	The probability that any type of international or national floorball events would be cancelled during the project period is minimal. If this kind of situation occurs, project partners will explore different digital possibilities to compensate for live meetings.
9	Translation of existing materials to different languages is too expensive and/or challenging	WP 2-5	The use of AI based software to help translating the existing materials will be used. AI translations are not flawless, but they can be broadly used. Also, funds are dedicated to the translation process of the produced materials.
10	Change of project management staff and/or consortium staff	All	The project management team and the consortium costs of personnel from different organisations. There are several persons included from each organisation, which will make it easy to bridge any changes.
11	The financial situation of the participating organisations develops negatively	All	In this case, the project management team will look for more adequate forms of participation.
12	The cost of travel will increase dramatically	All	The project management team will reconsider the on-site sessions and decide whether some of them could be changed to off-site

			sessions. Also, the locations of the on-site sessions can be changed.

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2.2 PARTNERSHIP AND COOPERATION ARRANGEMENTS

2.2.1 Consortium set-up

Consortium cooperation and division of roles (if applicable)

Please address all guiding points presented in the Call document/Programme Guide under the award criterion 'Quality of the partnership and the cooperation arrangements'.

Describe the participants (Beneficiaries, Affiliated Entities and Associated Partners, others, if any) and explain how they will work together to implement the project. How will they bring together the necessary expertise? How will they complement each other?

In what way does each of the participants contribute to the project? Show that each has a valid role and adequate resources to fulfil that role.

Note: *When building your consortium you should think of organisations that can help you reach objectives and solve problems.*

PARTICIPANTS AND THEIR ROLES

Participants and their roles are also described in chapter 1.1.

The project is built around ten IFF member federations: Austria, Belgium, Czechia, Finland, Germany, Italy, Poland, Slovakia, Spain and Ukraine. These member federations/participating organisations represent quite well the different development stages of floorball in Europe. There are nationally large federations (Finland, Czechia), federations that have established themselves and have developed junior and adult competition (Germany, Poland and Slovakia -> these belong to Six Floorball generations group) and smaller federations (Austria, Belgium, Italy, Spain and Ukraine -> these belong to the Euro Power Group). The other partners are Eerikkilä Sport Institute and the International Floorball Federation (IFF). The Six Floorball Nations and the Euro Power Group form a strong network that already works closely in the fields of competitions, marketing and now moving into a joint solution for coach education and playing new formats.

The twelve partners have quite different level of expertise, where Eerikkilä as a professional and certificated educational sport institute that will bring the knowledge from different projects on coaching and vocational education. At the same time, Eerikkilä is the official training centre of the Finnish Football and Finnish Floorball Federation and running a series of coach education courses on several levels for these two federations. Eerikkilä is also in cooperation with these federations running the youth development pathways for football and floorball for the age groups of 12-17 years.

The floorball federations which are partner organisations in this project, are in principle similar to each other: their main objective is to organise different level of floorball competitions. Organically the activities begin with adult series and after a time move to younger junior series. The federations are mostly working with formal education trying to enlarge the activities of the federation in the field of seeking recognition nationally, spreading the sport by increasing visibility and awareness, building and proving education for clubs, coaches and referees and participating in international competitions. Differences begin to emerge as the federations grow, when social and ethical considerations become more prominent, the number of registered players increases, and governance issues become more tangible.

The partner organisations will bring their own experiences to the project and especially the challenges they have had in both recruiting coaches and providing sufficient coaching to them on different levels. They also have the knowledge of what has been functional in their sporting environment and how to tackle the different aspects thereof. This brings a lot of value to the project.

The division of work between the partners in the work packages has been designed to be as balanced as possible. Eerikkilä, as the project coordinator, carries more responsibility than the others, but the remaining roles are shared equally among the other partners

Partners' roles in work packages

Work package 1: Project management and overall evaluation of the project

- Eerikkilä as the project coordinator leads the process
- All partners organisations are involved in the project management & coordination

- Eerikkilä will together with the IFF, the Finnish Floorball Federation and the Czech Floorball coordinate the education and methodological parts
- The project management team (PMT) is also involved in many activities in this work package

Work package 2: Creation of common floorball glossary

- Italian, Spanish and Belgian Floorball Federations will form a group which will lead this work package
- All participants are involved in all activities
- The IFF will lead the process of creating a common floorball glossary

Work package 3: Creation of national coaching system

- Czech Floorball and Slovakian Floorball Federation will lead this work package
- All partners are involved in the activities
- National Floorball Federations will be in charge of creating the national models and for the testing of the models
- A part of this work package is a social sustainability guide which will be led by Eerikkilä

Work package 4: Creating a national game identity

- Polish and Ukrainian Floorball Federations will lead this work package
- All partners are involved in the activities in this work package
- National Floorball Federations will host workshops in their own country
- Finnish Floorball Federation will lead the creation of new recreational game formats
- The IFF will lead the process of creating the IFF school curriculum
- Eerikkilä will conduct a survey for players and coaches

Work package 5: Increasing the number of full-time employees in the partner organisations

- Austrian and German Floorball Federation will lead the work package
- All partners are involved in all activities

COMPLEMENTARITY AND EXPERTISE

The Finnish Floorball Federation is running all floorball competitions in Finland from the age group of 6 until the master series. The FFF is responsible for organising grass-root coaching courses and the level 1 and level 2 coaching courses and building the content for these. The educators of the Finnish federation are also participating in the top-level coaching education for the creation of the coaching education structure, when it regards the game related content, training and adaptation of new game formats for the recreational level. In addition, they organise several different formats of grass-root and recreational floorball events and run a youth related campaign called “Säbäkipinä” to get young children to start playing floorball and other recreational series with companies and floorball venues. The Finnish federation is also producing a lot of different materials and tools to enhance floorball playing in schools and other educational institutions. As Eerikkilä is the official training centre of the FFF, the coaching and educational staff are working very closely together with the staff of Eerikkilä.

The IFF, which is the international governing body of World Floorball, has the overall responsibility of the development of the sport, which has been defined in the IFF Strategy 2021-2023 – Strengthening the Foundations, and in the Future of Floorball –project which is seeking to globally increase the visibility and awareness of the sport in order to attract more young players, spectators and audience. The learning and overall understanding of the situation of the sport in the member federations is essential when building a sustainable coach education model and new formats to enhance active lifestyle through playing floorball. IFF also has a channel through their membership of ARISF (Association of IOC Recognised International Sport Federations) to spread the outcomes of the project to other recognised sport federations. IFF has a vast experience of organising IFF Development seminars in the fields of coaching, refereeing and organisational development since 2005.

The combination of these different and diverse organisations, both big and small, will bring a vast competence of all forms of how floorball is played and organised today and therefore gives an excellent basis for a successful execution of the objectives in the project. It is important to secure the equal and meaningful participation of all participants, especially the smaller federation in this project, so that they play more important role in the aim solutions for output of the project. As they have more experience in the difficulties of attracting new player groups to floorball. In addition to this, the project can use the experience of the Czech, Swiss and Swedish Floorball federation to find the most suitable solutions for the project objectives.

2.2.2 Consortium management and decision-making

Consortium management and decision-making (if applicable)

Explain the management structures and decision-making mechanisms within the consortium. Describe how decisions will be taken and how regular and effective communication will be ensured. Describe methods to ensure planning and control.

Note: The concept (including organisational structure and decision-making mechanisms) must be adapted to the complexity and scale of the project.

MANAGEMENT STRUCTURES AND DECISION-MAKING MECHANISMS

The management structure is built based on the nature of the project. As this is a project where learning and outcomes are focused on the creation of the coach education structure and the materials related to that, the enhancement of the generic understanding of coaching skills and different materials for playing different formats of Floorball, the Project management team (PMT) will overlook the operational part of the project. The running of the project is led by the Project manager and the employees of Eerikkilä, IFF and the FFF.

The PMT is built around the key functions of the project: education coaching, administration, finance and organisational development. The PMT will directly discuss and steer the activities of the different Work Packages and their responsible persons. The decision-making process is organised in a way that each WP working group has the responsibility to create their respective part of the project. The reporting structure ensures that the PMT can evaluate that the project is proceeding as planned.

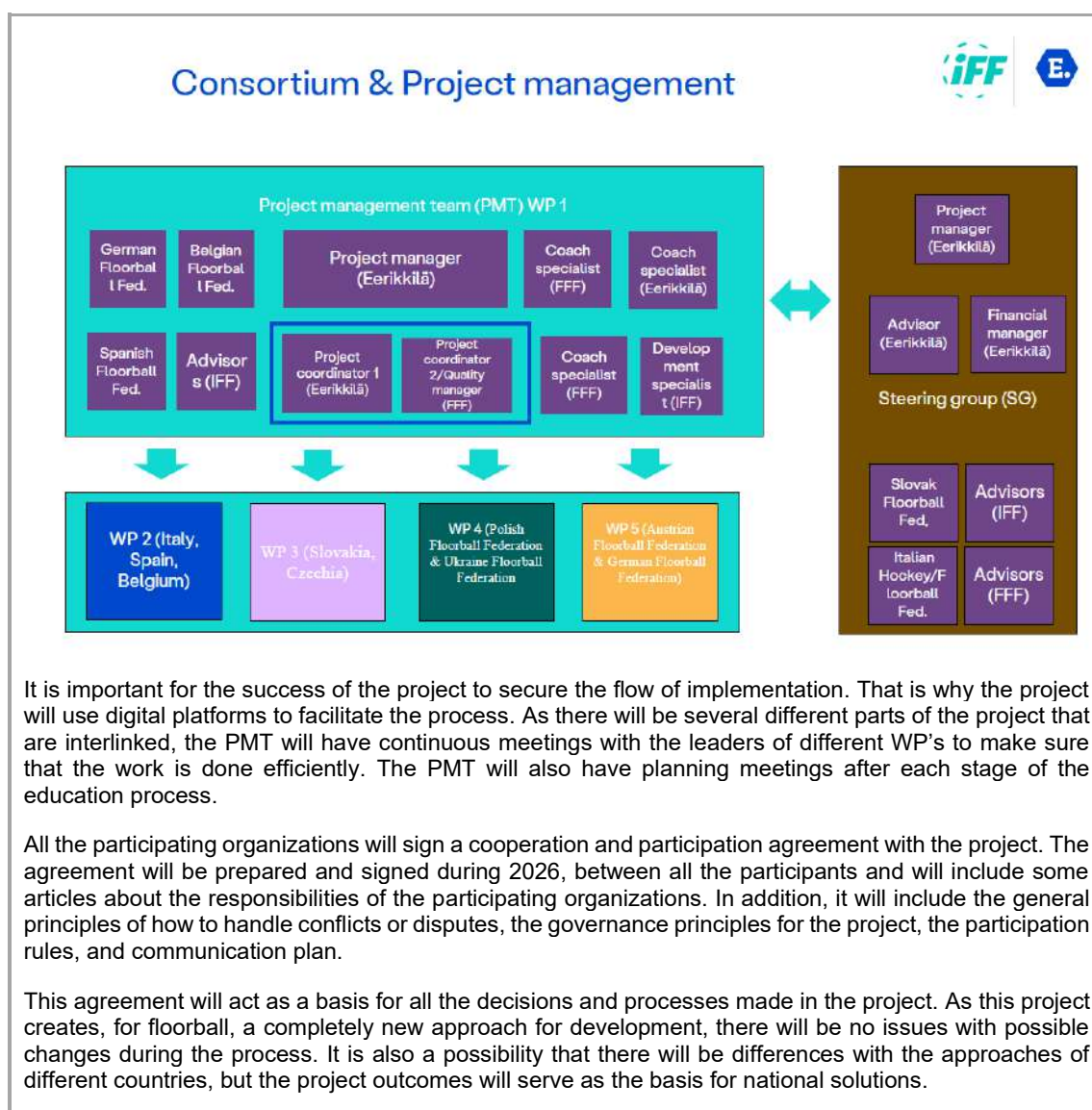
Each work package will have their own working group. All work packages have a leading organisation or organisations who will oversee the progression, work distribution and evaluation of the activities. Besides the leading organisations, the working groups consist of responsible persons of all the activities in the work packages. The working groups will be assisted by the PMT to make sure that all project outcomes are in line with the objectives.

The process will be based on the following steps:

1. Analysis of the present situation in the countries when it comes to the level of coaching and how the federation is promoting the sport to new player groups
2. Evaluating the timeline presented, based on the result of the initial analysis and possible changes to the initial time planning. The result is that all the project partners agree and are committed to follow the project plan.
3. Based on the analysis and research a plan will be made of what type of coach education and materials will be created. Based on the different working group outputs, a plan will be made for the outputs of different objectives.
4. Approval of the plan by the PMT and the WP Team leaders
5. Building the structure for the education, taking into consideration the different national structures and then creating the needed models and modules.
6. The partner organisations are to build the National coaching education materials and other playing guides and the Implementation plan for the project results together with the national federation boards.
7. Eerikkilä and IFF will together plan how to spread the results outside the participating organisations. Further the project will plan the content for the IFF level 3 coach education.

Project Management Team consist of representatives from Eerikkilä, IFF, Finland, Germany, Belgium and Spain. The Project management team will have bi-monthly Teams meetings with the national project coordinators and advisors. (see the picture in the 2.1.2 Project Management). The Steering group consist of the following organisations Eerikkilä, Czech Floorball, Federazione Italiana Hockey, FF and Finnish Floorball Federation.

The whole management structure can be seen more clearly in the picture below.



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3. IMPACT

3.1 Impact and ambition

Impact and ambition

Please address each guiding points presented in the Call document/Programme Guide under the award criterion 'Impact'.

Define the expected short, medium and long-term effects of the project. Who are the target groups? How will the target groups benefit concretely from the project and what would change for them?

EXPECTED SHORT, MEDIUM AND LONG-TERM EFFECTS

The indicators and evaluation methods are more precisely described in sections 1.2 and 2.1.2. Needs analysis and the impact of the specific objectives is described below.

Short-terms effects

In the short term, the project will increase the capacity of existing competition coaches and game leaders by providing training for the new recreational formats. This will create immediate improvements in coaching competence, confidence and readiness to implement diversified floorball activities.

The introduction of accessible recreational formats will immediately strengthen grassroots participation, enabling clubs and federations to offer low-threshold activities for children, youth, adults and new target groups (for example beginners, mixed groups and elderly). This directly supports social inclusion, as more people, regardless of background, skill level or age, can enter the sport through non-competitive and enjoyable pathways.

Additionally, the development of injury-prevention content will improve safety and wellbeing at all levels of participation, particularly benefitting youth and female players who are statistically more prone to lower-limb injuries.

Mid-term effects

In the mid-term, partner organisations will be able to build and implement a full coach education pathway covering both competition and recreational streams. This broader pathway will improve the quality and consistency of coaching and greatly expand the opportunities for people to participate in floorball in a way that fits their interests and abilities.

As recreational coaching becomes more structured and accessible, clubs and federations can reach new audiences, such as:

- beginners of all ages
- socially disadvantaged groups
- migrants and newcomers
- players with varying physical or cognitive abilities

This enhances social inclusion and reduces barriers to sport participation. Coaches trained through the project will also be better equipped to create safe, inclusive and supportive environments, which has a direct positive effect on retention, diversity and community engagement.

Organisational capacity will also strengthen, as federations gain clearer structures, shared tools and internationally aligned standards. Eerikkilä will benefit from new insights and tested approaches, improving its ability to support federation development and design education that also contributes to broader societal wellbeing through sport.

Long-term effects

In the long term, the project will establish a unified IFF coaching education structure that can be adopted globally. Harmonised standards will make it easier for coaches to work across countries and will raise the overall quality of coaching worldwide.

For grassroots sport, the long-term impact is particularly significant:

- Recreational formats will become a permanent, recognised part of national structures.
- More inclusive and accessible offerings will attract sustained participation from diverse groups.
- Federations will be better equipped to maintain safe, enjoyable and ethically grounded sport environments.

As the coaching culture becomes more holistic and socially aware, floorball can strengthen its role as a tool for social cohesion, community building and equal participation. Inclusive coaching practices, safe sport principles and ethical governance integrated into the education system will have lasting effects on how the sport is delivered in schools, clubs and communities.

The injury-prevention guidelines developed through the project are expected to contribute to a long-term decrease in common floorball injuries, supporting healthier participation and reducing drop-out rate, especially among youth and women.

BENEFITS FOR TARGET GROUPS

The target group of the project is broad. The project outcomes will directly reach floorball coaches in different countries, while the indirect target group is much larger and includes current floorball players at

all levels as well as potential new participants in the sport. Therefore, the target group for the project outcomes include people from all ages, genders and abilities.

One of the project's objectives is to increase the number of players by introducing new playing formats, primarily for recreational floorball and floorball played in schools and other formal and non-formal organisations. This will have a significant positive impact: the organisations can increase the number of people playing floorball. From an individual perspective, the benefit is particularly related to the increased well-being that practicing sports produces. This will also benefit a whole society.

On the competitive side, the project outcomes will lead to higher level of players and to creating a more interesting game to all stakeholders, increasing the number of people following the sport. Floorball's low entry level and versatility (indoor and outdoor play) offer great potential for organisations to promote the sport and encourage more people to start playing. Effective marketing towards communities will be crucial part of the project.

The project aims to use its outcomes and learning broadly within the global floorball community, forming the basis for upgrading the IFF development seminars, which have been organised nearly 40 times, usually for multiple countries simultaneously.

The potential outcomes can be divided into two groups. The first is developing a curriculum for formal education to introduce floorball in physical education. Floorball is already popular in Swedish and Finnish schools due to its low skill requirement, making it suitable for all ages and fitness levels. Recreational forms, like walking floorball utilized in senior homes and small-space games for kindergartens, highlight its versatility and safety. The second is adopting different game formats for other sports. This involves delivering results to national sport authorities, national sport confederations and national Olympic committees.

To implement and share the results, organisations need to plan their grassroots playing formats and collaborate with national authorities and sport organisations to present results and arrange workshops. This will raise awareness and increase player numbers. The IFF will introduce these formats on its website and promote them globally, leveraging its membership in organisations like ARSIF and Sport Accord, which organise educational sessions and workshops.

The coach education structure and generic materials produced by the project will be available on the IFF and member organization websites, as well as the knowledge center website, with information about the process and Erasmus+ funding. All materials will be digitized for easy distribution via digital and social media channels.

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3.2 Communication, dissemination and visibility

Communication, dissemination and visibility of funding

Describe the communication and dissemination activities which are planned in order to promote the activities/results and maximise the impact (to whom, which format, how many, etc.). Clarify how you will reach the target groups, relevant stakeholders, policymakers and the general public and explain the choice of the dissemination channels.

Describe how the visibility of EU funding will be ensured.

COMMUNICATION ACTIVITIES AND DISSEMINATION CHANNELS

An overall communication plan will be built at the beginning of the project by all participating organisations. In this plan, there are concrete communicational steps, activities and outputs of the project. All project partners must agree on the communications plan and act accordingly.

The key to success for the project is to be able to widely communicate about the project activities, tasks and outcomes in all participating countries. It is important to increase the understanding of why the project is being conducted and what are its objectives and outcomes. To convey this, the PMT will produce an information letter to describe the overall proceeding of the project for the participating organisations. The aim of these information letters is to provide all necessary information to all participating organisations in a unison format. This will also make it easier for participating organisations to communicate to their stakeholders; this will also make it easier for participating organisations and national community about the project activities and outcomes.

To a wider audience, the results of the project will be communicated through the World Floorball Summit in every project year. The participating organisations will host presentations about the project and its outcomes. The participants are further committed to write own articles and blogs on their websites to promote the project and keep the local floorball audience (coaches, clubs, players etc.) aware of the development. The participating organisations need to make periodic information letters of the results to their respective national sport organisations and IFF will communicate the results of the project to TAFISA (The Association for International Sport for All) and apply for a presentation to the regional TAFISA World Congress in 2028 or 2029.

The project will use social media to disseminate the information about new game formats when they are tested during the project. Different social media platforms are good places to reach different age and social groups. Currently, TikTok is the best approach for younger generations, Instagram for a broader age cluster and Facebook for age groups from middle age to upwards. As the development of social media channels and their use changes rapidly, the communication departments of Eerikkilä, IFF and the Finnish Floorball Federation need to follow-up on this continually. They currently have almost 300 000 followers in total on different channels.

The test seminars will be held in the second and third year of the project. These seminars will have an open invitation nationally in addition to which the IFF will organise test seminars in other European countries and inform about these. Eerikkilä and the IFF will use their different media channels to write articles and to conduct video interviews with participants on their thoughts about the project during the on-site sessions.

The IFF will present the project in presentations with international congresses and international sport organisation seminars and workshops (for example ARSIF, Sport Accord Convention, IF Forum and IOC development webinars). Also, the General Assemblies in 2028 and the IFF Association meetings in 2029 will be essential for the dissemination. In addition, the IFF Youth Camps are used to disseminate the project's results as it will provide an opportunity to meet floorball coaches and players from around the world.

Partner organisations are also obligated to disseminate the project and its outcomes in national events. For example, Eerikkilä and Finnish Floorball Federation will attend the yearly Floorball Development Days where they discuss the project activities with people interested in the topic. These people can then take the project results forward in their own networks.

The communication with the participants will be on almost everyday level to ensure the flow of information to all parties. The main challenge could be reaching the larger audience to raise awareness and interest on the new game formats produced. Active ways of communication are needed through social media and, getting in touch with formal education institutes, universities and public media to promote the formats. The project partners will prepare information package about the new game formats (playing and coaching), and adaption and implementation model for these in other sports. These will be disseminated to the Ministries of Education and Sports and education authorities in participating countries. The project will in each of the participating countries organise a test event for the new playing formats for the Ministry of Education and Sports and the education authorities to spread the awareness of the project.

Dissemination plan

Dissemination channel	Frequency	Target audience	Responsible organisation
Information letters to participating organisations	Every other month	Personnel of participating organisations	PMT
Presentations of the project in World Floorball Summit	Once a year	Floorball players, coaches and everyone interested in the subject	All partner organisations
Articles/blogs to partner organisations' websites	Every six months (each partner)	Floorball players, coaches and everyone interested in the subject	All partner organisations
Information letters to national sport organisations	Every six months	Staff of national sport organisations	All partner organisations
Presentation in the regional conference of TAFISA	Once at the end of project period	International sports community	IFF
Social media posts	Every three months	Wider audience, floorball players, coaches and everyone interested in the subject	All partner organisations
Presentations in international sport congresses	Once a year	International sports community	IFF

Disseminating to other organisations

Project partners in will also disseminate the created materials to other relevant organisations. Each partner will identify potential stakeholders who could benefit from the materials, particularly the developed game modules. These organisations may include, for example, youth organisations such as Scouts or YMCA branches operating in the partner countries.

Project partners intend to actively reach out to these organisations across different regions and disseminate the developed materials through these networks. In addition, these organisations will serve as potential participants for the test groups organised within the project. By involving external organisations in this process, the partners will be able to reach a broader and more diverse audience, including individuals from regions that are not typically engaged in such activities.

VISIBILITY OF EU FUNDING

In all communication related to the project, the parties will refer to the Erasmus+ project "COACHES" and display the Erasmus+ logo in all materials. In addition, the project will ensure strong and consistent visibility of EU funding through multiple channels and practices.

All digital communication, including the project website, social media posts, newsletters and online learning platforms, will clearly acknowledge the support of the Erasmus+ Programme. Printed and downloadable materials such as manuals, guides, presentations and training resources will include the Erasmus+ logo and the standard funding disclaimer.

During meetings, workshops, conferences and educational events, the contribution of the EU will be highlighted verbally and visually through banners, slides and promotional materials. The project partners will also include information about the EU co-funding in their organisational communication channels, such as annual reports, websites and member newsletters.

Furthermore, the project will follow the official Erasmus+ visibility and communication guidelines to ensure correct use of the logo, terminology and acknowledgements. All partners will be instructed on how to apply the required guidelines consistently in their national contexts.

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3.3 Sustainability and continuation

Sustainability, long-term impact and continuation

Describe the follow-up of the project after the EU funding ends. How will the project impact be ensured and sustained? What will need to be done? Which parts of the project should be continued or maintained? How will this be achieved? Which resources will be necessary to continue the project? How will the results be used?

Are there any possible synergies/complementarities with other (EU funded) activities that can build on the project results?

STRATEGIES FOR LASTING CHANGE AND GROWTH

The IFF has a License system for participation in IFF Events, which has a lot of requirements, both organisational, financial, and performance related. It divides the federations into three different Tiers based on their performance. As part of this project, the IFF will review the criteria regarding Coaching

education in accordance with the Coaching education structure. This License system defines whether a member federation is allowed to participate in the IFF Events or not. The License system is created to ensure that the development of the federations will be sustainable on both a social and financial level. The countries will then have to report to IFF bi-yearly on the implementation of the Coaching Education model, as part of the License review. This will give the project a robust long-term impact on the operation of the IFF, as the IFF License System drives the participation of the member federations in international championships. It will also help steer the development in the national federations.

The existence of a Coach education structure in the License system will ensure that the countries wanting to participate in the IFF World Championships after 2029 will, in the coming years after the end of the project, need to implement and build national coach education requirements for all levels of coaching in their federation. The creation of the Coach education structure will ensure that there is a common and systematic approach to Coach education across countries, also making it easier for coaches to coach transnationally.

A part of the coach education structure created in the project will be a certification system for floorball coaches. The system will be based on the Finnish Specialist Vocational Qualification which is the educational framework of the project. All coaches who have finished the education will receive a formal certification. The created certification will add the long-term impact of the project as it provides a recognised pathway for coach development, strengthens the professionalisation of floorball coaching, and ensures that the competences produced in the project remain in use long after the project has ended.

The coaching education system developed in the project will form a permanent element of the IFF's operational structure, as the federation has committed to integrating the model into its long-term education strategy. By embedding the system into its regular activities, the IFF ensures that the competencies, methods, and learning materials created in the project will continue to guide and support coach development across member countries well beyond the project's lifespan.

The nature of the materials created is such that their content does not become obsolete in an instant. Moreover, the materials have been designed in a way that allows for easy and efficient updating whenever new needs arise, ensuring that the content can be kept relevant and aligned with future developments in the field. All materials are published under the Creative Commons Attribution 4.0 International License (CC BY 4.0). The license permits sharing, copying, redistribution, adaptation and modification, provided that appropriate credit is given.

The outcomes of the project can be described as follows:

Short-term:

- One generic vocabulary for Floorball
- Education materials and playing guidelines for Players, Coaches, Clubs, and other organizations
- Coach Education structure for the IFF and all floorball federations
- Implementation plan for national education and coach level criteria
- New game format tests and presentation to a broader audience
- Strong European Floorball coach network
- Learning about the EU Sports policies
- Creation of a European network between different sports and clubs
- Increasing the experience of project participants

Mid-term:

- More educated and certified coaches in all IFF member federations
- More coach education
- Increased cooperation between the national floorball federations
- More possibilities for coaches to work transnationally and coach exchanges between countries
- Increased focus on girls and women players on both the recreational and competitive level
- Building recreational formats in the countries to increase the number of children playing floorball
- Introduction of the sport through the school curriculum to schools and kindergartens
- Introduction of the sport as a form of Sport for All for universities and workplaces

Long-term:

- Stronger floorball federations, with more clubs and recreational groups moving more people
- A more interesting and higher level of the game of floorball
- Increased participation of floorball players on all levels
- Increased visibility for the sport

On the long run, the participating organisations will have the need to educate coach instructors on the national level to run courses on different levels. On the short term, the participating persons will act as the instructors and disseminate their knowledge onward. The IFF will, in accordance with the objective to produce a level 3 international education as an outcome of this project, review the process.

The IFF will, based on the coach education structure, offer and run similar education to countries outside the EU. The non-EU countries can use the coach education structure, but it is important that the instructors are educated by Eerikkilä and the IFF. The IFF will also organise seminars and workshops to introduce the new game formats to countries outside the EU. With these functions, it is possible to disseminate the project outcomes to a worldwide audience.

FOLLOW-UP ACTIVITIES POST-EU FUNDING

One of the key long-term outcomes of the project will be a stronger and more connected European network of floorball federations. The intention is to establish a sustainable community that continues to collaborate after the project has ended, sharing knowledge, coordinating development efforts and supporting each other in strategic areas. The consortium will also explore opportunities for follow-up funding at both national and international levels to continue and expand the work initiated through this project.

In addition to building stronger organisational cooperation, the project aims to create a functional and active network of coaches across different countries. This network will provide a platform for coaches to exchange ideas, experiences and good practices, and to jointly develop new approaches to coaching and grassroots sport delivery. Over time, this coach network can become a source of new innovations, collaborative training activities and future joint projects aimed at further developing the sport of floorball.

To support sustainability, the project will also ensure that all developed materials, structures and tools remain accessible to partners after the EU-funding period. Shared repositories, guidelines and communication channels (e.g., online platforms or communities of practice) will enable continued learning and cooperation.

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4. WORK PLAN, WORK PACKAGES, ACTIVITIES, RESOURCES AND TIMING

4.1 Work plan

Work plan

Provide a brief description of the overall structure of the work plan (list of work packages or graphical presentation (Pert chart or similar)).

The work packages of the project are designed to reach the project objectives in the most effective way. The project objectives are linked to the work packages so that the previous tasks support the following ones. The work packages are also scheduled in a way that they support each other in the best possible way.

The first work package is focused on the coordination of the project, and the second work package prepares and ensures the consistency of the following work packages in terms of language and titles. Each work package has a lead participant, but all partners will work together in all work packages.

The tasks of the work packages are in accordance with the E.way philosophy used in the project, i.e. they are carried out according to a specific process. The work on each work package starts with an analysis and ends with a development follow-up and evaluation. The E.way philosophy was described in more detail in chapter 2.1.2 concept and methodology.

The work packages of the project are:

1. Project management and overall evaluation of the project
2. Creation of common floorball glossary
3. Creation of national coaching system
4. Creating a national game identity
5. Increasing the number of full-time employees in the partner organisations

4.2 Work packages, activities, resources and timing

WORK PACKAGES

Work packages

This section concerns a detailed description of the project activities.

*Group your activities into work packages. A **work package means a major sub-division of the project**. For each work package, enter an objective (expected outcome) and list the activities, milestones and deliverables that belong to it. The grouping should be logical and guided by identifiable outputs.*

Projects should normally have a minimum of 2 work packages. WP1 should cover the management and coordination activities (meetings, coordination, project monitoring and evaluation, financial management, progress reports, etc) and all the activities which are cross-cutting and therefore difficult to assign to another specific work package (do not try splitting these activities across different work packages). WP2 and further WPs should be used for the other project activities. You can create as many work packages as needed by copying WP1. The last WP should be dedicated to Impact and dissemination

For low value grants (less or equal to 60.000 EUR), it is possible to use a single work package for the entire project (WP1 with the project acronym as WP name).

Please refer to the Call Document/Programme Guide for specific requirements concerning the number and the typology of work packages.

 Enter each activity/milestone/output/outcome/deliverable only once (under one work package).

 Ensure consistence with the detailed budget table/calculator (if applicable) (n/a for prefixed Lump Sum Grants)

Objectives

List the specific objectives to which the work package is linked.

Activities and division of work (WP description)

Provide a concise overview of the work (planned tasks). Be specific and give a short name and number for each task.

Show who is participating in each task: Coordinator (COO), and if applicable Beneficiaries (BEN), Affiliated Entities (AE), Associated Partners (AP) and others, indicating in bold the task leader.

Milestones and deliverables (outputs/outcomes)

Milestones are control points in the project that help to chart progress. They are not needed for ERASMUS LSI projects. You can leave the section on milestones empty.

Deliverables are project outputs which are submitted to show project progress (any format). Refer only to major outputs. Do not include minor sub-items, internal working papers, meeting minutes, etc. Limit the number of deliverables to max 10-15 for the entire project. You may be asked to further reduce the number during grant preparation.

For deliverables such as meetings, events, seminars, trainings, workshops, webinars, conferences, etc., enter each deliverable separately and provide the following in the 'Description' field: invitation, agenda, signed presence list, target group, number of estimated participants, duration of the event, report of the event, training material package, presentations, evaluation report, feedback questionnaire.

For deliverables such as manuals, toolkits, guides, reports, leaflets, brochures, training materials etc., add in the 'Description' field: format (electronic or printed), language(s), approximate number of pages and estimated number of copies of publications (if any).

For each deliverable you will have to indicate a due month by when you commit to upload it in the Portal. The due month of the deliverable cannot be outside the duration of the work package and must be in line with the timeline provided below. Month 1 marks the start of the project and all deadlines should be related to this starting date.

The labels used mean:

Public — fully open ( automatically posted online on the Project Results platforms)

Sensitive — limited under the conditions of the Grant Agreement

EU classified — RESTREINT-UE/EU-RESTRICTED, CONFIDENTIEL-UE/EU-CONFIDENTIAL, SECRET-UE/EU-SECRET under Decision [2015/444](#). For items classified under other rules (e.g. national or international organisation), please select the equivalent EU classification level.

Work Package 1

Work Package 1: Project management and overall evaluation of the project					
Duration:	01/2027-12/2029	Lead Beneficiary:	Eerikkilä Sport Institute		
Objectives					
• Ensure that the whole project is managed to the highest possible standards • Support high-quality outcomes across all project phases and activities • Active communication between project partners runs smoothly throughout the project • The project timeline is being followed • The financials are handled in accordance with the budget and the principles of good accounting • The project follows the principles of good governance, in accordance with the requirement set by the Finnish Ministry of Education and implement in accordance with the Erasmus+ guidelines • Evaluation is carried out constantly with different measures. • All the project tasks and activities are done in the most sustainable way possible. Sustainability acts are being followed continuously, and improvement is made whenever possible.					
Activities and division of work (WP description)					
Task No (continuous numbering linked to WP)	Task Name	Description	Participants		In-kind Contributions and Subcontracting (Yes/No and which)
			Name	Role (COO, BEN, AE, AP, OTHER)	
T1.1	Creating the project management plan	The project management team has been established. Together with the project partners, a project management plan will be developed, which the PMT will follow throughout the project.	All partners	COO + BEN	n/a

T1.2	Project management.	The project management team coordinates the entire project	All partners	COO + BEN	n/a
T1.3	Project meetings	Organising and coordinating meetings for the management team, for the participating organisations and for the steering group.	All partners	COO + BEN + AP	n/a
T1.4	Creating the Communications Plan	Building a communications plan together with partners.	All partners	COO + BEN + AP	n/a
T1.5	Creating the Sustainability Plan	Building a sustainability plan for the project together with partners.	All partners	COO + BEN + AP	n/a
T1.6	Digital platforms created	The project's digital platforms are created; both for internal and external use.	All partners	COO + BEN + AP	n/a
T1.7	Coordination of education and methodological parts	Eerikkilä will take the lead of planning and organising programmes for on-site and off-site education sessions, in cooperation with the IFF, FFF and Czech Floorball	Eerikkilä, IFF, Finnish Floorball Federation, Czech Floorball	COO + BEN + AP	n/a
T1.8	Building a reporting and management structure	The PMT will prepare the reporting structure and a timetable for each phase of the project. Participants will confirm these at the beginning of each phase of the project.	All partners	COO + BEN + AP	n/a
T1.9	Participation agreement	Participating organisation will sign a participation agreement in which all their rights and duties are included, as well as the rules for personnel change and the financial details.	All partners	COO + BEN + AP	n/a
T1.10	Evaluation of the project	The project is continuously being evaluated using different evaluation measures. The PMT will inform the steering group twice a year of	All partners	COO + BEN + AP	n/a

		the evaluation results and adjustments will be made accordingly.					
Milestones and deliverables (outputs/outcomes)							
Milestone No (continuous numbering not linked to WP)	Milestone Name	Work Package No	Lead Beneficiary	Description	Due Date (month number)	Means of Verification	
n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Deliverable No (continuous numbering linked to WP)	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month number)	Description (including format and language)
D1.1	Project coordination plan	1	Eerikkilä	[R — Document, report]	[SEN — Sensitive]	02/2027	Internal project coordination plan which sets up the measures and objectives for project coordination. (English)
D1.2	Communication s plan	1	Eerikkilä	[R — Document, report]	[SEN — Sensitive]	02/2027	Internal communications plan, where project partners agree on more detailed communication tasks; how to communicate about the progress of the project and its outputs both internally and externally. (English)
D1.3	Sustainability plan	1	Eerikkilä	[R — Document, report]	[PU — Public]	02/2027	An internal sustainability plan is created for this project, where the sustainability acts are listed. This will be published on partner's

							websites to share best practices with other projects. (English)
D1.4	Internal digital platform: Microsoft Teams Channel	1	Eerikkilä	[OTHER]	[SEN — Sensitive]	01/2027	A Microsoft Teams Channel for the project will be set up. In this channel, it is possible for participants to discuss, share thoughts, and work with materials, etc. (English)
D1.5	External digital platform: Howspace workspace	1	Eerikkilä	[DEC — Websites, patent filings, videos, etc]	[PU — Public]	06/2027	For external use, a Howspace workspace will be created for this project. In this workspace, project partners can share materials and information in an accessible and innovative way. (English)
D1.6	First interim report	1	Eerikkilä + PMT	[R — Document, report]	[SEN — Sensitive]	01/2028	The first year of the project will be evaluated, and the results will be published in the interim report, which will be shared internally. (English)
D1.7	Second interim report	1	Eerikkilä + PMT	[R — Document, report]	[SEN — Sensitive]	01/2029	The second year of the project will be evaluated, and the results will be published in the interim report, which will be shared internally. (English)

D1.8	Final report	1	Eerikkilä + PMT	[R — Document, report]	[PU — Public]	12/2029	The final report of the project will be created based on the evaluation of the whole project and its outcomes. This report will also be published on partner's websites to disseminate best practices for other organizations.

Estimated budget — Resources

For certain Lump Sum Grants, see detailed budget table/calculator (annex 1 to Part B; see [Portal Reference Documents](#)).

*Work Package 2***Work Package 2: Creating common floorball glossary**

Duration:	01/2027 - 12/2027	Lead Beneficiary:	Federazione Italiana Hockey, Spanish floorball federation, Belgian floorball federation

Objectives

- Build a commonly accepted glossary to secure that coaches are using the same vocabulary and phrases for each of the tactical and players terms, elements of the game and game rules
- Translate the glossary to participating organisations' languages
- Ensure that coaches from different countries will have the same understanding of different terms.
- Make sure that the used vocabulary is inclusive
- Disseminate the created glossary to wider audience

Activities and division of work (WP description)

Task No (continuous numbering)	Task Name	Description	Participants		In-kind Contributions and Subcontracting (Yes/No and which)
			Name	Role	

linked to WP)				(COO, BEN, AE, AP, OTHER)			
T2.1	Collect information of existing vocabularies in floorball & analyse	Collection of existing vocabularies in the participating countries. Run common process to understand the different meanings each country gives to different terms and elements.	All participants	COO + BEN + AP	n/a		
T2.2	Build a generic floorball glossary	Based on the analyses, agree upon one term for each element and describe them shortly.	All participants	COO + BEN + AP	n/a		
T2.3	Translation of the floorball glossary	The created glossary will be translated to participating organisations' languages.	All participants	COO + BEN + AP	n/a		
T2.4	Social media videos to promote the glossary	Once the glossary is final, it will be disseminated using different social media channels.	All participants	COO + BEN + AP	n/a		
Milestones and deliverables (outputs/outcomes)							
Milestone No (continuous numbering not linked to WP)	Milestone Name	Work Package No	Lead Beneficiary	Description	Due Date (month number)	Means of Verification	
n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Deliverable No (continuous numbering linked to WP)	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month number)	Description (including format and language)
D2.1	Generic Floorball Glossary	2	IFF	[R — Document, report]	[PU — Public]	12/2027	The generic glossary will be collected to a document which will be published on partners' websites. (English, Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)
D2.2	Social media videos to	2	Federazione Italiana Hockey	[DEC — Websites, patent	[PU — Public]	01/2028	Short and amusing videos posted on different social media channels to disseminate the created

	promote the glossary			filings, videos, etc]			glossary. (English, Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)

Work Package 3

Work Package 3: Creating a national coaching system					
Duration:	6/2027 - 12/2028	Lead Beneficiary:	Czech Floorball, Slovak Floorball Association		
Objectives					
- Based on a concrete need, create a national education system for floorball coaching - Create a national education structure (educational pathway and content) in line with the IFF educational system. - Plan a common coach education model which partner organisations can adapt to their country specific needs - Share expertise and best practices among partners - Make sure that the coach education system covers different types of floorball and considers the important topics of non-discrimination, inclusiveness and easiness to start playing - Consider the coach education structure not only from a competition perspective, but also from a recreational perspective, which will help to disseminate the knowledge to a wider audience					
Activities and division of work (WP description)					
Task No (continuous numbering linked to WP)	Task Name	Description	Participants		In-kind Contributions and Subcontracting (Yes/No and which)
			Name	Role (COO, BEN, AE, AP, OTHER)	
T3.1	Analysis on the current situation & sharing best practices	Each partner will analyse and summarize their current situation and challenges in coach education. These will be presented to all participants.	All partners	COO + BEN + AP	n/a
T3.2	Specific objectives setting for the coach education	Derived from the analysis, partners will set specific objectives for the coach education.	All partners	COO + BEN + AP	n/a

T3.3	Creating a common coach education structure	Creating a common coach education structure model which will be published on the project's Howspace workspace.	All partners	COO + BEN + AP	n/a
T3.4	Testing the model	By hosting test education, partners will test the coach education structure to make sure that it meets the objectives and is suitable for the target group.	Finnish Floorball Federation, Austrian Floorball Federation, Belgian Floorball Federation, Czech Floorball, German Floorball Association, Federazione Italiana Hockey, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	BEN	n/a
T3.5	Creating the national models	Based on the common coach education structure and the testing, all partner countries will create national models that will be suitable for their own context.	Finnish Floorball Federation, Austrian Floorball Federation, Belgian Floorball Federation, Czech Floorball, German Floorball Association, Federazione Italiana Hockey, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	BEN	n/a
T3.6	Validation system for coaches	Creation of a validation system for the knowledge level of educated coaches. The coaches will also receive a certification of their knowledge.	All partners	COO + BEN+ AP	n/a

T3.7	Follow-up & evaluation	Presentation and evaluation of joint and national models (takes place in Eerikkilä and the World Floorball Summit)		All partners		COO + BEN + AP	n/a
Milestones and deliverables (outputs/outcomes)							
Milestone No (continuous numbering not linked to WP)	Milestone Name	Work Package No	Lead Beneficiary	Description		Due Date (month number)	Means of Verification
n/a	n/a	n/a	n/a	n/a		n/a	n/a
Deliverable No (continuous numbering linked to WP)	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month number)	Description (including format and language)
D3.1	Common coach education structure	3	Czech Floorball	[DEM — Demonstrator, pilot, prototype]	[PU — Public]	12/2027	Common coach education structure which will be published on project's Howspace workspace.(English)
D3.2	National coach education models	3	All partners individually	[DEM — Demonstrator, pilot, prototype]	[PU — Public]	08/2028	Each partner will create their own national coach education models. (Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)
D3.3	Validation system for coaches	3	Slovak Floorball Association	[R — Document, report]	[PU — Public]	12/2028	A validation system of the coaches which includes the certification instructions will be created and published. (English)

D3.4	Social sustainability guide	4	Eerikkilä	[[R — Document, report]	[PU — Public]	12/2028	A social sustainability guide for coaches and coach education will be part of the education materials. This will be published on partners' websites and on Howspace workspace. (English, Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)

Work Package 4

Work Package 4: Creating a national game identity					
Duration:	06/2027 - 06/2029	Lead Beneficiary:	Polish Floorball federation, Ukrainian floorball federation		
Objectives					
▪ Creating a national game identity and uniform playing style ▪ Creating a national operating culture to decrease the number of dropouts ▪ Make it easier for partner organisations to develop the sport on different levels ▪ After the project period has ended, there are more floorball players in all partner countries ▪ Develop and launch new recreational game formats that will suit a wide audience of people ▪ Disseminate new game formats to the target groups					
Activities and division of work (WP description)					
Task No (continuous numbering linked to WP)	Task Name	Description	Participants		In-kind Contributions and Subcontracting (Yes/No and which)
			Name	Role (COO, BEN, AE, AP, OTHER)	

T4.1	Analyse the current game identity in partner countries	All partner organisations will analyse the current game identity of their country: does it exist and what it could look like in the future. The insights and best practices will be jointly shared.	All partners	COO + BEN + AP	n/a
T4.2	A survey for players and coaches	Conduct a survey for players and coaches in partner countries. Gather information on why people are playing floorball and in which direction the game identity should be built.	All partners	COO + BEN	n/a
T4.3	Setting goals for the game identity	Based on the analysis of the survey, partners will create common goals for the game identity creation process.	All partners	COO + BEN + AP	n/a
T4.4	Seminars/workshops	Partner organisations will organise at least one seminar/workshop to discuss the topic of game identity with players and coaches.	Finnish Floorball Federation, Austrian Floorball Federation, Belgian Floorball Federation, Czech Floorball, German Floorball Association, Italian Floorball Federation, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	BEN	n/a
T4.5	Creating a game identity for each partner country	Partner countries will individually, based on the analysis of the survey and on the seminars/workshops, create a game identity for their own country. Partners will peer review each other's outputs.	All partners individually	COO + BEN	n/a

T4.6	Creating different game formats	Partner organisations will together create and develop further different game formats to make it easier for all people to start playing.	All partners	COO + BEN + AP	n/a	
T4.7	An analysis why drop-out occur	Based on the survey results, seminars/workshops and discussions, project partners will analyse why drop-out occur.	All partners	COO + BEN + AP	n/a	
T4.8	Workshops for selected new game formats	New game formats will be introduced via workshops hosted by partner organisations.	Finnish Floorball Federation, Austrian Floorball Federation, Belgian Floorball Federation, Czech Floorball, German Floorball Association, Federazione Italiana Hockey, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	BEN	n/a	
T4.9	Creation of the IFF School curriculum	Partners will create a IFF School Curriculum to disseminate the sport to formal education.	All partners	COO + BEN + AP	n/a	
T4.10	Follow up & evaluation	Presentation and evaluation of national game identity models, game formats and other findings (takes place in Eerikkilä)	All partners	COO + BEN, AP	n/a	
Milestones and deliverables (outputs/outcomes)						
Milestone No (continuous numbering not linked to WP)	Milestone Name	Work Package No	Lead Beneficiary	Description	Due Date (month number)	Means of Verification
n/a	n/a	n/a	n/a	n/a	n/a	n/a

Deliverable No (continuous numbering linked to WP)	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month number)	Description (including format and language)
D4.1	Survey for players and coaches	4	Eerikkilä	[DATA — data sets, microdata, etc]	[SEN — Sensitive]	08/2027	The online survey will be sent to players and coaches in partner countries. (English, Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)
D4.2	An analysis of the survey	4	Ukrainian floorball Federation	[R — Document, report]	[PU — Public]	12/2027	Based on the results of the survey, an analysis will be conducted. This will be shared and disseminated by partner organizations. (English)
D4.3	National game identity model	4	Polish Floorball Federation	[R — Document, report]	[SEN — Sensitive]	06/2028	All partners will create a report on their national game identity model. (English, Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)
D4.4	New Recreational game formats	4	Finnish Floorball Federation	[R — Document, report] , [DEC —Websites, patent filings, videos, etc]	[PU — Public]	12/2028	Guidelines for how to play and coach these new game formats. Guidelines will be in two different formats: an online document and a video format. (English, Czech, Finnish, French, German, Italian, Polish, Slovak, Spanish, Swedish, Ukrainian)

D4.5	The IFF School Curriculum	4	IFF	[R — Document, report]	[PU — Public]	03/2029	A document of the created IFF School Curriculum will be published on the IFF's website. (English)

Work Package 5

Work Package 5: Increasing the number of full-time employees on the federations					
Duration:	06/2028 - 12/2029	Lead Beneficiary:	Austrian Floorball Federation & German Floorball Federation		
Objectives					
- Increasing the number of full-time employees in the federations in the fields of development and education to increase the number of players. - Through the increased number of educated coaches and increasing number of players the target is to raise the level of all floorball from junior, recreational and elite (elite sports) and expand the level at the top.					
Activities and division of work (WP description)					
Task No (continuous numbering linked to WP)	Task Name	Description	Participants		In-kind Contributions and Subcontracting (Yes/No and which)
			Name	Role (COO, BEN, AE, AP, OTHER)	
T5.1	Analysis on the current state	Partner organisations will make an analysis of the current state in different federations. This means, for example, the number of employees and evaluating the future possibilities.	All partners	COO + BEN + AP	n/a
T5.2	Creating a long-term plan	Creating a long-term plan on increasing the number of full-time employees. These general findings and proposed solutions will be presented at the IFF Association meeting in connection to the Men's World Championships.	All partners	COO + BEN + AP	n/a

T5.3	Creating a handbook	Project partners will create a handbook for organisations, where they can seek financial support for adding employees and possibilities for cooperation with different organisations.		All partners	COO + BEN + AP	n/a	
T5.4	Follow-up & evaluation	Evaluation of the implemented activities in the project working group and presentation of the results at the World Floorball Summit		All Partners	COO + BEN + AP	n/a	
Milestones and deliverables (outputs/outcomes)							
Milestone No (continuous numbering not linked to WP)	Milestone Name	Work Package No	Lead Beneficiary	Description		Due Date (month number)	Means of Verification
n/a	n/a	n/a	n/a	n/a		n/a	n/a
Deliverable No (continuous numbering linked to WP)	Deliverable Name	Work Package No	Lead Beneficiary	Type	Dissemination Level	Due Date (month number)	Description (including format and language)
D5.1	Documented plan about actions and resources in different federations	5	German Floorball Federation	[R — Document	[SEN — Sensitive]	10/2029	A documented plan about the actions that partner organizations can make to increase the number of employees in their organisations. (English)
D5.2	Handbook on where the organisations can seek financial support for adding employees and what type of organisations to cooperate with	5	Austrian Floorball Federation	[R — Document, report]	[PU — Public]	12/2029	An online handbook for all kinds of sport federations. (English)

Events and meetings

Events and meetings

*This table is to be completed for events and meetings that have been mentioned as part of the activities in the work packages above
Give more details on the type, location, number of persons attending, etc.*

Event No (continuous numbering linked to WP)	Participant	Description					Attendees
		Name	Type	Area	Location	Duration (days)	Number
E1.1	Eerikkilä, IFF	Dissemination activities in the World Floorball Summit 2027	Dissemination event	Project coordination & management	Finland + online	1	1000
E1.2	Eerikkilä, IFF	Dissemination activities in the World Floorball Summit 2028	Dissemination event	Project coordination & management	TBC + online	1	1000
E1.3	Eerikkilä, IFF	Dissemination in the World Floorball Summit 2029	Dissemination event	Project coordination & management	TBC + online	1	1000
E1.4	IFF	Presentation of the project in the regional TAFISA World Congress	Dissemination event	Project coordination & management	TBC	1	400
E1.5	IFF	Dissemination activities in the General Assemblée 2028	Dissemination event	Project coordination & management	Czechia	1	150
E1.6	IFF	Dissemination activities in the IFF Association meeting 2029	Dissemination event	Project coordination & management	TBC	2	100
E1.7	Eerikkilä, Finnish Floorball Federation	Dissemination activities in the yearly Floorball Development	Dissemination event	Project coordination & management	Finland	1	10-150

		Days and regional Development Days across Finland					
E1.8	Eerikkilä, IFF	Dissemination activities in the IFF Youth Camp	Dissemination event	Project coordination & management	Finland	1	60-100
E2.1	All partners	Start of the project, first live meeting	Event, educational workshop	Creating common floorball glossary	Eerikkilä, Finland	3	25
E3.1	All partners	Partner-specific sparring	Mentoring	Creating a national education system	Online	1	15
E2.2	All partners	Online workshop	Educational workshop	Creating a common floorball glossary	Online	2	25
E3.2	All partners	Second live meeting	Event, educational workshop	Creating a national education system	Slovakia	3	25
E3.3	Austrian Floorball Association, Belgian Floorball Federation, German Floorball Association, Federazione Italiana Hockey, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	Testing the national coach education model in partner countries	Test workshop	Creating a national education system	Austria, Belgium, Germany, Italy, Poland, Slovakia, Spain, Ukraine	5	150-200 per country
E3.4	All partners	Men's WFC & World Floorball Summit	Educational workshop & dissemination event	Creating a national education system	Czechia	2	25
E.4.1	All partners	Partner-specific sparring	Mentoring	Creating a national game identity	Online	1	15
E4.2	All partners	Third live meeting	Educational workshop	Creating a national game identity	Czechia	3	25

E4.3	Austrian Floorball Association, Belgian Floorball Federation, German Floorball Association, Federazione Italiana Hockey, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	Seminars/workshops on game identity in partner countries	Workshop	Creating a national game identity	Austria, Belgium, Germany, Italy, Poland, Slovakia, Spain, Ukraine	1	10 per country
E4.4	All partners	Online educational meeting	Educational workshop	Creating a national game identity	Online	1	25
E4.5	Finnish Floorball Association, Austrian Floorball Association, Belgian Floorball Federation, Czech Floorball, German Floorball Association, Federazione Italiana Hockey, Polish Floorball Federation, Slovak Floorball Association, Spanish Floorball Association, Ukrainian Floorball Federation	Testing the new game formats in partner countries	Testing	Creating a national game identity	Finland, Austria, Belgium, Germany, Italy, Poland, Slovakia, Spain, Ukraine, Czechia	1	15-50 per country
E5.1	All partners	Fourth live meeting	Educational workshop and dissemination event	Increasing the number of full-time employees in the federations	Poland	3	25

E5.2	All partners	5 th live meeting	Educational workshop	Increasing the number of full-time employees in the federations	Austria	3	25
E5.3	All partners	Online educational meeting	Educational workshop	Increasing the number of full-time employees in the federations	online	1	25
E5.4	All partners	6 th live meeting, evaluation	Event, workshop	Project coordination	Finland	3	25

Timetable

Timetable (projects of more than 2 years)												
Fill in cells in beige to show the duration of activities. Repeat lines/columns as necessary.												
Note: Use actual calendar years and quarters. In the timeline you should indicate the timing of each activity per WP. You may add additional columns if your project is longer than 6 years.												
ACTIVITY	YEAR 1/2027				YEAR 2/2028				YEAR 3/2029			
Task 1.1 - Creating the project management plan												
Task 1.2 - Project management.												
Task 1.3 - Project meetings												
Task 1.4 - Creating the Communications Plan												

Task 1.5 - Creating the Sustainability Plan												
Task 1.6 - Digital platforms created												
Task 1.7 - Coordination of education and methodological parts												
Task 1.8 - Building a reporting and management structure												
Task 1.9 - Participation agreement												
Task 1.10 - Evaluation of the project												
Task 2.1 - Collect information of existing vocabularies in floorball & analyse												
Task 2.2 - Build a generic floorball glossary												
Task 2.3 - Translation of the floorball glossary												
Task 2.4 - Social media videos to promote the glossary												
Task 3.1 - Analysis on the current situation & sharing best practices												
Task 3.2 - Specific objectives setting for the coach education												
Task 3.3 - Creating a common coach education structure												
Task 3.4 - Testing the model												

Task 3.5 - Creating the national models													
Task 3.6 - Validation system for coaches													
Task 3.7 - Follow-up & evaluation													
Task 4.1 - Analyse the current game identity in partner countries													
Task 4.2 - A survey for players and coaches													
Task 4.3 - Setting goals for the game identity													
Task 4.4 - Seminars/workshops													
Task 4.5 - Creating a game identity for each partner country													
Task 4.6 - Creating different game formats													
Task 4.7 - An analysis why drop-out occur													
Task 4.8 - Workshops for selected new game formats													
Task 4.9 - Creation of the IFF School curriculum													
Task 4.10 - Follow up & evaluation													
Task 5.1 - Analysis on the current state													

Task 5.2 - Creating a long-term plan												
Task 5.3 - Creating a handbook												
Task 5.4 - Follow-up & evaluation												

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5. OTHER

5.1 Ethics

Ethics (if applicable)

If the Call document/Programme Guide contains a section on ethics, describe ethics issues that may arise during the project implementation and the measures you intend to take to solve/avoid them.

Describe how you will ensure gender mainstreaming and children's rights in the project activities.

Any of the things mentioned below have been mentioned earlier in the project application in one way or another, but in this summary, you can still specify certain points, such as ethical issues related to gender equality and children.

Equality and non-discrimination:

- Making sure that the project respects the equality of all participants and that no one is discriminated against based on, for example, gender, race, religion, disability or sexual orientation.
- If working with children during the project should be taken into account United Nations Convention on the Rights of the Child – an international agreement of childhood
- Respect different cultural aspects and ensure that all participants can express themselves and maintain their identity during the project.

Participant welfare and safety:

- Ensure that all participants can work in a safe environment. Consider health and safety considerations and provide appropriate support where necessary.

Environmental responsibility:

- Strive to reduce the project's environmental impact and promote sustainable development, for example by reducing waste, saving energy and favouring environmentally friendly practices.
- the different federations' own environmental responsibility programs must be followed during the project

Honesty, openness and result sharing:

- Inform the participants clearly about the expectations, goals and rules related to the project. There should be an open discussion about ulterior motives and ambiguities (see the chapter 2.1.5 Risk management).
- Promote an open exchange of information and ensure that the results of the project are available to everyone. This promotes transparency and cooperation.

Privacy, data (collecting & storing):

- Ensure that participants' personal data is handled appropriately and that all privacy policies are followed (GDPR)
- Ensure that individuals give voluntary, informed and informed consent to the collection of their data. Clearly explain what information is collected, for what purpose and how it is used.
- Define in advance how long the data will be kept and delete unnecessary data appropriately. Data should not be kept longer than necessary.
- Try to delete or modify personal information in such a way that individual persons are not identifiable. This reduces the risk of breach of privacy
- Recognize participants' right to their own information. Offer them the opportunity to check, correct and delete their own personal data if necessary

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5.2 Security

Security

Not applicable.

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6. DECLARATIONS

Double funding	
Information concerning other EU grants for this project  Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies actions).	YES/NO
We confirm that to our best knowledge neither the project as a whole nor any parts of it have benefitted from any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies, e.g. Erasmus, EU Regional Funds, EU Agricultural Funds, etc). If NO, explain and provide details.	YES
We confirm that to our best knowledge neither the project as a whole nor any parts of it are (nor will be) submitted for any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies, e.g. Erasmus, EU Regional Funds, EU Agricultural Funds, etc). If NO, explain and provide details.	YES

Financial support to third parties (if applicable)
Not applicable.

Seal of Excellence (if applicable)	
If provided in the Call document, proposals that pass the evaluation but are below the budget threshold (i.e. pass the minimum thresholds but are not ranked high enough to receive funding) will be awarded a Seal of Excellence. In this context we may share information about your proposal with other EU or national funding bodies through the Erasmus+ National Agencies.	
Do you agree that your proposal (including proposal data and documentation) is shared with other EU and national funding bodies to find funding under other schemes?	[YES]

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ANNEXES

LIST OF ANNEXES

Standard

Detailed budget table/Calculator (annex 1 to Part B) — *mandatory for certain Lump Sum Grants (see [Portal Reference Documents](#))*

CVs (annex 2 to Part B) — *mandatory, if required in the Call document/Programme Guide*

Annual activity reports (annex 3 to Part B) — *not applicable*

List of previous projects (annex 4 to Part B) — *mandatory, if required in the Call document/Programme Guide*

Special

Other annexes (annex 5 to Part B) — *mandatory, if required in the Call document/Programme G*

LIST OF PREVIOUS PROJECTS

List of previous projects					
Please provide a list of your previous projects for the last 4 years.					
Participant	Project Reference No and Title, Funding programme	Period (start and end date)	Role (COO, BEN, AE, OTHER)	Amount (EUR)	Website (if any)
Eerikkilä	2025-1-FI01-KA121-VET-000321137, KA121 - Accredited projects for mobility of learners and staff in vocational education and training	01/06/2025-31/08/2026	COO	75835,00	n/a
Austrian Floorball Federation	2023-1-AT01-KA182-SPO-000148883, Mobilitätsprogramm Floorball Österreich, KA182 - Learning Mobility of Individuals	01/06/2023	COO	19.282,00	https://www.floorball.at/famp-2/
Austrian Floorball Federation	2024-2-AT01-KA182-SPO-000284011, Floorball Austria Coaching Education, KA182 – Learning Mobility for Individuals	31/05/2025 - 29/11/2026	COO	17.588,00	n/a
Austrian Floorball Federation	2024-1-AT01-KA182-SPO-000242854, Grassroot Management Improvement Floorball Austria, KA182 – Learning Mobility for Individuals	01/06/2024-31/05/2026	COO	5.577,00	https://www.floorball.at/gmifa-die-berichte/
Austrian Floorball Federation	2023-2-AT01-KA182-SPO-000170188, Floorball Austria Referee Program, KA182 – Learning Mobility for Individuals	01/01/2024-30/06/2025	COO	8.599,00	https://www.floorball.at/schiedsrichterrinnen-ausbildung/
Austrian Floorball Federation	2025-1-AT01-KA182-SPO-000298228, Floorball Austria Female Empowerment, KA182 – Learning Mobility for Individuals	31/12/2025-29/06/2027	COO	22.122,00	n/a
Belgian Floorball Federation	2023-2-BE04-KA182-SPO-000169919, Coach shadowing and cooperation with the Czech Floorball Association, KA182 -	15/01/2024-14/05/2024	COO	10.810,00	n/a

	Learning Mobility of Individuals				
IFF	101049869, GAMES - Green Approaches in Management for Enhancing Sport, KA2 SPORT	01/06/2022-28/02/2025	AP	400.000,00	n/a
Czech Floorball Association, Spanish Floorball Federation, German Floorball Federation, Polish Floorball Federation, IFF	622512-EPP-1-2020-1-CZ-SPO-SCP, Floorball: Fit for Future, KA2 Sport	01/01/2021-31/12/2023	COO + BEN + AP	399.913,00	https://floorballforfuture.eu/
Finnish Floorball Federation	2025-1-FI01-KA154-YOU-000302448, Ei todellakaan ihan sama - 13-19 vuotiaiden nuorten osallistumisen esteiden tunnistaminen ja osallistumisen lisääminen suomalaisissa salibandyjoukkueissa, seuroissa ja Salibandyliitossa, KA154 - Learning Mobility of Individuals	01/06/2025-31/05/2027	COO	59.801,00	n/a

HISTORY OF CHANGES		
VERSION	PUBLICATION DATE	CHANGE
1.0	25.02.2021	Initial version (new MFF).
2.0	01.06.2022	Consolidation, formatting and layout changes. Tags added.

Proposal ID	Call for Proposal	Topic	Type of Action
SEP-211290189	ERASMUS-SPORT-2026	ERASMUS-SPORT-2026-SCP	ERASMUS-LS

KPIs (Key Performance Indicators)

Please fill in the data for your project. At submission and grant preparation stage, the data will be on your planned indicators ; at reporting stage it should be the real indicators achieved (since the project start). The KPI tool should be updated with the latest available data for each periodic report (the KPIs are mandatory part of the project reporting).

Sport

Location

Country

Finland

Country

Slovakia

Country

Czechia

Country

Austria

Country

Poland

Type of project, thematic areas and types of activities

Type of project :

- ☐ Cross-border project which improves good governance in sport and/or dual careers
 ☐ Cross-border project that combats threats to sport
 ☒ Cross-border project that enhances social inclusion
 ☒ Cross-border project that promotes healthy lifestyles
 ☒ Project focused on regional cooperation i.e. cooperation between countries in a region of the world

Does the project contribute to any of the EU Commission political priorities?

☒ A European Green Deal - Climate change	☒ A European Green Deal - A just transition
☐ A European Green Deal - Sustainable Europe investment plan	☐ A European Green Deal - Preserving Europe's natural environment
☒ A Europe fit for the digital age - The digital age	☒ A Europe fit for the digital age - Empowering people through education and skills
☐ An economy that works for people - Social fairness and prosperity	☐ An economy that works for people - Supporting small business
☐ An economy that works for people - Europe's social pillar	☒ An economy that works for people - A union of equality
☐ An economy that works for people - Fair taxation	☐ A stronger Europe in the world - The EU unique brand of responsible global leadership
☐ A stronger Europe in the world - Free and fair trade	☒ A stronger Europe in the world - A more active role
☐ A stronger Europe in the world - Defending Europe	☐ Promoting our European way of life - Upholding the rule of law
☐ Promoting our European way of life - Strong borders and a fresh start on migration	☐ Promoting our European way of life - Internal security
☐ A new push for European democracy - Our democracy	☐ A new push for European democracy - A greater say for Europeans
☐ A new push for European democracy - Special relationship with the European Parliament	☐ A new push for European democracy - Improving the lead candidate system
☐ A new push for European democracy - More transparency and scrutiny	☐ A new push for European democracy - Protecting our democracy
☐ An economy that works for people - Deepening our economic and monetary union	

Does the project address inclusion and diversity?

- ☒ Yes
☐ No

Does the project address participation and civic engagement?

- ☒ Yes
☐ No

Type of project participants

Number of participants involved in regional cooperation (only for SPORT-CB actions):

Number of grassroots sport organisations are involved in the project:
12

Output, result and impact indicators (only at reporting)

Socio-economic benefits

Do you consider that your organisations/institutions have developed high-quality practices as a result of the participation in this project (only at reporting)?

- ☐ Yes
☐ No

Sport Event(s)

Number of participants:
270

Number of events :
9

Number of countries:
9

Persons reached

Number of persons reached:

Male

2735

Female

2735

Non-binary

100

Total persons reached:

5570

Persons with fewer opportunities addressed by the project

Number of people with disabilities

200

Number of people with health problems

150

Number of people who face barriers linked to cultural differences

100

Number of people who face barriers linked to education and training systems

200

Number of people who are facing social barriers

25

Number of people addressed by the project who are facing economic barriers

150

Number of people who are facing barriers linked to discrimination

25

Number of people who are facing geographical barriers

300

Total number of persons with fewer opportunities addressed by the project

1150



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(<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/faq>)

EFCup/Challenge 2026 - BUDGET FORECAST							APPENDIX X27
COSTS - EVENT	NUMBERS	PRICE	PAX	TOTAL	CHF	COVERAGE	NOTE - from JJ to John
Arena - rental	1	1 950,0 EUR	5	9 750 €	9 286	IFF	
Arena - organization - personel, materials etc.	1	1 850,0 EUR	5	9 250 €	8 810	IFF	including basic media coverage - photographer, interviews,best players
Streaming	1	1 450,0 EUR	5	7 250 €	6 905	IFF	
Flooring	1	1 100,0 EUR	1	1 100 €	1 048	IFF	only placing, no rental or transportation costs
Travellings - IFF STAFF + JURY + REFS + OBS	10	400,0 EUR	1	4 000 €	3 810	IFF	at least 5 CZE persons (4 REFS, 1 OBS)
Daily allowances - IFF STAFF + JURY + REF MNG + REFS	15	100,0 EUR	5	7 500 €	7 143	IFF	
Accomodation - IFF STAFF + JURY	7	111,0 EUR	5	3 885 €	3 700	IFF	
Accomodation - REFS and OBS (FOREIGN)	10	63,0 EUR	5	3 150 €	3 000	IFF	
TM - meeting rooms + equipment	1	300,0 EUR	2	600 €	571	IFF	
Practices before the tournament - TEAMS	16	140,0 EUR	1	2 240 €	2 133	TEAMS	16 TEAMS - 1 hour practise in external CO venue
Cups and medals	1	1 060,0 EUR	1	1 060 €	1 010	IFF	
Branding of the arena	1	2 000,0 EUR	1	2 000 €	1 905	IFF	
Prices - best players	80	10,0 EUR	1	800 €	762	IFF	costs can be saved via IFF official sponzors
Prices - ALL STARS	24	18,0 EUR	3	1 296 €	1 234	IFF	wooden price - the same as CO production
Local transportation, program etc. (IDs) - TEAMS	288	25,0 EUR	1	7 200 €	6 857	TEAMS	costs for public transportation - 5 days, paid directly by TEAMS
TOTAL COSTS OF ORGANIZATION				61 081 €	58 172		
TOTAL IFF COSTS (excluded TEAMS, ExT)				51 641 €	49 182		
INCOME - EVENT	NUMBERS	PRICE	PAX	TOTAL		COVERAGE	NOTE - from JJ to John
Participating fees	1	2 200,0 EUR	16	35 200 €	32 000	TEAMS	fee is 2000 SUI, exchange rate to EUR now - 1,1
Provision IFF	5	2,0 EUR	288	2 880 €	2 618	IFF	based on actual numbers of TEAM accommodation
Provision ExT - accommodation	5	2,0 EUR	288	2 880 €	2 618	ExT	based on actual numbers of TEAM accommodation
Streaming	1	500,0 EUR	5	2 500 €	2 273	IFF	original estimation, no AJ commentary !!!
Marketing, sponsorship, municipalities, ticketing etc.	1	500,0 EUR	1	500 €	455	IFF/ExT	potential increase of income - IFF/ExT
TOTAL				43 960 €	39 964		
BALANCE				-7 681 €	-9 218		
RESERVES UNDER THE IFF LIMIT				2 319 €			

DATA FOR BUDGET

IFF STAFF - 2 JURY, 2 REF COACH, 1 OFFICE, 2 MEDIA	7
REFERRES - 5 PAIRS	10
16 TEAMS - 18 PARTICIPANTS EACH	288
TOTAL NUMBER OF MATCHES (8 matches per day)	40

MAXIMUM IFF INVESTMENT TO THE EVENT

10 000 € -9 218 CHF



Event Guidelines and Recommendations for IFF Events

for IFF Central Board Discussion

Fan Culture Commission – International Floorball Federation

1. PURPOSE OF THE DOCUMENT

This document provides strategic recommendations for how fan experience should be developed across IFF events.

It builds on:

- the Fan Culture Strategy 2026, which identifies fans and events as the next key growth driver of floorball
- the Audit of Major IFF Events, which highlights both the strengths of the sport and structural gaps in event experience

The objective is to:

- define a clear framework for fan experience at IFF events
- support event organizers with a structured approach
- enable consistent, scalable and commercially valuable event delivery

2. WHY FAN EXPERIENCE MATTERS

Floorball has grown successfully through participation and grassroots development.

The next phase of growth will depend on:

- stronger emotional connection with fans
- more attractive and engaging events
- higher visibility through broadcasting and digital platforms

Major IFF events are the primary platform where:

- new audiences discover the sport
- fans build emotional relationships
- partners experience commercial value
- broadcast delivers the sport globally

Fan experience is no longer a “nice-to-have”, it is a core driver of growth.

3. KEY INSIGHTS FROM THE EVENT AUDIT

The audit of major IFF events highlights a clear opportunity:

Strengths

- Strong live experience driven by the nature of the sport
- High emotional engagement in arenas
- Attractive gameplay (speed, intensity, scoring)

Challenges

- Lack of structured and consistent event experience design
- Underutilized breaks in play and entertainment potential
- Limited integration between:
 - live experience
 - broadcast
 - content creation
 - commercial activation

Strategic Opportunity

To move from a strong sport with good live atmosphere to a structured and scalable fan experience product.

4. CORE PRINCIPLES FOR IFF EVENTS

Fan experience is defined as a coordinated system of live, digital and emotional interactions that connect fans with the sport, players and partners before, during and after the event. It is not limited to entertainment in the arena, but includes atmosphere and energy in the venue, storytelling, fan participation, digital and social content and commercial activations.

The Fan Culture Commission recommends that all IFF events follow these principles:

1. Sport first - The sport remains the core product.

Fan experience enhances key moments, not distracts from them.

2. Planned experience - Fan experience should be intentionally designed as a system, not a collection of isolated activities.

3. Integration Across Platforms - Event experience should be developed with consideration for live audience, broadcast and digital channels

4. Content Creation Mindset - Events should be designed to generate engaging content, shareable moments and ongoing narratives

5. Commercial Integration with Value - Partner activations should, enhance the fan experience, connect authentically with the sport and create value beyond visibility

6. Consistency Across Events - While allowing flexibility, IFF events should follow event scale, local conditions, available resources.

7. Athlete-Centered Engagement

Athletes should be actively integrated into fan experience and content ecosystems.

Events should:

- support players in creating and sharing content
- develop their personal visibility and storytelling role
- use athletes as a bridge between the sport and new audiences

This requires coordination across Fan Culture, Communication, Events and Athletes Commission.

Fan experience at IFF events should be approached as a connected ecosystem, where multiple components work together.

The effectiveness of an event depends on how well these elements are aligned.

- **Live experience** (in-arena atmosphere and engagement)
- **Broadcast experience** (how the event is presented to viewers)
- **Digital content** (content creation and distribution)
- **Commercial activation** (partner integration)

5. EXPERIENCE BEYOND THE GAME

Fan experience should not be understood only as what happens during the match. The Commission recommends approaching fan experience from two complementary perspectives:

5.1 Gameday Experience (Fan Journey)

Fan experience should be designed as a complete journey of the fan, including:

Before the game

- how fans are informed and engaged
- how anticipation is built
- how communication prepares them for the event

During the game

- atmosphere and engagement
- clarity of communication
- emotional connection with the match

After the game

- follow-up content
- digital outputs and highlights
- continued interaction with fans

The objective is to move from **attending a match to experiencing a complete event journey**

5.2 Extended Event Experience (Multi-Day / Multi-Week Perspective)

Major IFF events should also be understood as extended experiences over time, not single-day events. Fan experience should start well before the first match and continue beyond the final game.

Pre-event phase (weeks before the event)

- building narratives and anticipation
- activating fan communities
- supporting ticket sales through storytelling
- launching partner activations early
- activating athletes as content creators and ambassadors (e.g. social media toolkits, coordinated storytelling)

Early engagement can:

- significantly support ticketing performance
- increase visibility of the event
- create added value for partners

Event period (multi-day tournaments)

- maintaining engagement across multiple days
- creating reasons for repeated attendance
- connecting individual matches into a larger narrative

Post-event phase

- extending the lifecycle of the event
- delivering content and highlights
- strengthening long-term fan relationships

This approach enables IFF events to function not only as competitions, but as platforms for long-term fan development, media exposure and commercial value creation.

6. TIERED FAN EXPERIENCE MODEL

IFF events differ in scale, resources and ambition. The Commission recommends introducing a tiered model of fan experience. The goal is not uniformity, but clarity of ambition and expectations.

Tier 1 – Premium Events (e.g. WFC)

- full-scale production
- strong broadcast integration
- high-level storytelling and content

Tier 2 – Standard IFF Events

- structured fan experience
- defined run of show
- selected activations

Tier 3 – Developing Events

- focus on atmosphere and community
- simplified structure
- scalable solutions

7. RECOMMENDED PLANNING PROCESS

Phase 1 – Bid Phase

- high-level vision
- strategic objectives
- fan culture ambition

Phase 2 – Planning Phase (Post-Award)

- detailed fan experience plan
- budget allocation
- organizational structure
- KPI definition

Supported by a Fan Culture Planning Toolkit

Phase 3 – Execution Phase

- delivery using modular toolkits:
 - game presentation
 - fan engagement
 - content
 - partner activation

8. NEXT STEPS FOR IFF

The Fan Culture Commission recommends:

1. Development of a Fan Culture Planning Toolkit
2. Creation of modular operational toolkits
3. Implementation of a pilot approach at selected events
4. Gradual integration into IFF event requirements and guidelines

9. CONCLUSION

Floorball already has the foundations of a strong fan experience. It is dynamic sport with emotional live environment and engaged communities. The opportunity lies in structuring, scaling and leveraging this experience by implementing a clear framework, IFF can:

- increase fan engagement
- enhance broadcast value
- create stronger commercial opportunities
- accelerate the global growth of the sport



Audit of Major IFF Events

for IFF Central Board Discussion

Fan Culture Commission – International Floorball Federation

1. PURPOSE OF THE AUDIT

This document provides an initial audit of major IFF events from the fan experience perspective, focusing primarily on the World Floorball Championships, which represent the flagship event of international floorball.

The purpose of this audit is to:

- understand how current IFF events perform as fan experiences
- identify structural strengths and weaknesses
- highlight opportunities to increase audience growth, emotional engagement and commercial value
- create a foundation for future fan experience guidelines and event toolkits

The audit combines:

- insights from recent IFF event evaluation reports and other IFF reports
- fan research conducted across multiple championships
- discussions and observations shared with other IFF committees and leaders across the international floorball community
- general observations of the international floorball event ecosystem

The goal is not to critique past events, but to identify structural opportunities for improvement that can support the long-term growth of floorball.

2. WHY FAN EXPERIENCE MATTERS

Floorball has experienced significant growth through participation and grassroots development.

The next stage of growth will depend increasingly on fan engagement, event attractiveness and global visibility.

Major international events represent the most powerful platform where the sport meets its fans.

Position of Major international events:

- new audiences discover the sport
- emotional connection with the sport is created
- commercial partners experience the value of the sport
- broadcasting showcases the sport to global audiences

Intersection of fan experience with other topics:

- sport presentation
- broadcasting
- communication and storytelling
- commercial partnerships
- fan data and audience development

Strengthening this ecosystem is essential for the next phase of international floorball development.

3. KEY STRENGTHS OF THE FLOORBALL EVENT

Despite existing structural challenges, current research clearly shows that the core floorball event product is strong.

3.1 Strong emotional live experience

Research indicates that 82.9% of fans prefer watching floorball live in the venue, primarily due to:

- atmosphere
- emotional connection
- ability to follow the full court
- better perception of the sport's speed

This confirms that floorball is naturally well suited for live events.

3.2 The sport itself is highly attractive

Fan research shows the sport's main strengths are:

- speed of the game – the dominant attraction factor
- player skill and technique
- frequent scoring and dynamic gameplay

For example 78.2% of respondents say speed is what they like most about floorball. This confirms that the core sport product is strong when presented properly.

3.3 High satisfaction among event spectators

Recent event evaluation reports show very positive spectator feedback. For example 97% spectator satisfaction at the 2022 Men's World Championships similarly high satisfaction among spectators in 2024. These results confirm that once fans attend an event, their experience is generally very positive.

3.4 Strong community-based fan culture

Floorball events benefit from a unique strength – a large grassroots community of players and families connected to the sport. This creates:

- passionate audiences
- strong volunteer culture
- high emotional identification with teams

However, this strength also creates a structural challenge described in the next section.

4. KEY STRUCTURAL CHALLENGES

While the live product is strong, research and observations reveal several structural weaknesses that limit the growth of international floorball events.

4.1 Events rely heavily on the existing floorball community

Spectator profiles show that a large proportion of event visitors already have a direct connection to floorball, such as:

- players
- family members
- club members
- local volunteers

This confirms that current events perform very well for core fans, but face challenges in attracting:

- casual sports fans
- new audiences
- entertainment-driven spectators

The challenge is therefore not the quality of the sport, but how it is packaged and presented to wider audiences.

5. LACK OF A FAN EXPERIENCE FRAMEWORK

One of the most significant structural gaps is the absence of clear fan experience guidelines for event organizers.

Current situation:

- the IFF bidding process focuses mainly on operational and sporting requirements
- fan experience requirements are minimal
- host organizers develop the fan experience largely independently

The result is:

- large variation between events
- limited transfer of know-how between organizers
- missed opportunities for innovation and audience growth

A modern coordination framework of event experience (from top priority to lowest):

5.1 Content & Visual Identity

The strongest multiplier across everything. Without this, nothing else scales properly.

- impacts arena, broadcast, social, partners
- relatively low cost vs. very high impact
- defines how the sport is perceived externally

5.2 Show Production (Game Presentation)

Main driver of live + TV experience

- directly drives atmosphere in the arena
- translates into broadcast quality
- repeated every game → consistent impact

5.3 Fan Activations

Direct impact on engagement + commercial value. Essential for monetization.

- key for sponsor integration
- creates interaction and memorability
- helps reach beyond core fans

5.4 Content Production (Media Days, Storytelling Layer)

Operational side of content - without this, the event disappears after the final.

- extends the lifecycle of the event
- fuels digital and social reach
- creates narratives before and after the event

5.5 On-site Talent (MCs, DJs, Performers)

The human layer that holds everything together. High impact / low cost lever

- relatively low cost
- high impact on energy and flow
- can significantly elevate even a simple production

5.6 Partner Activations

Business layer should enhance the experience, not drive it.

- important for revenue
- quality depends on the overall fan experience
- poorly integrated activations can harm the experience

7. Arena & Infrastructure

Necessary foundation, but not a differentiator.

- high cost
- limited flexibility
- enables experience rather than creates it

8. Fan Zones

Valuable for scale and community. An extension, not the core

- strong for large events
- less impact on the core product (the match)
- operationally more demanding

9. Special Moments (Opening Ceremonies, Shows)

High “wow” effect, but short-lived. PR-driven, not a system driver

- expensive
- one-off moments
- limited impact on overall event performance

Summary Logic

Tier 1 (must win):

- Content & visual identity
- Show production
- Fan activations

Tier 2 (high leverage support):

- Content production (media days, storytelling)
- On-site talent

Tier 3 (business / infrastructure):

- Partner activations
- Arena

Tier 4 (extensions):

- Fan zones
- Special moments

6. LIMITED INTEGRATION BETWEEN BROADCASTING AND IN-ARENA EXPERIENCE

Another structural gap is the limited coordination between broadcasting production and in-arena experience design.

Current situation:

- broadcast and arena presentation are often developed separately
- there is no systematic planning of how stadium atmosphere enhances broadcast
- similarly, stadium show production rarely considers broadcast storytelling

Ideal situation:

- atmosphere in the arena increases broadcast value
- broadcast storytelling strengthens in-arena engagement

Better integration could create a virtuous cycle where:

- arena atmosphere → improves broadcast appeal
- broadcast storytelling → strengthens stadium engagement

This represents a major opportunity for international floorball.

7. Limited Fan Experience Data

IFF event evaluation reports provide valuable insights into:

- spectator satisfaction
- demographic profiles
- economic impact

However, behavioral fan experience data remains limited.

Currently missing data includes:

- fan journey mapping
- behavioral engagement during events
- emotional peaks during matches
- activation participation rates
- fan content consumption patterns

Without these insights it is difficult to:

- optimize event programming
- design better fan activations
- demonstrate partner value
- measure the impact of fan experience improvements

8. UNDERDEVELOPED FAN CONTENT ECOSYSTEM

Another challenge is the lack of structured content production around events.

At present:

- content creation is often fragmented across teams and organizers
- footage is not systematically captured, archived and shared
- fan-focused storytelling is limited

Modern sports events rely heavily on fan-centric content ecosystems, including:

- behind-the-scenes storytelling
- fan reactions
- player personalities
- emotional moments
- social media amplification

This type of content strengthens:

- global visibility
- digital fan engagement
- partner activation opportunities

Another missing layer is structured athlete-driven content and engagement. Currently, players are underutilized as content creators and ambassadors of the sport, despite being one of the most powerful drivers of fan connection.

There is no consistent approach to:

- supporting athletes in social media communication
- developing personal branding
- activating players as part of event storytelling

This represents a significant untapped opportunity to:

- increase reach and visibility
- humanize the sport for new audiences
- strengthen emotional connection between fans and players

9. LIMITED MONETIZATION OF FAN EXPERIENCE

Despite strong audience satisfaction, fan experience is currently under-monetized.

Examples of untapped opportunities include:

- branded fan activations
- experiential sponsor integrations
- premium fan experiences
- digital fan engagement formats
- hybrid broadcast-fan experiences

Modern sports properties increasingly use fan experience as a commercial asset, creating new value for partners while enhancing the fan journey.

10. KEY STRATEGIC OPPORTUNITY

The key insight from this audit is clear:

**The sport itself is not the main limitation.
The ecosystem around the sport is.**

Research confirms that floorball is already perceived as exciting:

- **48.1% say floorball is more exciting than other sports**
- **only 11.6% say it is less exciting**

This suggests the main opportunity lies in:

- improving event presentation
- strengthening storytelling
- expanding fan engagement beyond the core community
- professionalizing the fan experience framework for international events.

11. ROLE OF THE FAN CULTURE COMMISSION

The Fan Culture Commission can play an important role in supporting the development of this ecosystem.

Potential areas of contribution include:

- developing **fan experience guidelines for IFF events**
- creating **toolkits for event organizers**
- supporting **integration between broadcasting and event presentation**
- helping develop **fan data frameworks**
- strengthening **content and storytelling around events**

The role of the commission is not to replace organizers, but to provide shared frameworks and knowledge that strengthen the entire ecosystem.

12. NEXT STEPS

This audit should serve as the starting point for a structured development process.

Possible next steps include:

1. Creation of **IFF Event Fan Experience Guidelines**
2. Development of **fan experience toolkits for organizers**
3. Introduction of **fan experience KPIs**
4. Pilot projects at upcoming IFF events
5. Development of **fan experience data collection frameworks**

The long-term objective is to ensure that IFF events evolve from sport competitions into globally attractive fan experiences.



THE FUTURE OF FLOORBALL FANS

Fan Culture Strategy for the International Floorball Federation

Outline for Central Board Meeting



1

THE BIG PICTURE

Floorball has grown through participation.
The next phase of growth will come from
fans, events and global visibility.



1

THE BIG PICTURE

Purpose of the Document

This document outlines a strategic framework for how fan culture can be understood, developed and leveraged across international floorball.

It is intended to support the Central Board discussion on:

- The role of fan culture in the future growth
- The strategic relevance of fan-related data, content, communities, events, and partners
- The potential role of the Fan Culture Commission within the wider IFF ecosystem

Why This Matters

Floorball has grown strongly in participation, international reach, and event portfolio. However, further growth will increasingly depend not only on the sport itself, but also on the ability to create stronger fan relationships, stronger event experiences, and stronger emotional relevance.

Recent research indicates that fan engagement in sport is often shaped not only by sporting quality, but also by event experience, emotional intensity, and social connection.

Relation to Existing IFF Priorities

The Fan Culture Commission recommends that IFF gradually develop a structured fan culture agenda at the international level, with events as the primary anchor point, while ensuring clear links to the floorball community, commercial value, and long-term audience development.

2

FLOORBALL IS READY

Floorball already has the ingredients of a strong fan culture.
Passionate communities, emotional events and a growing international stage.



2

FLOORBALL IS READY

Opportunity for IFF

International floorball is entering a phase in which future growth will depend on more than sporting expansion alone.

Key growth questions now include:

- How do we make events more attractive?
- How do we strengthen emotional connection?
- How do we grow audiences?
- How do we increase partner value?

Fan Culture as a Growth Lever

The long-term growth of the sport increasingly depends on the ability to:

- attract and retain fans
- create emotionally powerful events
- build strong communities around the sport
- generate sustainable commercial value.

The role of the Fan Culture Commission is to help the IFF develop a shared framework that strengthens the relationship between the sport and its audiences across different markets.

Relation to IFF Priorities

Fan culture is not a standalone topic. It intersects directly with:

- events
- external communications
- commercial partnerships
- broadcasting
- rules and sport attractiveness
- fan data

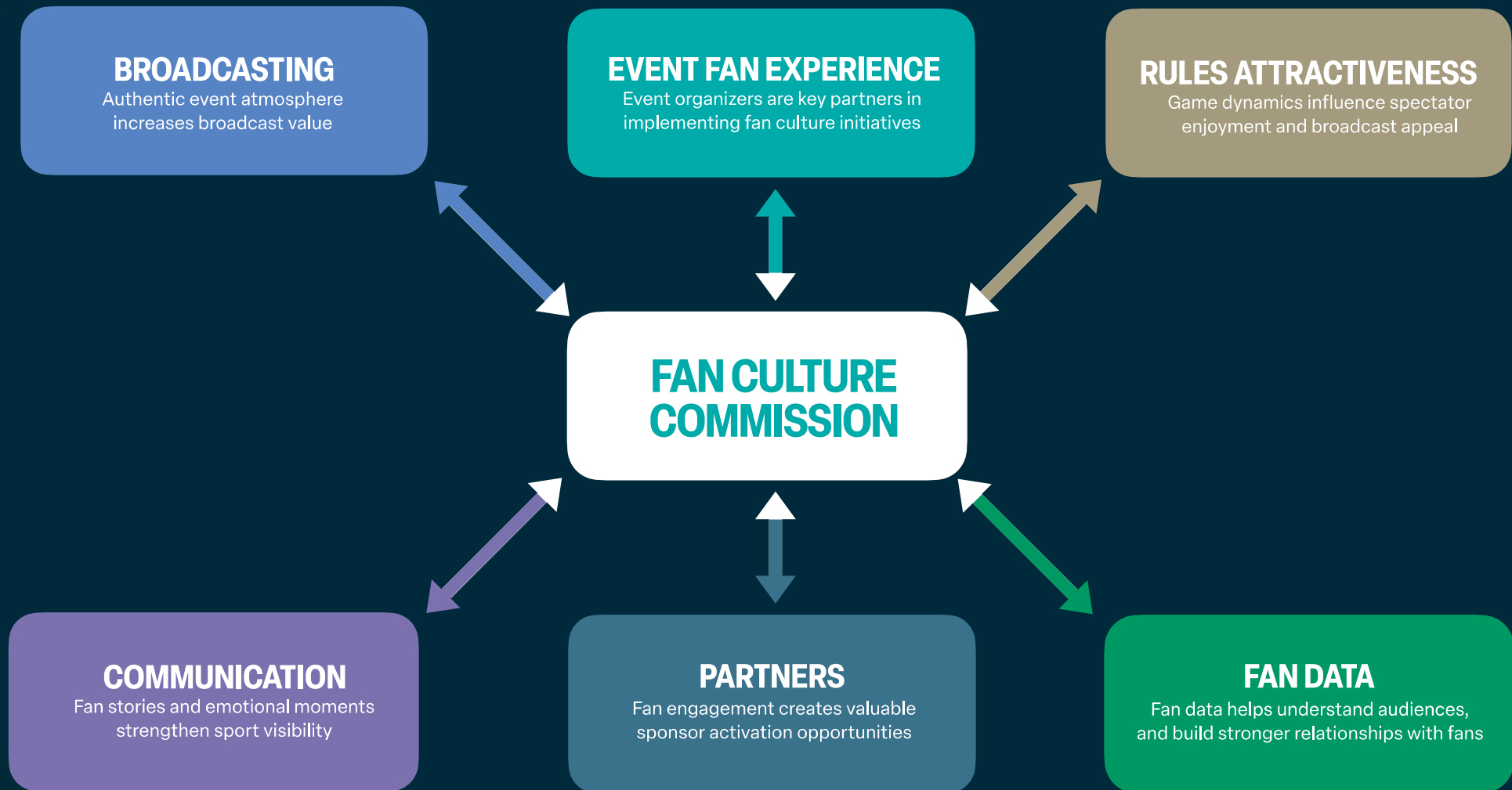


3

HOW WE CONTRIBUTE?

For the first time in IFF history, fan culture becomes a dedicated strategic focus. The role of the commission is not to run one agenda. It is to bring the fan perspective across the whole sport.





4

WHAT FAN CULTURE REALLY IS?

Fan culture is the shared space where people connect around the sport through events, stories, communities, and experiences.



THE FIVE PILLARS OF FAN CULTURE

COMMUNITY

Floorball is a strongly community-based sport including:

- players and former players
- families and friends
- local club communities
- youth and school environments
- volunteers and organizers
- casual event audiences
- digital fans.

SPORT

The core reason for interest in the game. Key drivers:

- quality of play
- tempo and drama
- star players
- rivalries
- meaningful competition narratives

EVENT

The physical and emotional gathering point of the fan community.

Events combine:

- sport
- atmosphere
- storytelling
- entertainment
- partner activation
- digital content creation
- fan data collection

CONTENT

Fan culture is also shaped outside the venue through:

- storytelling
- social media content
- broadcasting
- player personalities
- behind-the-scenes access
- digital fan interaction.

FAN DATA

Fan culture must also be supported by systematic understanding of fans:

- motivations
- behavior
- engagement patterns
- preferences
- emotional responses.

5

WHERE FAN CULTURE HAPPENS?

Fan culture is built through the platforms where the sport meets its fans. The role of the commission is to connect these touchpoints into a stronger fan ecosystem



SPORT PLATFORMS

The main competitive environments where fans experience the sport.

Includes:

- Major IFF events
- National top leagues
- International club competitions

Role:

- highest emotional intensity
- creation of sport narratives
- development of rivalries and heroes
- strongest in-venue fan experiences
- foundation of media content.

*Major IFF events remain the primary emotional anchor of international floorball fan culture.

PARTICIPATION PLATFORMS

Entry points connecting participation with fandom.

Includes:

- street floorball
- grassroots events
- school and university competitions
- community tournaments

Role:

- accessible entry into the sport
- youth engagement
- lifestyle positioning
- development outside core countries
- transition from player to fan.

*Street floorball serves as a key entry point into the sport, connecting grassroots participation with future fan engagement.

FAN CULTURE TOUCHPOINTS

MEDIA & CONTENT

Channels through which the sport reaches audiences beyond the venue.

Includes:

- broadcast partners
- OTT and streaming
- social media
- media outlets

Role:

- storytelling and star creation
- global reach
- amplification of event atmosphere
- continuous engagement between events.

*Broadcast plays a key role in translating the emotional experience of events to mass audiences.

DIGITAL & DATA

Infrastructure that connects all platforms and enables scalable fan engagement.

Includes:

- digital platforms
- apps
- CRM systems
- gamification tools
- fan data systems

Role:

- personalization
- fan journey management
- loyalty systems
- data-driven decision making
- commercial activation.

*The IFF app can become the central digital hub connecting fans with events, content and personalized engagement.

6

WHO IS THE FAN?

Fan culture in international floorball develops across different audience archetypes, from core community members to new and emerging fans. Understanding these groups helps design better experiences.



CORE FLOORBALL INSIDER

The floorball community (players, coaches, etc.)

Needs:

- identity
- expertise
- belonging

NATIONAL TEAM FAN

Fans primarily interested in major tournaments.

Needs:

- national pride
- high-stakes competition & strong atmosphere
- clear storytelling.

COMMUNITY AND FAMILY FAN

Local supporters (family, school or club)

Needs:

- shared social experience
- accessibility
- safe and welcoming environment.

CASUAL ENTERTAINMENT FAN

Visitors attracted by experience rather than sport.

Needs:

- spectacle & atmosphere
- clear understanding of the event
- shareable moments.

DIGITAL FAN

Audience consuming the sport primarily online.

Needs:

- highlights & short-form content
- player personalities
- easy digital interaction.

EMERGING MARKET FAN

Fans from still developing countries.

Needs:

- simple introduction to the sport
- clear narratives
- strong first experiences.

7

FAN CULTURE ACROSS THE IFF

Strengthening fan culture requires close cooperation across IFF committees, from events and communication to partnerships, broadcast, and sport development.



DESIGNING FLOORBALL EVENTS FOR FANS

Why it matters for fans

Live events are the strongest emotional anchor of floorball fan culture. They are where sport, atmosphere, storytelling, community, and partners come together.

A well-designed event experience turns a match into a shared memory and strengthens the bond between fans and floorball.

For many spectators, especially new audiences, the event experience defines their perception of the sport itself — both in the arena and online.

Key fan culture questions

- What level of fan experience should every IFF event deliver as a baseline?
- Which elements create the biggest emotional impact for fans?
- How can we support organizers in designing stronger event atmospheres
- How can events create emotional moments that travel beyond the arena
- How can we connect the arena experience with digital platforms, broadcast, and storytelling?
- How can we design events that appeal to core fans and new audiences?

Commission contribution

- Define a baseline fan experience standard expected from IFF event organizers.
- Develop Fan Experience Toolkits supporting LOCs in designing event experience.
- Support organizers with practical guidance on show production, fan activation, and storytelling.
- Ensure event experience connects with broadcast, communication, partners, and fan data.
- Create post-event evaluation frameworks measuring fan satisfaction and atmosphere.

FROM GAMES TO EXPERIENCES

The fan experience is built across several coordinated elements that should be planned well in advance, together with organizers.

Arena & Infrastructure

Choosing the right venue with the capacity, technology and atmosphere potential required for international events.

Show Production

Lights, LED screens, pyrotechnics, music, choreography and storytelling that turn matches into emotional spectacles.

Content & Visual Identity

Stadium content including hype videos, fan cams, statistics graphics, team storytelling and interactive animations.

On-Site Talent

MCs, DJs, mascots, dancers and performers who bring energy and rhythm to the arena.

Fan Activation

Gamification, quizzes, micro-betting, fantasy leagues, competitions, and interactive fan moments.

Special Moments

Opening ceremonies, halftime shows, theme games, and performances that attract new audiences.

Media Days

Structured production of player content for stadium shows, digital platforms and broadcast storytelling.

Partners Activations

Fan contests, branded moments, interactive activations, partner integration into the event experience.

Fan Zones

Fan villages with skills challenges, meet & greets, street floorball courts, involvement of sponsors

TURNING FAN EMOTION INTO COMMERCIAL VALUE

Why it matters for fans

Strong partnerships allow floorball to create better events, stronger content, and more engaging fan experiences.

Strong partnerships allow floorball to create better events, stronger content, and more engaging fan experiences.

Key fan culture questions

- How can event emotions be transformed into meaningful partner activations?
- How can fan engagement increase the commercial value of IFF events?
- How can fan data support partner acquisition and sponsor storytelling?
- How can partnerships strengthen fan communities and digital engagement?

Commission contribution

- Help design fan-centric sponsorship assets and experiences that strengthen the partner portfolio.
- Connect fan data insights with partner value propositions.
- Support development of activation concepts that enhance both fan experience and partner visibility.
- Contribute ideas for innovative partnerships that connect sport, technology and fan engagement.

BUILDING FAN STORIES AND COMMUNITIES

Why it matters for fans

Fan culture grows through stories, emotions and shared moments.

Communication turns what happens on the field and in the arena into narratives that connect fans, communities and new audiences across platforms.

Strong storytelling transforms moments into memories and builds communities around the sport.

Key fan culture questions

- What kind of content truly resonates with floorball fans?
- How can we connect fan communities across countries and federations?
- How can we turn stadium experiences into powerful digital content?
- How can rivalries, personalities and friendships between teams be better highlighted?
- How can influencers and creators from the floorball community help grow the sport?
- How can communication increase the global visibility of IFF events?

Commission contribution

- Help define what type of content strengthens floorball fan culture.
- Encourage cooperation between IFF, federations and event organizers in content planning.
- Identify opportunities to highlight rivalries, player personalities and tournament narratives.
- Help discover and activate influencers from the core floorball community.
- Explore the potential of a central fan app as a platform connecting content, engagement and fan communities.
- Provide strategic recommendations for developing the fan app as a key fan culture platform.

BRINGING FLOORBALL TO GLOBAL AUDIENCES

Why it matters for fans

The live event is the most powerful moment where fans connect emotionally with the sport.

A well-designed event experience turns a match into a shared memory and strengthens the bond between fans and floorball.

For many spectators, especially new audiences, the event experience defines their perception of the sport itself.

Key fan culture questions

- What level of fan experience should every IFF event deliver as a baseline?
- How can we support organizers in designing stronger event atmospheres?
- Which elements create the biggest emotional impact for fans?
- How can we help organizers invest in the areas that matter most for spectators?

Commission contribution

- Define a baseline fan experience standard expected from IFF event organizers.
- Develop Fan Experience Toolkits supporting LOCs in designing event experience.
- Introduce experience tiers (baseline / enhanced / flagship events).
- Support organizers with practical guidance on show production, fan activation and storytelling.
- Create post-event evaluation frameworks measuring fan satisfaction and atmosphere.

BUILDING FAN INSIGHT

Fan culture cannot be developed on intuition alone. It requires data and long-term relationships with fans by systematically collecting and analyzing fan data. Over time, this data can support the creation of a direct relationship between the IFF and its fans through CRM systems and digital platforms.

The IFF need to understand

- who our fans are
- what motivates them
- how they engage with the sport
- what experiences create the strongest emotional response

Improvements

- event design
- communication strategies
- sponsor value
- long-term audience growth

Key areas of fan data

- fan identity and relationship to the sport
- attendance behaviour
- digital engagement
- fan motivations and preferences
- emotional event experience

LEARNING FROM EVERY EVENT

Each international event should become a source of knowledge for the future. By systematically evaluating these key performance indicators, the IFF can build benchmarks for event development across markets. Over time this benchmarking can create a continuous improvement system for international floorball events.

Attendance

- visitor numbers
- occupancy rates
- ticket pricing performance

Fan Experience

- atmosphere
- program satisfaction
- emotional impact

Operational Quality

- venue accessibility
- catering
- queue management
- venue comfort

Commercial

- ticket revenue
- partner activations
- sponsor engagement

Boadcast & Digital

- viewership
- online engagement
- shareable moments

EVOLVING THE GAME FOR FANS

Why the game matters

The foundation of fan culture is the sport itself. Research shows that floorball is already perceived as highly exciting, mainly thanks to its speed and player skill — two of the sport's greatest strengths.

At the same time, fan insights suggest that some aspects of the game experience can still be improved, particularly for new audiences.

Key factors influencing spectator attractiveness include:

- clarity of rules and officiating
- rhythm and flow of the game
- competitive tension
- broadcast readability for new viewers

For example, several rules and officiating situations are still perceived as difficult to understand for audiences outside the core floorball community.

Designing the game for fans

To further strengthen spectator appeal, the sport is exploring potential rule developments.

Areas currently discussed or tested include:

- mechanisms supporting attacking tempo
- formats increasing competitive drama
- innovations improving officiating clarity
- adjustments enhancing broadcast readability

Any changes must be carefully tested to preserve the speed, intensity and unpredictability that define floorball.

Close cooperation between the Fan Culture Commission and the Rules & Attractiveness Commission will help ensure that future developments consider both sporting integrity and fan experience.

The goal is simple:

to make floorball even more exciting to watch — in the arena, on broadcast and across digital platforms.



8

THE PLAN

Turning the fan culture framework into
practical initiatives across events,
content, monetization and fan data.



BUILDING FAN CULTURE

The work of the Fan Culture Commission will focus on:

1. Start collecting data and insights from fans and floorball organisations
2. Evaluating the quality of fan experiences
3. Sharing best practices across events and federations
4. Gradually raising the level of fan culture in floorball

The long-term impact:

1. Stronger experience for core fans
2. More people joining the community
3. More first-time visitors at events
4. A higher return rate of casual fans
5. Growing global digital audiences

NEXT STEPS

1. Audit of major IFF events from event experience perspective



2. Strategic Recommendations for Organizers



3. Proposal on target demographics and strategies for outreach



4. Proposal on strategies for IFF monetizing fan engagement



**MAKE FLOORBALL ONE OF THE BEST
FAN CULTURES IN SPORT**

TOPIC – SCORE 77/100	ACTION TO BE DONE	TIMELINE
Transparency section		
A list of all national member federations with basic information for each 2/4	Build a functioning website	
Integrity and Democracy section		
Has a unit or officer in charge of ensuring that the IF abides by the World Anti-Doping Code 3/4	State of art independent anti-doping programme	
Complies with the Olympic Movement Code on the Prevention of the Manipulation of Competitions 1/4	- Update competition regulations - Employee education on manipulation matters - State of art compliance with the Olympic Movement Code	
Conflict of interest policy identifying actual, potential and perceived conflicts with exclusion of members with an actual conflict from decision-making 3/4	State of art conflict of interest policy	
Programmes or policies in place regarding safeguarding from harassment and abuse 2/4	- Safeguarding policy - Update all guidelines (harassment and abuse) - State of art policies and procedures, evidence of implementation	
Establish confidential reporting mechanisms for “whistle blowers” with protection scheme for individuals coming forward 3/4	State of art reporting mechanism with evidence of action taken (they were unable to access the whistle blowers due to website problem)	
Appropriate gender balance in Executive Board or equivalent 3/4	2 more women in CB to reach 40% in gender balance (15/6)	
Election of the President and a majority of members of all executive bodies 2/4	Publish voting numbers as news article/include in GA minutes	
Term limits for elected officials 3/4	- Term limit max 3x4 - Max 20 years in all roles combined	
Provide for the representation of key stakeholders (e.g. “active” athletes as defined in the Olympic Charter) in governing bodies 3/4	State of art athlete and other key stakeholder representation	
Statutes, or other rules of procedure, specify what decisions are made at what level 3/4	Define the president’s role in Statutes	
Development, Sustainability and Control Mechanisms section		
Education programmes (topics other than integrity) and assistance to coaches, judges, referees and athletes 3/4	Publish numbers (participation, qualification achieved)	
Respect principles of sustainable development and regard for the environment 3/4	- State of art policy on environmental responsibility linked to UN SDGs or other recognized frameworks - commitment to reduction in greenhouse gas emissions	

Anti-discrimination policies covering a range of characteristics 2/4	• Build anti-discrimination education • Publish results of action	
Decisions made can be challenged through internal appeal mechanisms with a final right of appeal to CAS 2/4	• Juridical regulation update (done, 2026 edition) • Publish appeal cases	

IFF Evaluation Scores - The World Games 2025 Chengdu, China

International Federation	Total Score	Group	Ranking	#11 - Tickets sold (total)	#12 - Tickets sold (% sold)	#2.1 - TV Reach (China) in million	#2.2 - TV Reach (outside China) in million	#3 - TWG Live (Total plays)	#16.1 - Social media (reach)	#16.2 - Social media (engagement)	#18 - TWG Plaza exhibition	#13 - Participation of elite athletes	#14 - Comparability with pinnacle event in sport	#15.1 - Athlete representation (# continents)	#15.2 - Athletes with medals (# continents)	#19.1 - Strategic & operational cooperation	#19.2 - Overall rating (registration)	#20 - Overall rating (communications department)	#21 - Overall rating (sports department)	#22 - Overall rating (ISB)	#23 - Overall rating (ST)	#24 - Venue and infrastructure cost / complexity	#25 - Equipment and logistics cost	#26 - Competition execution
Floorball (IFF)	145	B	8	8	2	2	5	12	15	15	2	15	3	4	1	6	8	10	10	3	3	8	8	5
Maximum score	192			10	10	10	5	15	15	15	2	15	5	10	5	10	10	10	10	5	5	10	10	5

Total number of participating IFs: 34

Group A: 5 IFs
Group B: 12 IFs
Group C: 13 IFs
Group D: 4 IFs

TWG 2025 Internal Sports Evaluation Scorecard											
Category	ID	Metric	Method	Scoring	Weighting	Max. Score					
Ticketing	1.1	Tickets sold (total)	Measured	1 to 5	2	10					
Ticketing	1.2	Tickets sold (% sold)	Measured	1 to 5	2	10					
Media	2.1	TV Reach (China)	Measured	1 to 5	2	10					
Media	2.2	TV Reach (outside China)	Measured	1 to 5	1	5					
Media	3	TWG Live total plays	Measured	1 to 5	3	15					
Media	16.1	Social media (reach)	Measured	1 to 5	3	15					
Media	16.2	Social media (engagement)	Measured	1 to 5	3	15					
Media	18	TWG Plaza exhibition	Measured	0 or 2	1	2					
Athletes	13	Participation of elite athletes	Measured, IF Self-Reported, IWGA moderated	1 to 5	3	15					
Athletes	14	Comparability with pinnacle event in sport	Measured, IF Self-Reported, IWGA moderated	1 to 5	1	5					
Athletes	15.1	Athlete representation (# continents)	Measured	1 to 5	2	10					
Athletes	15.2	Athletes with medals (# continents)	Measured	1 to 5	1	5					
IF Collaboration	19.1	Strategic & operational cooperation	Subjective – IWGA	1 to 5	2	10					
IF Collaboration	19.2	Overall rating (registration)	Subjective – IWGA	1 to 5	2	10					
IF Collaboration	20	Overall rating (comms. department)	Subjective – IWGA	1 to 5	2	10					
IF Collaboration	21	Overall rating (sports department)	Subjective – IWGA	1 to 5	2	10					
IF Collaboration	22	Overall rating (ISB)	Subjective – IWGA Partners	1 to 5	1	5					
IF Collaboration	23	Overall rating (ST)	Subjective – IWGA Partners	1 to 5	1	5					
Sustainability & Complexity	24	Venue and infrastructure cost rating	Measured & Subjective – IWGA	1 to 5	2	10					
Sustainability & Complexity	25	Equipment and logistics cost rating	Measured & Subjective – IWGA	1 to 5	2	10					
Sustainability & Complexity	26	Competition execution rating	Measured & Subjective – IWGA	1 to 5	1	5					
21 Scored Metrics (TWG 2025)				Maximum Total Score		192					





Deep Analysis:

What Makes Floorball Attractive vs Less Attractive



This analysis reviews responses from 293 participants in the “*What makes Floorball attractive?*” survey.

Overall, floorball is perceived as highly exciting, primarily due to its speed and player skill. However, **structural barriers** especially around **accessibility, broadcast quality, and competitive balance** significantly reduce its attractiveness to broader audiences.

Key insight: **Floorball’s core product is strong, but its delivery and discoverability are holding it back.**



1. Speed is the dominant strength

The most powerful attraction factor is the speed of the game:

- 64.2% say speed makes any sport exciting
- 78.2% say speed is what they most like about floorball

This indicates floorball over-indexes on its strongest asset. Speed is clearly the sport's primary selling point.

Implication: The sport itself is fundamentally appealing when experienced properly.

2. Player skill strongly reinforces appeal

Player skill is the second major strength:

- 59.4% value skills in general sports
- 63.1% value skills in floorball

Fans clearly recognize the technical quality of the sport. Together, speed + skill form a strong entertainment base.



3 Tactical depth and goals matter but less important

- Team tactics: ~29%
- Lots of goals: ~28.7%

These are meaningful but not primary drivers. Floorball's positioning should therefore emphasize speed and skill first, tactics second.



1 Accessibility and paywall friction (major barrier)

Open-text responses repeatedly highlight major friction in online access:

- Need to download apps
- Pay-per-match complaints
- Poor discoverability
- Geographic limitations

One respondent explicitly outlined the funnel problem:

1. App download required
2. Matches cost money
3. Streaming quality inconsistent

Strategic impact: This is one of the biggest growth blockers for new audiences.



2. Streaming and production quality issues

Many viewers stop watching online due to:

- Bad stream quality
- Quality changing within one game
- Poor camera angles
- Difficulty seeing the ball
- Buffering

Because floorball is very fast with a small ball, production quality matters more than in slower sports.

Risk: Weak broadcast quality directly undermines the sport's biggest strength (speed).



3. Competitive imbalance reduces excitement

The most common reason to stop watching is:

- One-sided matches
- Large score differences
- Low competitive tension

Fans repeatedly mention leaving when:

- Result is already decided
- Teams have very different levels
- Game lacks intensity

Implication: Competitive balance is critical for perceived excitement.



4. Weak casual discoverability

Despite strong interest among insiders:

- 53.6% mostly watch alone
- Heavy reliance on federation apps

This suggests floorball consumption is still insider-driven rather than socially viral.



1. Live product is very strong

82.9% prefer watching live in a venue

Main reasons:

- Atmosphere
- Emotional connection
- Better perception of speed
- Ability to follow the full court

This confirms the in-arena product is compelling.



2. Online product underperforms relative to potential

Online viewing is mainly chosen for:

- Convenience
- Cost
- Lack of local access

However, complaints are frequent about:

- Stream quality
- Paywalls
- Production value

Conclusion: Floorball is an excellent live product but an inconsistent digital product.



1. Encouragingly:

- 48.1% say floorball is MORE exciting than other sports
- 40.3% say ABOUT THE SAME
- Only 11.6% say LESS exciting

This is extremely positive.

Key interpretation: The sport itself is not the main problem, the ecosystem is.

1. When evaluating new sports, viewers prioritize:

- Easy-to-understand rules
- High tempo
- Clear emotions
- Close games
- Strong storytelling



Floorball already delivers well on:

- ✓ Speed
- ✓ Skill
- ✓ Scoring frequency

But is weaker on:

- ✗ Global storytelling
- ✗ Star visibility
- ✗ Easy access to watch



Floorball rules are generally perceived as acceptable by insiders, but there is a clear **risk for new and casual audiences:**

- Rules are mostly fine for existing fans
- BUT several rules and officiating situations are hard to understand from outside the bubble
- The bigger issue is clarity, flow, and interpretation, not fundamental rule flaws

This is important: the sport does not need radical rule overhaul, but it does need targeted simplification and explanation.



Are floorball rules clear enough?

Overall picture: “good but fragile” Many respondents explicitly say they value sports that are:

“easy to understand”, have “clear rules”, and where they “understand how the score is counted”

This confirms rules clarity is a **top retention driver**.

Positive signals: There are multiple comments indicating floorball is watchable:

“It’s important... that I understand the rules easily” “Clear rules = I understand how the game is played” Some respondents: “rules are pretty much perfect”

👉 **Conclusion:** Core rule framework is fundamentally good.



But there is a clear clarity gap for outsiders

Many respondents repeatedly highlight understanding as a barrier:

- “Rules are difficult to understand”
- “Too complicated rules”
- “If I don’t understand the basic rules... I switch off”
- “Hard to understand what is happening or why”

This is one of the strongest cross-cutting risks in the dataset.

Strategic meaning

For insiders → rules OK

For new fans → rules friction exists

This is a classic “**inside sport vs broadcast sport**” gap.



Which rules currently reduce attractiveness?

Three rules repeatedly flagged as confusing

One of the most important direct insights:

Difficult to understand from outside the bubble:

- stick hit
- back pass to the goalie
- obstruction

Why this matters: These are **interpretation-heavy rules**, not visual ones.

For TV viewers:

- decisions feel inconsistent
- whistles seem unexplained
- flow breaks without clarity

👉 This is a **high-priority watchability issue**.



Free hit / restart mechanics

Several comments point to free-hit limitations:

- only one touch allowed limits play options
- desire to allow dribble from free shot
- allow sweeping/Zorro motions on free hit

Interpretation

Fans perceive some restart rules as:

- overly restrictive
- slowing creativity
- less spontaneous

This links directly to the sport's **speed identity**.



High stick rule threshold

Multiple respondents propose changing height:

- move from knee to waist/hip level
- “high stick above knees → move to waist”

Underlying perception

Fans want:

- more spectacular skill
- more volleys
- more creativity

But this sits in tension with safety.



Flow interruptions and time-stops

Several comments highlight:

- “Too much time-stop action”
- “more pace could be introduced”
- frustration with whistles dominating play

👉 This is less about one rule and more about **game rhythm perception**.

Rules fans most often want to change or test
most common innovation cluster.



shot clock (VERY strong signal)

Appears repeatedly:

- “introducing shot clock”
- “time clock for offensive game / shot clock”
- “maybe introduce a shot clock”

this tells us that there is concern about:

- passive possession
- low attacking urgency
- tactical slow phases

goalkeeper-related rule ideas

Frequent suggestions:

- allow goalkeeper to score (already done!)
- allow goalie to throw beyond midline
- restrict easy goalie return when pulled out

this tells us that fans are exploring ways to:

- increase unpredictability
- create highlight moments
- add tactical depth

Rules fans most often want to change or test
most common innovation cluster.



Overtime and game format tweaks

Suggestions include:

- 3v3 overtime for 5v5 floorball game
- skip overtime → go to penalties
- penalty shot time countdown

👉 This reflects search for **higher drama formats**.

Officiating transparency (very interesting trend)

Many respondents independently suggest:

- microphones on referees
- VAR / video review improvement
- goal review screens for fans

Examples:

- “Microphones on referees would be great”
- “Video assistance like in hockey”

Fans are not just questioning rules they want **better explanation of decisions**.

The problem is often **interpretation visibility**, not the rule itself.



Minority but notable rule debates

These appear but with lower frequency:

Physicality some want:

- more physical play

Others complain about:

- too much contact allowed

Zorro / trick moves

Mixed opinions:

- allow more sweeping moves
- ban Zorro in penalties

→ Community is split

Game length

Few mentions:

- shorten to 3×15
- concerns about long breaks



The main problem is NOT that floorball rules are bad.

Evidence: Many say rules are fine, Excitement ratings are high, Core product strong

The real rules problem is threefold

1. Interpretability gap

For new viewers:

- whistles unclear
- fouls hard to read
- rules not visually obvious

This is the biggest risk.

2. Flow sensitivity

Because floorball superpower is speed:

👉 any stoppage feels worse than in slower sports.

Even small interruptions damage perceived quality.

3. Passive play perception

Shot clock discussion signals:

- concern about slow possession phases
- especially at elite level

This is an early warning signal.

Priority recommendations



1. Improve rules clarity (LOW RISK, HIGH IMPACT)

Focus on:

- referee microphones
- broadcast explanations
- graphics for fouls
- “why whistle” communication

3. Monitor shot clock **debate*** (more on this in slide 26)

Do NOT rush rule change, but:

- monitor elite passivity
- test in exhibitions
- gather data

2. Protect game flow

Review:

- restart speed
- free-hit restrictions
- unnecessary stoppages

Goal: preserve speed identity.

4. Simplify the “confusing trio”

Particular attention to:

- stick hit
- obstruction
- back-pass to goalkeeper

These are repeatedly flagged.



Good news:

- Floorball rules are broadly accepted
- No major rule crisis
- Core game structure works

Clear warning signs:

- New fans struggle with interpretation
- Some rules lack visual clarity
- Flow sensitivity is high due to speed positioning
- Passive-play concerns are emerging

Comments from RA:



Shoot Clock - what to me mindful of:

- **The Paradox of passivity, how artificial constraints kill aggressive defending:** While the shot clock is intended to penalize offensive stalling, it is more likely to incentivize defensive passivity. In high-level floorball, teams operate on a risk-reward logic. If the attacking team is forced by a clock to eventually relinquish the ball or take a forced shot, the defending team no longer has a strategic incentive to press high or take risks. Instead, they will simply retreat into a static, low-block formation and wait for the clock to expire. This creates a "waiting game" that stifles the proactive, high-pressure defending.
- **the "passive play" misconception:** the current debate often suffers from a fundamental misunderstanding: the team with the ball is routinely blamed for "slow" phases, when the lack of activity is frequently caused by the defending team's refusal to press.
- The survey data confirms that "close games" are the primary driver of spectator engagement. We have to be very careful because if we reduce the tactical variance available to the underdog we made the favorites be more often winners - which is the complete opposite of what was wanted in the survey. The ability to control the rhythm and tempo of the game is a legitimate tactical tool that allows underdogs to remain competitive against favorites / top opponents. If the game is reduced to a pure test of technical execution under time pressure, the skill gap will widen, leading to more predictable outcomes and a decrease in the "close games" the audience demands.
- **The logic of the games and solutions:** Teams will press if they believe it increases their probability of winning. If they don't press, it is because the current tactical environment makes it too risky or unrewarding.
- **Proposed solution:** Rather than penalizing the offensive team with a shot clock, the IFF should investigate ways to incentivize and facilitate active pressing. Research should focus on rule adjustments that make aggressive ball-hunting more viable. If the defensive side sees high pressure as a winning strategy, they will execute it naturally, maintaining the game's flow without the need for artificial, stop-and-go mechanics.
- Implementing a shot clock would be a retrograde step. It risks turning elite floorball into a sequence of predictable cycles, increasing passive defensive blocks and disadvantageous conditions for underdogs. To protect the sport's identity as "the fastest game on floor," we must focus on rewarding active defense rather than punishing tactical possession.

Comments from RA:



- Shoot speed meter introduction: Floorball already has extremely fast shots. Showing real-time shot speed: Adds a “wow factor”, Makes powerful shots more impressive, Turns every big attempt into a measurable event
- Rules introduction versus IFF events testing (such as microphones for referees) - testing can happen in smaller events/exhibition events
- Today lack of the option to change the broadcasting quality on iff desktop app is having major influence on the attractivity of the game. In the mobile iff app there is a feature that allows users to force the quality of broadcast. It gives more control for the viewers to adjust the quality to their internet connection. Unfortunately this feature is not accessible on desktop.

Annual report on set event structure for next three years (first edition)

Events 2026							
Date	Event	Country	City	No of teams	No of days	To qualify	Not
8-10.01.2026	WU19 WFCQ AOFC	Australia	Mandurah	4	3		3
13-19.01.2026	WFCQ AOFC	New Zealand	Wellington	10	7		4
24.01.2026	CC Final W	Czechia	Ostrava	2	1		N/A
24.01.2026	CC Final M	Sweden	Falun	2	1		N/A
4-7.02.2026	WFCQ EUR1	Latvia	Liepaja	8	4		3,5
3-7.02.2026	WFCQ EUR2	Latvia	Liepaja	6	5		3
5-8.02.2026	WFCQ EUR3	Slovakia	Trencin	8	4		3,5
4-8.02.2026	WU19 WFCQ EUR	Germany	Berlin	5	5		2
19-21.03.2026	WFCQ AMER	USA	Georgetown TX	2	3		1
6-10.05.2026	WU19 WFC	Italy	Lignano Sabbiadoro & Latisana	16	5		N/A
12-14.06.2026	3v3 WFC	Spain	San Lorenzo de El Escorial	max 48	3		N/A
19-21.06.2026	MU19 WFCQ AMER	USA	Chicago	2	3		1
August	EFC & EFCh	Czechia	Prague	10-12	5-6		N/A
September	MU19 WFCQ EUR1			6	5		2 Both M and W Q this year
September	MU19 WFCQ EUR2			6	5		2 Both M and W Q this year
September	MU19 WFCQ AOFC			5	5		2 Both M and W Q this year
September	WU19 WFCQ AMER			1	0		1 Both M and W Q this year
September	WU19 WFCQ EUR1			6	5		3 Both M and W Q this year
September	WU19 WFCQ AOFC			4	3		3 Both M and W Q this year
September	Africa Cup			8-10	4-5		0
November	WFCQ EUR1			6-8	4-5		3,5
November	WFCQ EUR2			6-8	4-5		3
November	WFCQ EUR3			6-8	4-5		3,5
November	WFCQ AOFC			6	5-6		4
November	WFCQ AMER			2	3		1
5-13.12.2026	WFC	Finland	Tampere	16	9		N/A
Events 2027							
Date	Event	Country	City	No of teams	No of days	To qualify	Not
January	CC Final W			2	1		N/A Final ballot after semifinal
February	CC Final M			2	1		N/A Final ballot after semifinal
February	MU19 WFC	Latvia	Riga	16	5		N/A Both M and W final round this year
May	WU19 WFC	Switzerland	Zurich	16	5		N/A Both M and W final round this year
June	3v3 WFC			max 48	3		N/A
August	EFC & EFCh	Czechia	Prague	10-14	5-6		2 <i>Winners EFC and EFCh promoted 1 level</i>
September	MU19 WFCQ AMER			2	3		1
September	MU19 WFCQ EUR1			6	5		2
September	MU19 WFCQ EUR2			6	5		2
September	MU19 WFCQ AOFC			5-8	5		4
September	Africa Cup			8-10	5-6		0
November	WFCQ EUR1			8	4		3,5
November	WFCQ EUR2			6	5		3
November	WFCQ EUR3			8	4		3,5
November	WFCQ AOFC			10	7		4
November	WFCQ AMER			2	3		1
4-12.12.2027	WFC	Finland	Turku	16	9		0
Events 2028							
Date	Event	Country	City	No of teams	No of days	To qualify	Not
January	CC Final W			2	1		N/A Final ballot after semifinal
February	CC Final M			2	1		N/A Final ballot after semifinal
February	MU19 WFC	Singapore	Singapore	16	5		N/A
June	3v3 WFC			max 48	3		N/A
August	EFC & EFCh	Czechia	Prague	14-16	5-6		2 <i>Winners EFC and EFCh promoted 1 level</i>
September	WU19 WFCQ AMER			2-3	3		1
September	WU19 WFCQ EUR1			5-6	5		2
September	WU19 WFCQ AOFC			10	7		4
September	Africa Cup			8-10	5-6		0
November	Euro Challenge W			10+	5-6		5 Q = To world Trophy
December	WFC	Czechia		16	9		0

Italic equals 'estimate'

Procedures for the scheduling and assignment of referees and referee coaches for IFF events and international matches

Glossary:

Nomination: The process and criteria of becoming an IFF Referee/Coach

Assignment: The fact that an IFF referee/coach is selected to officiate in an IFF event

Appointment: The exact match someone is to officiate or coach at an event

Purpose and Scope

Purpose

The purpose of this document is to establish a transparent, framework for the **nomination, assignment, and appointment** of referees and referee coaches for all events governed by the International Floorball Federation (IFF). It ensures that all respective selection decisions are based on qualification/capability, neutrality, and strategic development, while maintaining the highest standards of integrity and performance across international competitions as set forth by the IFF Central Board (CB) and the IFF Referee Committee (RC).

Scope

This document applies to all IFF-governed events, including but not limited to:

- **Major Events:** World Floorball Championships (WFC), World Trophy and World Games.
- **Qualification and Regional Events:** WFC Qualifications, Continental Championships, Champions Cup and European Challenge.
- **International Week ends:** Friendly tournaments and matches included on the official IFF event list.

The procedures outlined herein govern the responsibilities of the **IFF Referee Committee (RC)**, managing nominations, assignments and appointments of IFF Referees, Head of Referees and Referee Coaches. The IFF Office supports the RC in fulfilling its tasks and responsibilities.

1. Overall Guidelines:

Nomination and Evaluation: Referees and Referee Coaches must be nominated by their respective **National Floorball Associations** and meet all the required IFF criteria as predetermined by the RC to be included in the "official list" validated by the RC and approved by the IFF CB following the RC's proposal. The current nomination period has a cycle of two calendar years (e.g. 01.01.25-31.12.26).

For the avoidance of doubt, IFF Referee or Referee Coach status does not guarantee entitlement for assignment to any IFF tournaments or matches. Such assignments remain at the sole discretion of the IFF RC (see below).

- a) **IFF Referee Committee (RC) Responsibility:** The RC is responsible for the overall selection and assignment of referees and referee coaches for all IFF-governed events, such as the World Floorball Championships (WFC) incl. their qualification events and any

other events of international significance such as the Champions Cup or even friendly tournaments and matches as per the official IFF event list.

- b) The Referee Committee (RC) is responsible for designating the Head of Referees and/or Referee Coaches for each specific event. The designated Head of Referees and/or Referee Coaches are responsible for assigning referees to individual matches, following the operational guidelines issued by the RC and in accordance with the IFF Competition Regulations.

2. Event-Specific Referee Assignments

Initial Assignment Authority and Criteria

The Referee Committee (RC) retains final authority over the assignment of referees, Head of Referees, and, where applicable, referee coaches to all matches in designated tournaments, consistent with IFF Competition Regulations. In making such assignments, the RC considers the following main criteria:

- *Performance and competency level:* Current performance ratings and official classification within the IFF qualification scheme
- *Event classification:* The competitive tier and importance of the tournament, as defined in the IFF qualification scheme.
- *Neutrality requirements:* Prioritizing officials from non-participating nations to ensure impartiality; regional representation considered where neutrality is maintained.
- *Development and rotation of Officials:* Strategic advancement of IFF Referees and Referee Coaches through appropriate match assignments, balancing competitive requirements with professional development objectives.
- *Operational considerations:* Travel costs, regional context, and logistical feasibility, evaluated at the RC's discretion.

The IFF Office sends the availability requests to a web-based template called **Nimenhuuto.com** four months prior to each event or international weekend and the system send an email to all IFF referees and referee coaches. Then they can mark their availabilities to the tournaments.

For the **IFF major events** (incl. WFCs) the responsible function within the IFF RC according to its organizational structure makes the first proposal three and half months prior to the event and the assignments for major events are sent out three months prior to the event. For the major events the nominations are decided by the whole RC.

For **qualification tournaments** and for **the international weekends** the procedure is the same, but the assignments are mainly made two months prior to the event. For such events, the RC may delegate assignment authority to individual function(s) incl. the IFF Office according to its organizational structure

See: IFF RC Assignment Grid (below)

3. Event-specific Match Appointments

Individual match appointments for IFF-governed events remain under the responsibility of the designated Head of Referees in consultation with the respective Referee Coaches and by following respective guidelines as set forth by the RC where applicable.

Tactical exceptions:

Recognizing that unforeseen circumstances may arise during tournament execution, the Head of Referees and/or appointed Referee Coaches are authorized to adjust individual match assignments as operationally necessary, including but not limited to circumstances involving:

- *Injury or illness of assigned officials*
- *Performance concerns identified during the tournament*
- *Scheduling conflicts or logistical complications*
- *Other operational exigencies*

All such adjustments must remain within the framework and principles established by the RC and shall be documented and reported to the RC according to the procedures prescribed in this document.

IFF RC Assignment Sheet for IFF Referees and Referee Coaches

1.1.1 IFF RC-1000-01-01

Event Name	Event	IFF Events	Referee/Coach/Event Name	Referee/Coach	Referee/Coach Photo	Referee/Coach Email	Referee/Coach Phone	Referee/Coach Address	Referee/Coach City	Referee/Coach State	Referee/Coach Zip	Referee/Coach Country	Referee/Coach Date of Birth	Referee/Coach Gender	Referee/Coach Height	Referee/Coach Weight	Referee/Coach Experience	Referee/Coach Comments
2019 IFF World Cup	2019	1	John Doe	John Doe	John Doe	John.Doe@iff.com	555-555-5555	1234 Main St	New York	NY	10001	USA	1/1/1980	M	6'0"	180 lbs	10 years	John Doe is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Jane Smith	Jane Smith	Jane Smith	Jane.Smith@iff.com	555-555-5556	5678 Main St	Los Angeles	CA	90001	USA	2/2/1985	F	5'8"	160 lbs	8 years	Jane Smith is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Mike Johnson	Mike Johnson	Mike Johnson	Mike.Johnson@iff.com	555-555-5557	9012 Main St	Chicago	IL	60601	USA	3/3/1982	M	6'2"	190 lbs	12 years	Mike Johnson is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Sarah Lee	Sarah Lee	Sarah Lee	Sarah.Lee@iff.com	555-555-5558	3456 Main St	San Francisco	CA	94101	USA	4/4/1988	F	5'6"	150 lbs	6 years	Sarah Lee is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	David Kim	David Kim	David Kim	David.Kim@iff.com	555-555-5559	7890 Main St	Seattle	WA	98101	USA	5/5/1983	M	6'1"	185 lbs	9 years	David Kim is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Emily White	Emily White	Emily White	Emily.White@iff.com	555-555-5560	2345 Main St	Portland	OR	97201	USA	6/6/1987	F	5'9"	165 lbs	7 years	Emily White is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Chris Brown	Chris Brown	Chris Brown	Chris.Brown@iff.com	555-555-5561	6789 Main St	Denver	CO	80201	USA	7/7/1984	M	6'3"	195 lbs	11 years	Chris Brown is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Alex Green	Alex Green	Alex Green	Alex.Green@iff.com	555-555-5562	1011 Main St	Phoenix	AZ	85001	USA	8/8/1986	M	6'4"	200 lbs	13 years	Alex Green is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Olivia Black	Olivia Black	Olivia Black	Olivia.Black@iff.com	555-555-5563	4567 Main St	San Diego	CA	92101	USA	9/9/1989	F	5'7"	155 lbs	5 years	Olivia Black is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Noah Gray	Noah Gray	Noah Gray	Noah.Gray@iff.com	555-555-5564	8901 Main St	San Jose	CA	95101	USA	10/10/1981	M	6'5"	205 lbs	14 years	Noah Gray is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Isabella Blue	Isabella Blue	Isabella Blue	Isabella.Blue@iff.com	555-555-5565	2109 Main St	San Antonio	TX	78201	USA	11/11/1990	F	5'5"	145 lbs	4 years	Isabella Blue is a former professional soccer player and has extensive experience in refereeing.
2019 IFF World Cup	2019	1	Liam Red	Liam Red	Liam Red	Liam.Red@iff.com	555-555-5566	5432 Main St	San Jose	CA	95101	USA	12/12/1980	M	6'6"	210 lbs	15 years	Liam Red is a former professional soccer player and has extensive experience in refereeing.

Tactical Exceptions Process

Any tactical exceptions must be approved by the Head of Referees and reported to the RC.

Any tactical exceptions must be approved by the Head of Referees and reported to the RC.

Any tactical exceptions must be approved by the Head of Referees and reported to the RC.

Proposal for creating a lower levels coaching educations to be provided for developing countries (Introduction and Foundational Coaching Levels)

Prepared by: IFF Coaching Education Structure Committee, based on CB task
Date: 12/02/2026
For: IFF Central Board

1) General

The Coaching Education Structure Committee has built a proposal for a new concept for the elementary and lower level coaching education for developing floorball countries and/or new Floorball groups. The approach chosen is to divide the Basic Floorball coaching module into two introduction level educations with a New Player and a Floorball Leader education.

The New Player education is directed mainly to new floorball players and/or their parents and works as a base for any level of Floorball technical learning. This will be a full online course, based on videos. It can also help any person wanting to start working with any floorball groups.

The Floorball Leader education which is a compliment to and building on the New Player education, consisting of both a online and on-site part. The approach here is that the onsite part of the New Leader education can be educated by a local instructor, that has been certified by the IFF

2) The Updated IFF Coaching Education Model 2026

The IFF has in 2024 created a Structure for its Coaching Education which now has been updated and included with some more lower-level caching educations. The whole structure is presented ion the table below.

Structure for IFF Coaching Education Model 2026

	New Players	Floorball Leader	Foundational Floorball Coaching	Advance Floorball Coaching	Floorball Elite Coach
Title					
Scope	How to get started	How to coach new players & juniors	Coaching a team	Goal-oriented Team Coaching	National Team Coach
Level	Introduction	Introduction	Foundational	1	2
Days	Self-service	1	2	3	5 (2,5+2,5)
Theory	1 hour	3h	9 h	14 h	24 h
Practical	Self-service	5h	8 h	10 h	16 h
Participant Nr	N/A	NA	Min 15 - Max 35	Min 15 - Max 30	Min 10 - Max 20
Entry requirement	None	No	1 year floorball experience/Min 16 years	2 year floorball experience/Min 18 years	Level 1 /At least 5 year coaching
Participation fee	Free	30-50 EUR (Free?)	30-50 EUR	Free if no debts to IFF	Free if no debts to IFF
Format	Videos / Online	Videos / Online / Onsite	Online/Onsite	Onsite	Onsite
Materials	Videos / Online		Materials behind a sign-in audit only		
Exam	No	No	Plan a training for 3 h	Plan a period plan 4-8 weeks	Season plan
					Game leadership evaluation

The IFF has since 2005 provided over 50 Coaching educations, but until the creation of the Coaching Education Modules, mainly provided just a basic level education, which has been somewhere in-between the new Foundational level and the new Level 1 education. In 2025 IFF run a first Level 1 (Advanced Floorball Coaching) course in Singapore, based on the new materials created. The materials for the Foundational Level and Advanced Level 1 have been updated during 2025. The evaluation of the basic materials created in the EFT countries, might still change to content of the Foundational Floorball Coaching module.

3) The proposed content for the lower level education modules

The content of the two new modules and the updated Foundational Coaching education are described here below.

New Players
• Free online material available to all coaches and players. (Maybe require registration?) • Floorball Leaders can refer new players to this material. • It is structured as if you were introducing floorball to a new group of people. • Videos will have a voice over so they can be translated / localised into many languages. • Final topics may change after reviewing existing content in Basic Education (SWE), Spark for Floorball (Finland) and Introduction (CZE)
• This is Floorball (https://www.youtube.com/watch?v=erB_FWi9-T8 0:00 - 2:14) - Need to be updated with WFC 2025 • How Floorball is played (I think the importance of substitution / taking turns and passing is lost in many new countries. I think these are valuable principles for success in floorball that should be introduced in the beginning) ○ Two teams trying to score goals ○ We play fast and substitute often (fast running and examples of line changes) ○ Possession game – Passing is important (exciting examples of moving and passing, one-time shots) • Basic rules (Simple video examples) ○ You CAN • Use both sides of the stick • Play left or right-handed • Use your feet to play and pass the ball an unlimited amount of times • Make physical contact with an opponent but ONLY shoulder to shoulder to contest the ball (however in the beginning we recommend restrict physical contact for safety) • Use your body to protect the ball ○ You CANNOT • Kick a goal

- Play the ball with your head
- Play the ball with your hands
- Play the ball while jumping
- Play the ball while lying on the ground
- Play the ball with your stick above your knees
- Hit an opponent's stick
- Hit or hook an opponent with your stick
- Put your stick between an opponent's legs
- Push an opponent other than shoulder to shoulder
- Deliberately obstruct an opponent
- **Floorball equipment**
 - Ball and goals, rink if possible or play off the walls
 - Fields players will need a stick, indoor shoes, shorts shirt
 - Goalkeepers (if you have them) do not have a stick, face mask and long pants
- **How to hold a stick**
 - Are you left or right? Usually the dominant hand is on top, stick held across the body with the other hand further down the shaft
 - It should be possible to play the ball forehand or backhand without changing the grip.
- **Basic Stick handling** (<https://www.youtube.com/watch?v=0ztyttPqwol> 14:39 – 21:20)
 - Break into smaller clips
 - Start slow with head up / correct technique, then increase speed
- **Passing** (<https://www.youtube.com/watch?v=0ztyttPqwol> 0:00 – 14:38)
 - Break into smaller clips
- **Shooting** (<https://www.youtube.com/watch?v=TJsmWcbBRHI> 1:00 – 10:02)
 - Break into smaller clips
- **Basic Situations - 1v1, 2v1, 3v2** (<https://www.youtube.com/watch?v=TJsmWcbBRHI> 10:03 – 21:19)
 - Maybe this is too much, but new players may find value in these topics to progress.
- **Now to start playing**
 - Round up some friends
 - Find a space (20m x 10m or bigger)
 - Throw in sticks to make teams
 - Have fun. (We recommend adapting the rules to encourage passing, safety and make it safe for people to develop.)

Bonus material (add later)

- **Regular video updates on tricks and tips**
- **Skill challenges**

Floorball Leader

- Intended to compliment and build upon the Floorball Player material. (Pre-requisite floorball understanding)
- Mix of Online (IFF trainers) and Onsite (IFF trainers or accredited locals) training.
- May offer different coaching modules for children/youth and junior/senior like Swedish Basic Education.
- Formats: 3v3, 3v3+GK, 4v4+GK
- Adapt rules for skill development and progression
- Final topics may change after reviewing existing content in Basic Education (SWE), Spark for Floorball (Finland) and Introduction (CZE)

Online (3 hours)

- **Coach Role**
 - Safe, Fun & Inclusive
 - How you present
 - How you engage
 - How you Lead
- **Coaching Objectives**
 - Build confidence
 - Develop sport skills
 - Promote belonging
 - Encourage engagement
 - Develop life skills
- **Game formats**
 - 3v3, 3v3+GK, 4v4+GK
 - 5v5+GK next training
- **How to structure a training session** – Session introduction, Warm-up, Games, skill and fitness activities, cool down, review
- **Gather information and set goals**
- **Different developmental needs**
 - LTAD
- **Organising a session**

Onsite (5 hours)

- **Session introduction / objectives**
- **Tips for demonstrating a skill**
- **Conducting a session**
- **Organising a group**
- **Warm-up examples (mini-games or dynamic)**
- **Practical session**
 - How to hold a stick
 - Basic Stick handling
 - Basic Floorball Rules (incorporate into training)
 - Can use feet
 - Can use both sides of the stick

▪ Can use shoulder to shoulder ▪ Can protect the ball ▪ Cannot play the ball above knee level ○ Passing ○ Shooting ○ Basic Situations - 1v1, 2v1, 3v2 ○ Goalkeeper basics (if needed) • How to adapt games / drills • Play some short matches • Cool down / Review
Bonus material (add later) • Communication / Psych Safety • Code of Conduct • Glossary • Knee Control (Videos and exercises) • Resources – Mini-games • Fundamental Movement Skills • Building a cohesive player group

Foundational Floorball Coaching
• Intended to compliment and build upon the Floorball Leader material. (Pre-requisite Online component) • Mix of Online (IFF trainers) and Onsite (IFF trainers or accredited locals) training. • Formats: 5v5 + GK • Final topics may change after reviewing existing content in Step 1 Red (SWE), SBV 1 Education (Finland) and Basic Coach (CZE)
Online • Glossary (Expand on this and add terms to every level?) • Coach Role • Coaching Objectives • Floorball Principles (Game basics) • Basic floorball rules (IFF Rules of the Game) • Floorball Analysis • Essential Skills progression – Stationary, Moving, Moving under pressure • Strength & Conditioning fundamentals ○ Strength training fundamentals ○ Speed training fundamentals ○ Energy system fundamentals ○ Flexibility / Mobility ○ Recovery • Individual Player roles

- **Basic situations - 1v1, 2v1**
- **Phases of the game (How to build the game)**
- **Structures and principles**
- **Full Range Leadership Model**

Onsite - 1

- **Session introduction / objectives**
- **Tips for demonstrating a skill**
- **Conducting a session**
- **Organising a group**
- **Warm-up examples (mini-games or dynamic)**
- **Practical session**
 - Basic Floorball Rules (incorporate into training)
 - Can use feet
 - Can use both sides of the stick
 - Can use shoulder to shoulder
 - Can protect the ball
 - Cannot play the ball above knee level
 - Passing
 - Shooting
 - Goalkeeper basics (if needed)
- **How to adapt games / drills**
- **Play some short matches**
- **Cool down / Review**

Onsite – 2

- **Session introduction / objectives**
- **Warm-up**
- **Strength & Conditioning Fundamentals**
 - Strength training fundamentals
 - Speed training fundamentals
 - Energy system fundamentals
 - Flexibility / Mobility
 - Recovery
- **Sample S&C training**

Onsite – 3

- **Session introduction / objectives**
- **Warm-up**
- **Practical session**
 - Basic Situations - 1v1, 2v1, 3v2
 - Training phases of the game
 - Training structures and principles

4) Next Steps

After the IFF CB approval of the proposal for the content of the lower level educations the Coaching Education Structure committee will prepare and finalise the materials for the New Player and the New Leader educations.

The time table is to have the basic material ready by June 2026, so that the educations could be tested in September 2026 and fully launched in October-November 2026.

For the Foundational Floorball Coaching the process will take a little longer and the plan is to have the updated material ready by the end of 2026, after the analysis of the EFT country Introduction materials.

Strategy for Referee Development within the International Floorball Federation

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Appendix

KPI(s)

- **Purpose and vision**

The primary mission of the committee is to strategically direct and oversee the development, management, and quality of refereeing within the IFF. This includes the establishment of standards, education and training, operational procedures, and the promotion of excellence and professionalism in officiating, while fostering collaboration to advance floorball.

The goal here is to set up a solid, long term plan for improving referees in floorball, which will help the sport grow, gain respect, and stay fair all over the world. In five years, the IFF wants to have a well-known, strong, and welcoming referee system that provides top-notch officiating at every level as well as offers a clear, appealing route for referees.

A) Where are we now?

- Referee development is uneven across member associations, with different standards, resources, and approaches.
- Too reliant on the top four countries or in specific actions organized by the RC in collaboration with some organizers or by request from members
- Education, spotting talent, and assessing how well people do things aren't the same everywhere, and planning for the future isn't always easy.

B) Where do we want to get (in 5 years)?

- A straight forward worldwide plan for referee training is recognized and put into action by every member group.
- Refereeing is seen as a key strategic element, with clear routes from local to global stages.
- Referees are in a nurturing setting that appreciates their game, health, and moral conduct.

C) How do we want to get there?

- Align the IFF Referee development Framework with the broader IFF strategy.
- Make sure we're clear on who's in charge, what they're supposed to do, and how they'll report back on referee training.
- Set up a clear strategy for teaching, career routes, managing achievements, and keeping in touch.

- **Structure and Governance**

A) Where are we now?

- The IFF Referee Committee and national referee structures lead most activities, but mandates and interfaces are not always explicit.
- Referee stats on how many there are, how long they stay, and how well they do are not clear. We do not have a statistic open system nor data from members.

B) Where do we want to get (in 5 years)?

- At IFF, continental, and national levels, roles and responsibilities are clearly defined and well-documented.
- Data-informed decision-making based on regular reporting and analysis.

C) How do we want to get there?

- Approve and publish a governance model for referee development (mandates, decision-making, accountability).
- Let's get everyone on the same page by collecting and sharing data regularly.
- Keep regular strategy talks going between IFF RC and the national referees' responsables.

(practical actions - examples)

- *Draft a concise policy outlining the responsibilities of the IFF Referee Committee, continental confederations, and national associations in the training and selection of referees (who/how provides education, who/how selects, who/how assesses)*
- *Get the green light from the central Board and send out a formal heads-up to all the member groups.*
- *Establish a group for the development of IFF Referee guidelines.*
- *Select 5 to 7 people (including representatives from the RC, continental reps, and 2 to 3 national referee leaders).*
- *Get the ball rolling on the plan, set some benchmarks, keep an eye on how things are going, and give the RC / CB the lowdown.*
- *Bring in simple, consistent data reporting methods.*
- *Each member group needs to send in their numbers once a year: active referees by level and gender, age breakdown, new referees count, drop-outs, and main events (courses, seminars)*
- *Provide a simple template and deadline; consolidate the data into an annual "Referee Development Overview" for the RC and CB.*

- **Education and Training**

A) Where are we now?

- Education systems vary from solid, organized programs to spontaneous, on-the-fly courses.
- Access to top-notch, consistent materials and teachers isn't the same everywhere.

B) Where do we want to get (in 5 years)?

- A typical route for becoming an international referee with clear stages and goals.
- Blended learning, combining face-to-face and online methods, is available for all members.

C) How do we want to get there?

- Create a training program for IFF referees, outlining the necessary skills and tests at each stage
- Establish an online platform with core modules (rules, game management, fitness, communication, mental skills).
- Get together a global team of expert referees and mentors.

(practical actions - examples)

- *Develop the IFF referee Training Pathway*
- *Define 3–4 tiers (e.g Level 1 – beginner, Level 2 – national, Level 3 – global, Level 4 – top-tier)*
- *For each level, list: required knowledge (rules, interpretations), practical skills (positioning, communication), and minimum match experience.*
- *Craft essential learning resources.*
- *Get a small team together (including teachers and active referees) to create standard slides, videos, case studies, and short quizzes for each level.*
- *Make all materials available via a central online library, with guidelines on how national associations can adapt/translate them.*
- *Launch an IFF e-learning platform, accessible to all stakeholders.*

- Start with a basic structure: rules modules, video situations with quizzes, short modules on game management and communication.
- All refs must finish some online courses before they can go to an IFF event or move up in rank
- Create a global teaching team.
- Identify 10–15 experienced referees/coaches from different regions.
 - Run an annual “IFF Referee Instructor Course” (online or hybrid) to train them in educational methods and consistent interpretations.
 - Use this group to deliver IFF-branded courses at events and in regions needing support.

- **Pathways, Talent Identification, and Performance**

A) Where are we now?

- Pathways to international level are not always transparent or understood.
- Talent identification and performance follow-up are often informal and dependent on local networks, without a knowledge from the RC.

B) Where do we want to get (in 5 years)?

In 5 years, we're aiming for a clear roadmap from the starting point to top-tier international refereeing. We'll have a structured way to spot and assess talent, all tied to our growth strategies.

C) How do we want to get there?

Define and communicate a standard Referee Pathway Model aligned with competition levels and education stages.

- Implement standard performance evaluation tools and referee coaching at IFF events.
- Launch regional and international talent programmes with mentoring and targeted appointments.

(practical actions - examples)

- Create and publish a clear Referee Pathway Model
- Create a simple diagram showing steps: local league → national level → IFF regional events → world-level events.
- Define the criteria for each step: education level completed, performance evaluations, language skills, fitness tests, and behaviour.
- Standardise performance evaluation at IFF events.
- Develop a one-page evaluation form with clear categories (rules knowledge, positioning, communication, teamwork, control, cooperation with game officials).
- Train referee coaches on how to use the form consistently.
- After each IFF event, provide written feedback and a short development summary to every referee.
- Introduce structured talent programmes.
- Select a small group of “IFF Talent Referees” each year (e.g. 10–20 referees identified through evaluations and nominations).
 - Offer them: mentoring by experienced international referees, additional online workshops, and targeted appointments to higher-level games.
 - Set clear expectations and timelines for progress (e.g. two-year talent cycle with mid-term review).
- Use data to guide appointments and development.
 - Maintain a confidential database with referees' evaluations, course attendance, fitness test results, and languages.
 - Use this database to plan appointments and to identify who needs extra support or who is ready for promotion.

- **Recruitment, Retention, Diversity, and Well-Being**

A) Where are we now?

- Many associations face challenges in recruiting and retaining referees.
- The referee community does not fully reflect the diversity of the global floorball family.

- Referees may experience pressure, criticism, and limited recognition.

B) Where do we want to get (in 5 years)?

In 5 years, we're aiming for a steady stream of new referees and better retention, particularly at crucial stages. We also want to see more variety in terms of gender, age, and location among our referees and their leaders.

C) How do we want to get there?

- Support recruitment initiatives, especially targeting young people and under-represented groups.
- Promote and enforce codes of conduct and zero-tolerance policies for abuse of officials.
- Integrate well-being and ethics into education, and encourage mentoring and peer support structures.

(practical actions - examples)

- *Support recruitment campaigns.*
- *Develop ready-to-use digital materials (short videos, social media graphics, sample texts) that associations can customise in their own language.*
- *Highlight positive referee stories and role models, especially young officials and women.*
- *Provide a "start-up kit" for new referee programmes.*
- *Prepare a practical guide for associations on how to run an introductory referee course (content, duration, organisation, follow-up).*
- *Include simple tools: registration forms, feedback forms, checklists for organisers.*
- *Strengthen protection and respect for referees*
- *Adopt and promote an "IFF Code of Conduct for Behaviour towards Match Officials" to be used by all competitions under IFF regulations.*
- *Encourage national associations to adopt similar codes and clear sanctions for abuse (verbal, physical, online).*
- *Integrate well-being and mental skills into education.*
- *Include specific modules on dealing with pressure, conflict management, recovery, and work-life balance in the education curriculum.*
- *Promote informal peer-support networks (e.g. online groups or regular check-in meetings for referees at major events).*
- *Ask associations to report gender and age distribution of referees annually.*
- *Encourage associations and the IFF to set realistic targets for increasing the proportion of women and younger referees, and to track progress.*

• Communication, Collaboration, and Monitoring

A) Where are we now?

- Communication with referees and national associations on development matters is irregular.
- Good practices and learning are not systematically shared.

Communication with referees is mainly event- and process-driven, focusing on nominations, assignments and operational information. While key information is generally delivered in time and tools such as the availability system already support planning and preparation, the nomination process and development pathways are not always perceived as fully transparent. In particular, referees do not consistently receive clear guidance on the criteria behind nominations or on how to actively work towards assignments at higher-level events.

B) Where do we want to get (in 5 years)?

Communication with referees should be transparent, predictable and development-oriented. Referees should clearly understand not only *when* and *where* they are appointed, but also *why* nominations are made and what competencies, performances and behaviours are expected for progression.

Within the context of the new 7-Event Structure, referees should perceive a clear and motivating pathway that allows them to prove themselves at different event levels and progress towards top-level tournaments.

C) How do we want to get there?

By further standardising communication processes and clearly defining nomination principles, development criteria and timelines.

This includes aligning terminology across all referee-related documents, strengthening early information sharing, and explicitly linking referee development pathways to the different event levels within the new 7-Event Structure.

Transparent communication of expectations and progression opportunities will support motivation, fairness and long-term referee development.

(practical actions - examples)

- *Establish regular communication channels.*
 - *Create a quarterly “IFF Referee Bulletin” sent to national referee leaders and published on IFF channels (updates on rules, education, appointments, opportunities).*
 - *Maintain a dedicated section on the IFF website with all referee-related documents, news, and educational links.*
- *Run regular online meetings*
 - *Organise at least two online meetings per year with national referee leaders to share updates, collect feedback, and discuss common challenges.*
 - *Use these meetings to present data, highlight good practices from different countries, and align interpretations.*
- *Organise an IFF Referee Development Conference .*
 - *Every 2–3 years, hold a conference (physical or hybrid) bringing together instructors, referee leaders, and selected referees.*
 - *Focus on key topics: new rules, education methods, use of technology, and strategic priorities.*
- *Implement a 5-year action plan with milestones*
 - *Break the strategy into annual priorities (e.g. Year 1: governance + basic data; Year 2: curriculum + online platform; Year 3: talent programmes; etc.).*
 - *For each year, define 3–5 concrete deliverables (documents, courses, systems) and assign responsible persons or bodies.*
 - *The Referee Development Working Group submits a short annual report: progress against milestones, key data, challenges, and recommendations.*
 - *Use this report to adjust the plan and re-prioritise actions when needed.*

APPENDIX

A - Integrating new technologies and AI-driven tools.

B - Creating an environment that ensures growth through strategic budget management.

A.Digitalization and technology

Objectives: Leverage AI, data science, and wearable tech to enhance referee accuracy and learning.

Key Actions:

- 1) Deploy Ref Review AI platform for post-match decision analysis;
- 2) Pilot wearable sensors for movement heatmaps and audio pattern detection;
- 3) Build digital game simulation lab for immersive rule testing and judgment training;
- 4) Integrate with IFF Match System for automatic data syncing.

B.Finance and Resource Mobilization

Objectives:

- 1) Build a financially sustainable referee development framework;
- 2) Mobilize global and regional co-financing.

Key Actions:

- 1) Establish the "IFF Referee Development Fund" with donor transparency dashboard.
- 2) Co-develop national development fund applications with member associations.

KPI(S)

5 year roadmap - Key Performance Indicators (KPIs)

Year 1: Foundation

Strategic Focus: Governance & Data Baseline

Examples:

1. Referee Development Working Group (RDWG) formally established and operational.
2. Governance Policy for Referee Development approved and published.
3. Simplified annual data reporting template distributed to all MAs, with >80% return rate.
4. First global online seminar for National Referee Leaders conducted.

Primary Responsible Body: IFF Central Board (CB), IFF Referee Committee (RC), RDWG

Success Indicators: Clear decision/reporting lines established; baseline data obtained.

Year 2: Framework Development

Strategic Focus: Education System Standardization

Examples:

1. *IFF Referee Training Pathway* (1-4 levels) official document released.
2. Core teaching modules (Levels 1-2) developed and launched on a beta platform.
3. First cohort of Global Instructors certified.
4. Standardized game assessment form mandated for all IFF official events.

Primary Responsible Body: RDWG, member of RC in charge of Education

Success Indicators: Deployable standardized curriculum and assessment tools are available.

Year 3: Piloting & Deepening

Strategic Focus: Talent Identification & Pilot Programs

Examples:

1. "IFF Referees of the Future" pilot program launched, selecting 15-20 referees.
2. E-learning platform fully launched, integrated with basic rules certification.
3. Code of Conduct for Referees and Policy against Abuse of Officials published.
4. First IFF Referee Development Summit held.

Primary Responsible Body: IFF (RC), RDWG, Member Associations

Success Indicators: A complete small-scale cycle of identification, training, and evaluation is formed.

Year 4: Scaling & Integration

Strategic Focus: System Roll-out & Inclusivity

Examples:

1. Successful pilot models packaged into a "Development Toolkit" for MAs..
2. Platform expanded with advanced modules (mental skills, game management).
3. First Global Referee Development Data Report published, analyzing trends/gaps.
4. Encouragement metrics for female and young referee promotion defined.

Primary Responsible Body: IFF office ,RDWG , Continental Confederations

Success Indicators: Key tools and concepts are widely adopted; data-driven decision-making is routine.

Year 5: Consolidation & Review

Strategic Focus: System Solidification & Iteration

Examples:

1. Comprehensive final review of the first 5-year strategy conducted.
2. Next 5-year strategy drafted based on data and analysis.
3. Stable international pool of instructors, mentors, and assessors established.
4. Referee development system fully integrated into talent flow for IFF's new event structure.

Primary Responsible Body: IFF CB ,IFF RC , External Review Consultant

Success Indicators: A self-renewing, sustainable global referee development ecosystem is in place.

Prepared by: IFF Event Committee, based on year plan 2025/2026
Date: 14/02/2026
For: IFF Central Board

1. Purpose

The purpose of this policy is to establish a clear, transparent and enforceable framework for the preparation and delivery of IFF events, ensuring:

- consistent quality across event tiers
- efficient cooperation between IFF and organisers
- early identification and management of risks
- ability of IFF to intervene where necessary

This policy complements the IFF Organiser Regulations and the organiser agreement by defining a structured approach to event preparation monitoring, risk management and reporting. In case of conflict, the organiser agreement and applicable IFF Regulations prevail.

2. Scope

This policy applies to:

- all events organised by contractual agreement between the IFF & an appointed host association
- all Local Organising Committees (LOCs),
- all relevant IFF bodies involved in event delivery.

This policy does not introduce additional contractual obligations but provides a common framework for how existing requirements are monitored, assessed and reported.

3. Guiding Principles

1. Clarity

Requirements, responsibilities and deadlines must be clearly defined and visible to organisers.

2. Proportionality

The scope of requirements and reporting depends on the tier of the event.

3. Efficiency

Existing tools and structures shall be used; unnecessary duplication shall be avoided.

4. Transparency and Accountability

Progress, risks and delays must be visible at all times.

5. Enforceability

IFF retains the right to intervene if agreed requirements are not fulfilled.

4. Event Tiers and Requirements

IFF events are divided into tiers (Tier 1–4).

Each tier defines minimum requirements, reporting scope and frequency and level of IFF oversight.

- Tier 1 = Adult WFC
- Tier 2 = U19 WFC
- Tier 3 = EFC
- Tier 4 = Qualification events

4.2 Tier-Based Application

- Tier 1 – full reporting scope, regular oversight, mandatory escalation
- Tier 2 – reduced scope, structured monitoring, escalation if risks arise
- Tier 3,4 – simplified scope, guidance-focused approach

5. Roles and Responsibilities

For each event, responsibilities shall be defined per functional area.

Each area must have:

- one responsible person from the LOC
- one designated contact person from IFF

Responsibilities shall be documented and agreed at an early stage of the event preparation.

5. Event Preparation Timeline

IFF provides tier-specific master timelines including preparation phases, milestones, and deadlines.

Deadlines are defined as fixed (contractual or regulatory) or agreed jointly between IFF and LOC.

7. Event Management Tool

7.1 Official Tools/Collaborative Environment

IFF uses an official event management tool (Eventello or equivalent) as the primary operational platform for event preparation and delivery.

The tool serves as:

- the single source of information
- the event task management tool
- the basis for monitoring and escalation

- the workspace for event-related documents and communication

For each event, the IFF, in cooperation with the LOC, also establishes an online file sharing environment enabling collaborative work on documents.

7.2 Standard Event Areas

The event management tool defines standard Event Areas structured into operational and governance categories, including but not limited to:

- *Governance, Compliance & Control*
- *Planning, Monitoring & Risk Management*
- *Financial & Commercial Management*
- *Sporting Operations & Sport Integrity*
- *Venues & Event Operations*
- *Teams & Officials Services*
- *Media, Broadcasting & Communications*
- *Ceremonies, Events & Fan Experience*
- *Sustainability & Legacy*

Each Event Area contains detailed operational sub-areas (e.g. accreditation, accommodation, ticketing, security, competition, broadcasting, etc.), which are managed within the platform as tasks, milestones and deliverables.

IFF may adjust the required areas depending on the event tier.

8. Reporting System (Traffic Light Model)

8.1 Reporting Obligation

Local Organising Committees (LOCs) are required to maintain up-to-date operational information in the official event management tool (Eventello or equivalent), or in simplified reporting formats when approved by the IFF, for all assigned Event Areas.

This includes:

- regular updates of individual tasks,
- timely comments on progress, risks and dependencies,
- and early flagging of potential issues.

The **frequency of reporting** is defined by IFF based on the event tier and event phase.

LOC reporting provides the operational input on which readiness and risk assessments are based.

8.2 Traffic Light Statuses (Event Area Level)

Each Event Area (see *section 7.2*) shall be assigned **one overall traffic light status** as an **Event Area readiness and risk assessment**.

The Event Area status:

- represents a **managerial assessment**
- is based on task information, risks, dependencies and overall impact
- is **not automatically generated** by the event management tool

The following statuses apply:

Green

The event area is on track.

Key requirements and milestones are met or are expected to be met within agreed timelines.

No unresolved risks with potential impact on event delivery are identified.

Yellow

A risk has been identified that may affect future delivery, milestones or deadlines.

The situation requires attention and monitoring but is currently considered manageable.

Red

A critical issue exists.

A key requirement is not fulfilled, a deadline has been missed, or the risk threatens event delivery, event quality or IFF reputation.

8.3 Relationship to Task-Level Indicators

Traffic light indicators generated automatically at **task level** in the event management tool reflect task progress and deadline status only.

These task-level indicators:

- support operational monitoring
- act as early warning signals
- but **do not represent the official event readiness or risk status**

The official traffic light status at **Event Area level** may differ from individual task-level indicators and is determined through managerial judgement.

8.4 Mandatory Reporting Content (Event Area Level)

For each Event Area (see *section 7.2*), the following information must be provided:

- Event area traffic light status (**Green** / **Yellow** / **Red**)
- Short explanatory comment summarising the current situation
- Next key milestone or deadline

For **Yellow** and **Red** statuses, the following additional information is mandatory:

- clear description of the issue or risk
- proposed corrective or mitigating actions
- revised timeline or next review point (if applicable)

8.5 Responsibility for Status Assessment

- LOCs are responsible for providing **accurate and timely operational input** through the event management tool.
- The **IFF Representative** is responsible for:
 - assessing the event area status
 - assigning the official traffic light
 - and triggering escalation where required

9. Monitoring and Meetings

9.1 Regular Monitoring

IFF monitors the preparation and delivery of each event on a **continuous basis** using the **official monitoring and reporting mechanism defined for the event**.

The monitoring mechanism:

- is determined by IFF based on the event tier, scope and risk profile
- ensures visibility of event readiness, risks and upcoming milestones
- supports timely escalation where required

For higher-tier events, monitoring is primarily conducted through the official event management tool.

For lower-tier or development events, monitoring may be conducted through **simplified reporting formats** (e.g. templates, structured summaries or regular coordination calls), as defined by IFF.

Regardless of the tools used, the **minimum reporting and monitoring requirements defined in this policy remain applicable**.

9.2 Meetings

Regular meetings between IFF and the Local Organising Committee (LOC) are held to:

- review event readiness and risks
- discuss **Yellow** and **Red** event areas as well as **Green** areas with an important impact
- agree on corrective or mitigating actions
- align on upcoming key milestones between IFF and LOC

The **frequency, format and participants** of meetings are determined by IFF based on the event tier and phase.

Meetings shall:

- follow a predefined agenda
- focus on areas requiring attention
- result in clear follow-up actions where necessary

9.3 Focus and Documentation

Meeting discussions and outcomes shall be aligned with the official monitoring and reporting mechanism used for the event.

Key outcomes, decisions and agreed actions shall be:

- documented in the relevant reporting or monitoring system
- linked to the affected event areas
- and reflected in subsequent status assessments

10. Escalation and Intervention

10.1 Escalation Rules

- **Green**

No action required beyond routine monitoring.

- **Yellow**

Issue must be discussed at the next scheduled meeting and mitigation measures agreed.

- **Red**

Automatically triggers:

- a mandatory follow-up meeting,
- a formal corrective action plan,
- closer IFF oversight of the affected area.

10.2 IFF Intervention

If **Red** status persists or critical risks remain unresolved, IFF may:

- require additional corrective measures
- temporarily assume responsibility for specific areas
- apply measures in accordance with the event agreement

11. Reporting to IFF Central Board

11. Reporting to IFF Central Board

Reporting to the IFF Central Board is based on aggregated traffic light status information.

Detailed operational reporting remains within the event management tool.

11.1 Principle of Tier-Based Reporting

Reporting to the IFF Central Board follows the principle of proportional oversight.

The scope, level of detail and frequency of reporting depend on the event tier and the assessed risk level.

11.2 Reporting Scope per Event Tier

Reporting scope is determined based on the event area traffic light status (*see section 8*).

Tier 1 – Strategic Oversight

The Central Board receives regular updates including:

- overall event readiness status and trend development
- all **Yellow** and **Red** Event Areas
- major milestone risks
- financial exposure and reputational risks

Tier 2 – Risk-Focused Reporting

The Central Board is informed when relevant:

- overall event readiness status
- **Red** Event Areas
- significant **Yellow** areas with escalation potential
- issues requiring guidance

Tier 3–4 – Exception-Based Reporting

Events are reported to the Central Board only if:

- a **Red** status occurs
- IFF intervention may be required
- contractual or reputational risk exists

11.3 Immediate Escalation

Regardless of the event tier, the Central Board shall be informed without delay if:

- event delivery is at risk
- contractual obligations may not be fulfilled
- safety or sport integrity is threatened
- IFF reputation may be significantly affected

12. Knowledge Sharing and Support

IFF supports organisers by providing:

- best practice examples from previous events
- guidance appropriate to the event tier
- onboarding support for new organisers

13. Link to Bidding Process

Requirements, reporting obligations and timelines defined in this policy shall be communicated already during the bidding process.

By accepting an IFF event, the organiser commits to complying with this policy.

IFF ACQUISITION STRATEGY

THOUGHTS/METHODS
FOR OBTAINING
FINANCIAL SUPPORT WORLDWIDE

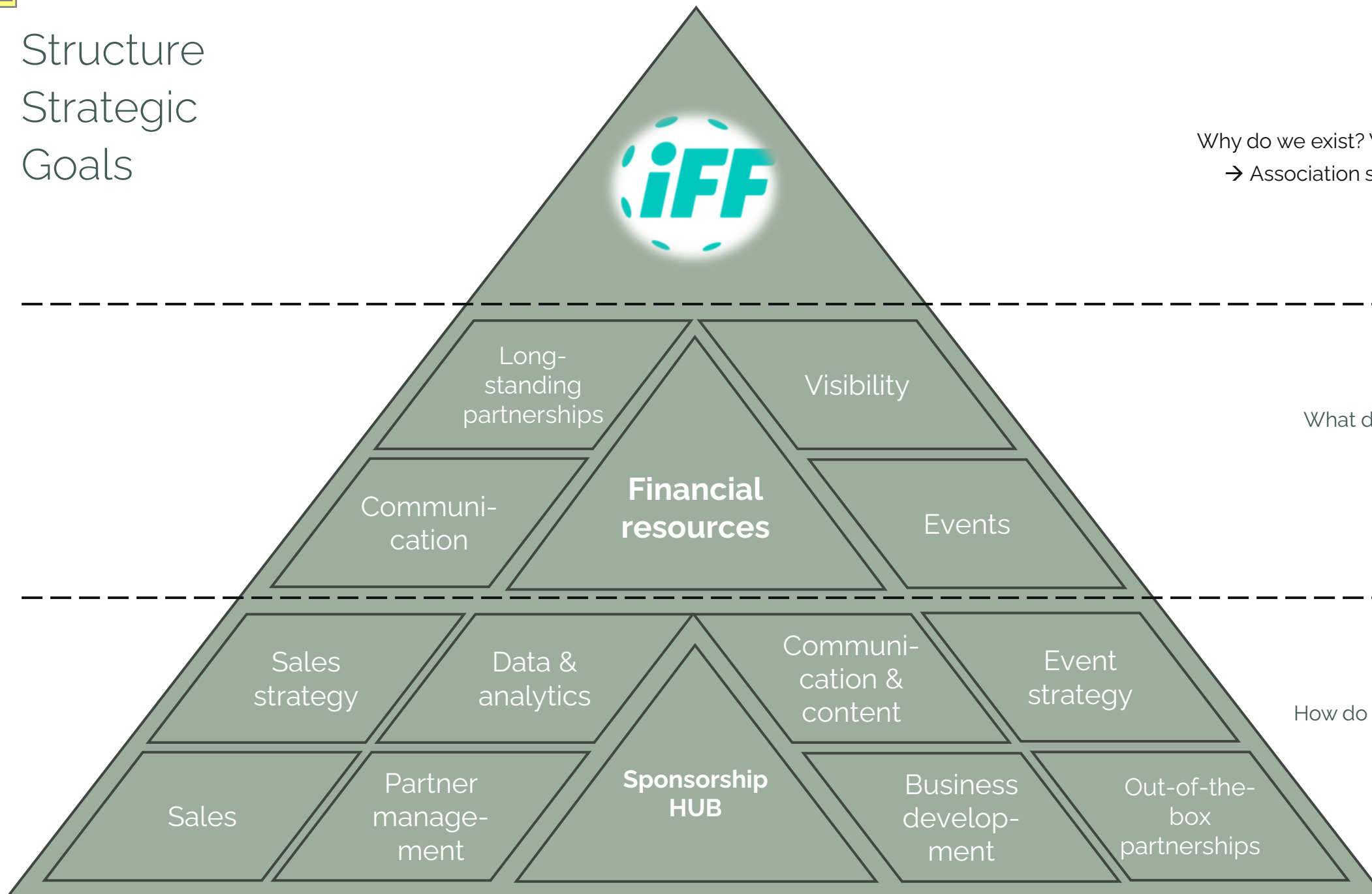


Key questions

- HOW CAN THE SEARCH FOR SPONSORS BE PROFESSIONALIZED?
- SHOULD COOPERATION WITH ANOTHER EXTERNAL AGENCY BE CONSIDERED?
- HOW CAN THE ASIAN MARKET BE DEVELOPED?
- HOW SHOULD THE VARIOUS MARKETS BE DEVELOPED? CENTRALLY OR DECENTRALLY?



Structure Strategic Goals



Why?

Positioning/Image

Why do we exist? What do we stand for?

→ Association strategy / Top strategy

What?

Goals

What do we want to achieve?

→ Core strategy

How?

Support

How do we achieve our goals?

→ Functional strategy



PROFESSIONALIZATION OF SPONSOR SEARCH



Establishment of a central sponsorship hub and professionalization measures

1. Central sponsorship hub (see next slides)

A central hub efficiently bundles and professionalizes all sponsorship activities (including TV rights) of the International Floorball Federation (IFF).

2. Data-based sponsor search

CRM systems record and evaluate potential sponsors for targeted approach and analysis (cooperation with EFT nations)

3. Standardized sponsorship packages

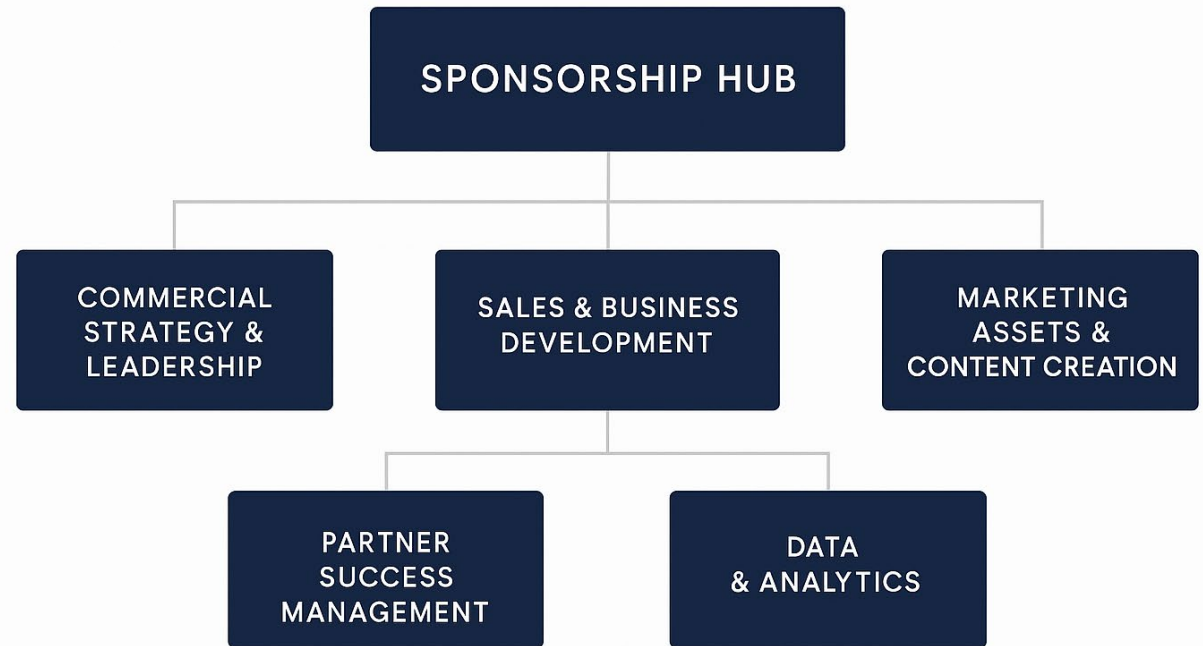
Flexible packages offer clear service scopes and can be adapted to global and regional partners.

4. Transparent sponsorship process

A clear process from initial contact to contract conclusion creates trust and transparency.



Central sponsorship hub





Central sponsorship hub



Central Sponsorship Hub

Commercial Strategy & Leadership

This area forms the "brain" of the hub.

Task: Strategic, overarching management of all commercial activities

Core tasks:

- Development of **global sponsorship and marketing strategy**
- Definition of **target markets, target industries** and value proposition ("Why Floorball")
- Establishing international partnerships at C-level
- Coordination between global association and national associations
- Ensuring that sponsorship packages and prices are consistent globally
- Setting annual commercial targets and KPIs
- Monitoring the entire pipeline in CRM

Goal:

A unified strategic framework to enable sales, marketing and activation to work together optimally.





Central sponsorship hub





Central Sponsorship HUB

Sales & Business Development

This is the "engine" of the hub – this is where the actual sponsor acquisition takes place

Task: Strategic, overarching management of all commercial activities

Core tasks:

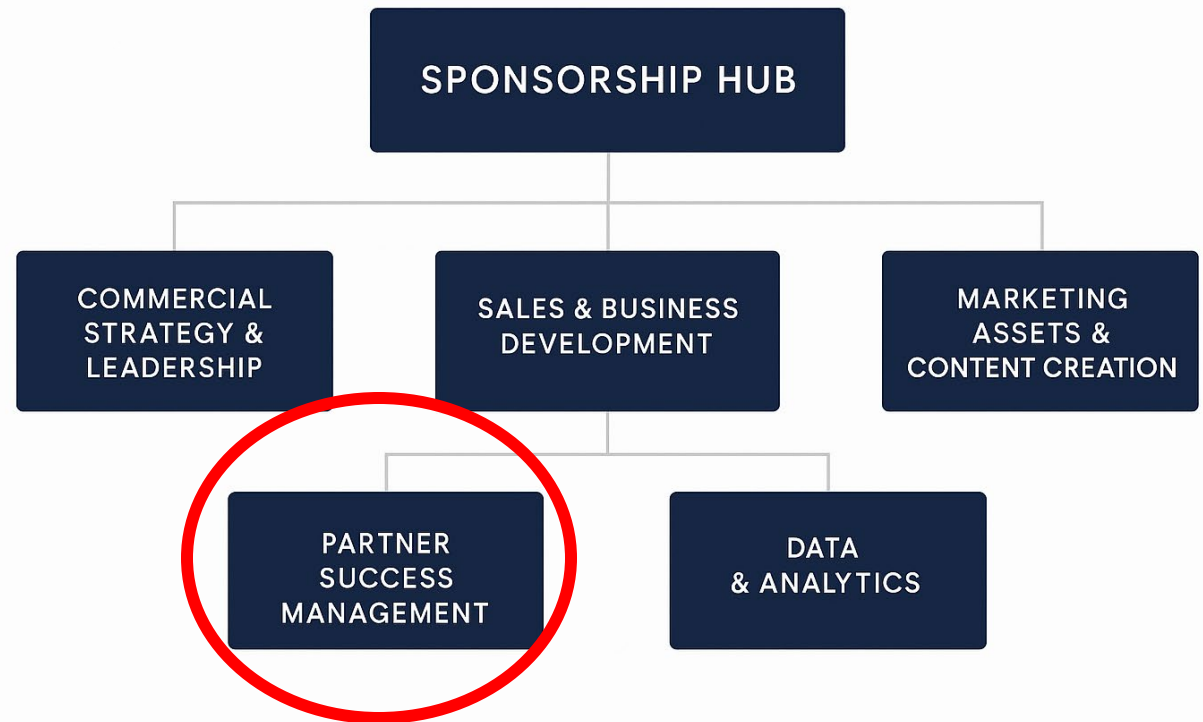
- Identification of potential partners (corporate, brands, tech, education, sport)
- Active outreach, lead management, pitching
- Development of **tailor-made sponsorship offers**
- Pricing and contract negotiations
- Participation in international sports business events and trade fairs
- Cross-selling between different markets (e.g. Europe → Asia)
- Maintenance of a global sponsor pipeline in CRM

Goal:

New revenue, new brands, greater reach



Central sponsorship hub



Central Sponsorship HUB

Partner Success Management

This is where it is decided whether a sponsor will renew, invest more – or leave

Task: Provision of all marketing space and content for sponsors

Core tasks:

- Coordination of agreed services (deliverables)
- Planning and implementation of activation measures
- Organisation of sponsor events, hospitality, networking
- Continuous exchange with sponsors (monthly/quarterly meetings)
- Identifying upselling opportunities
- Ensuring KPI fulfilment (reach, engagement, visibility)
- Preparing contract renewals

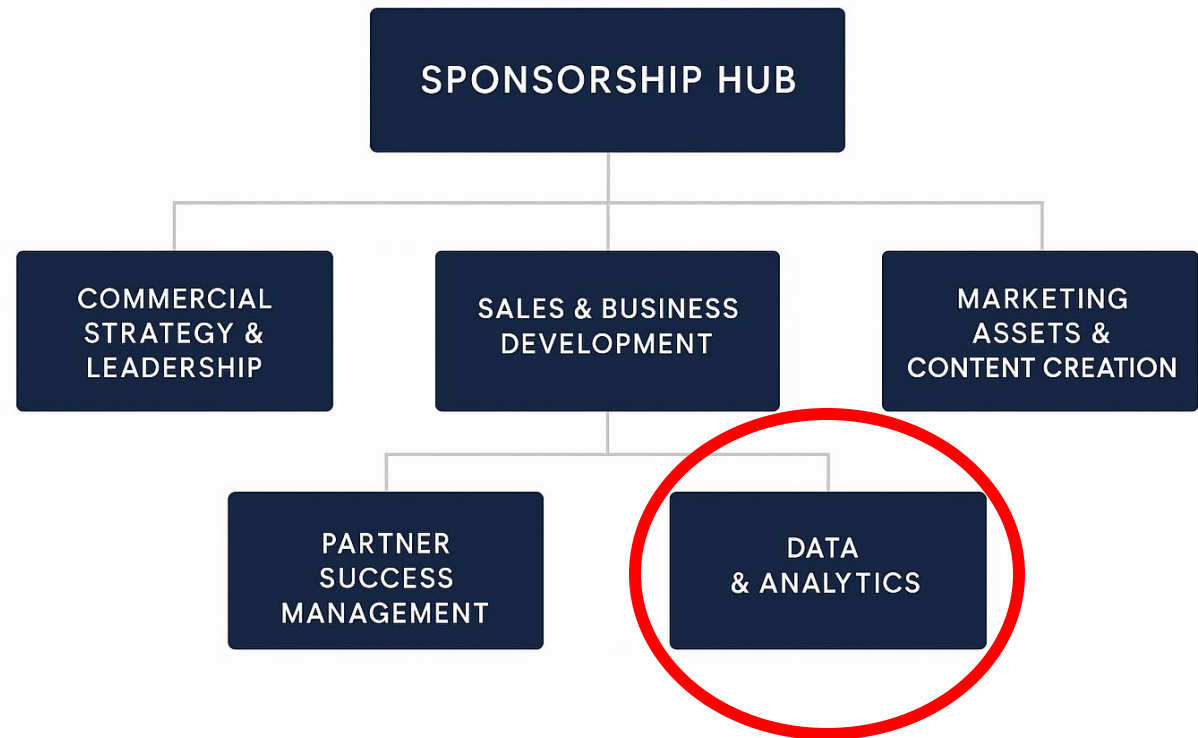
Goal:

Inspire sponsors, retain them for the long term and develop them into partners





Central sponsorship hub





Central Sponsorship HUB

Data & Analytics

This area provides the basis for professional sponsorship negotiations

Task: Delivery of data and information for professional sponsorship negotiations

Core tasks:

- Data collection and analysis of reach, audience, social media performance
- Creation of sponsorship reports and ROI/ROAS analyses
- Global overview dashboards (e.g. PowerBI)
- Market research and trend analyses per market & region
- Evaluation of the effectiveness of sponsorship activations
- Provision of all data for sales and strategy
- KPI monitoring and forecasting

Goal:

Make sponsorship "measurable" and base decisions on facts rather than gut feeling.



Central sponsorship hub





Central Sponsorship HUB

Marketing Assets & Content Creation

This area ensures that sponsors are visible – both digitally and on site

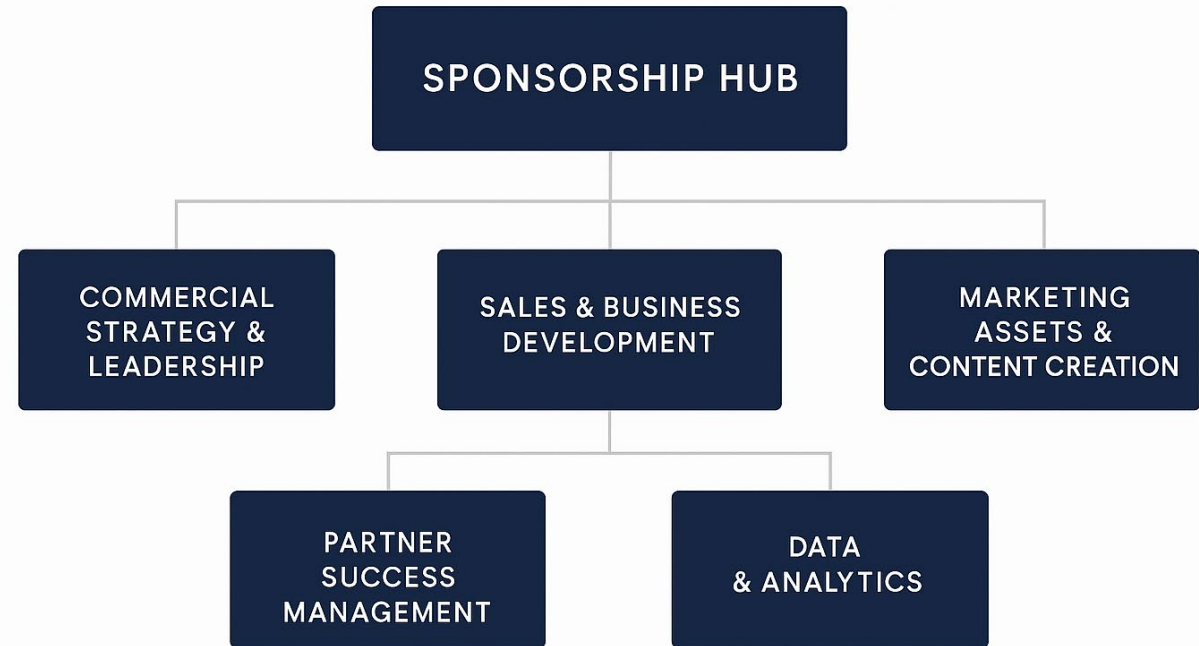
Task: Provision of all marketing space and content for sponsors

Core tasks:

- Development and management of all digital advertising space (streaming, social media, websites, etc.)
- Production of content (videos, photos, graphics, storytelling)
- Creation of sponsor presentations, brand decks, case studies
- Planning and implementation of event branding (WFC, Champions Cup, continental tournaments)
- Ensuring a consistent visual brand presence
- Innovation development: AR/VR, fan apps, digital LED boards, new formats
- Maintenance of a global sponsor pipeline in CRM

Objective:

Maximise sponsorship value through strong media presence



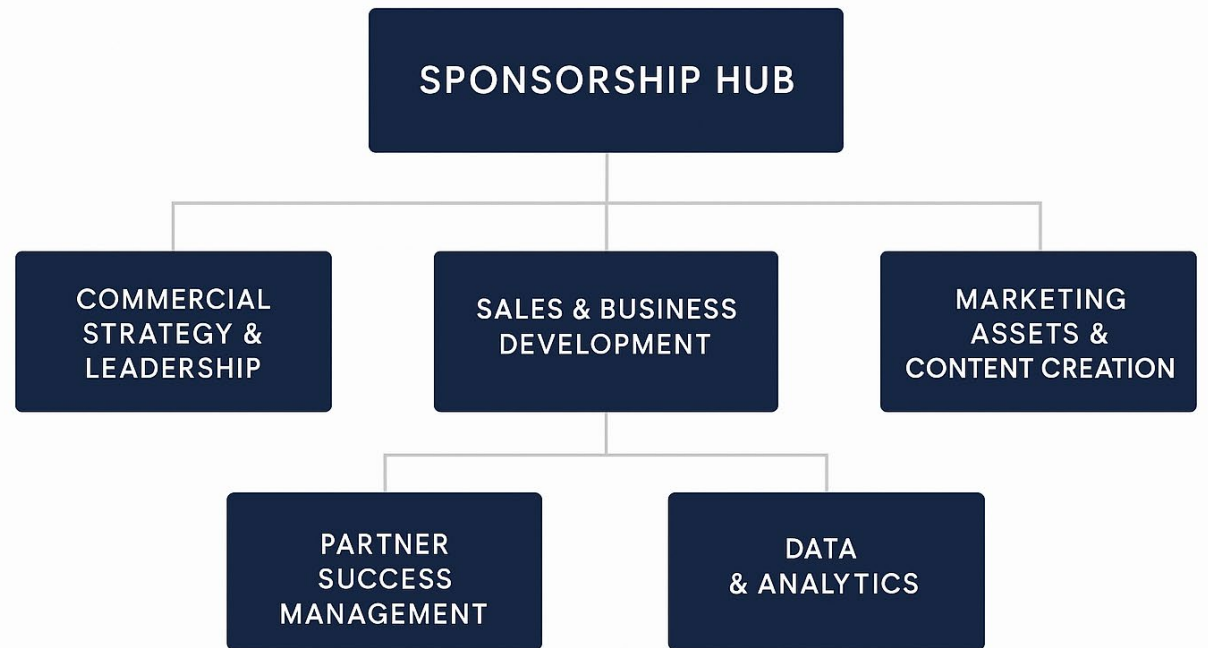
Short & concise: An overview of the 5 roles		
Functional block	Main objective	Tasks
Commercial strategy	Setting the direction	Strategy, goals, KPIs, global management
Sales & Business Development	New sponsors	Pitching, contract negotiation, lead management
Marketing assets	Creating visibility	Content, branding, digital advertising space
Partner success	Retaining sponsors	Activation, support, renewal
Data & analytics	Proving sponsorship	Reporting, reach, KPIs, ROI



ROADMAP TO THE IFF SPONSORING HUB



Target vision IFF Sponsoring HUB





Multi-year roadmap: from 1 person to a sponsorship hub

Phase 1 – Day 1 to 12 months

- Quick wins & prioritisation
- Using external resources
- Establish basic structures



Phase 2 – Year 2 to 3

- Establish new roles
- Activate ecosystem
- Introduce data & analytics



Phase 3 – Year 4 to 5

- Commercial strategy & leadership
(central control)
- Professional Sponsorship HUB



Multi-year roadmap: from 1 person to a sponsorship hub

Phase 1 – day 1 to 12 months

Quick wins & prioritization

Define top 10 quick-win assets (*events, digital presence, rights packages, naming rights, social media integrations*)
Create a mini rights catalogue
Identify 5–7 premium partners

→ Goal: **Initial additional revenue** and clear structure (see next slide)

Using external resources

Freelancers & agencies (graphic design, sales)
Interns/students
Expand the team without overhead costs

→ Goal: The **one-person team is effectively expanded** – without overhead costs.

Establish basic structures

CRM Light (HubSpot, Monday.com)
Sponsorship templates & partner reporting
Initial analytics: reach & target groups

→ Goal: Create **a basis for professional work**



Multi-year roadmap: from 1 person to a sponsorship hub

Quick wins

1. Low-hanging fruits

- Social media content packages
- Digital Advertising Slots
- Event Naming Opportunities
- Visibility on Websites & Livestreams
- Hospitality Packages
- Partner of the Month / Stories

2. Co-creation

- Content formats
- Behind-the-scenes videos
- Athlete stories
- Education / Grassroots Projects

3. Rights bundling

- Bundling rights across countries
- Premium pricing for global packages
- Ideal: World Cups, Youth Programmes

4. Partner Innovation programs

- Data/Tech Pilots
- Sustainability initiatives
- Gender equality programs
- Digital fan engagement

5. Support programs

- Digitalisation funds
- Innovation promotion
- EU programs
- Sustainability financing
- Reduction in costs for tools and analytics



Multi-year roadmap: from 1 person to a sponsorship hub

Phase 2 – Years 2 to 3

Establish new roles

Sales & business development (1 FTE)
Content creation (0.5–1 FTE)
Partner Success (0.5 FTE)

→ Goal: Revenue → Structures → More revenue → Team grows

Activate partnerships & ecosystem

Involve associations & events
Athletes as reach boosters
Start-ups & volunteers for data/research

→ Goal: More output without overhead costs

Introduce data & analytics

Dashboards (Google Data Studio / Power BI)
Media value tracking
Audience insights

→ Goal: Increase professionalism, strengthen sales arguments



Multi-year roadmap: from 1 person to a sponsorship hub

Phase 3 – Years 4 to 5

Establishment of central control

International sponsorship strategy
Pricing model & category exclusivities
Go-to-market & governance
KPI system

→ Goal: Governance, leadership, professionalism.

Professional sponsorship hub

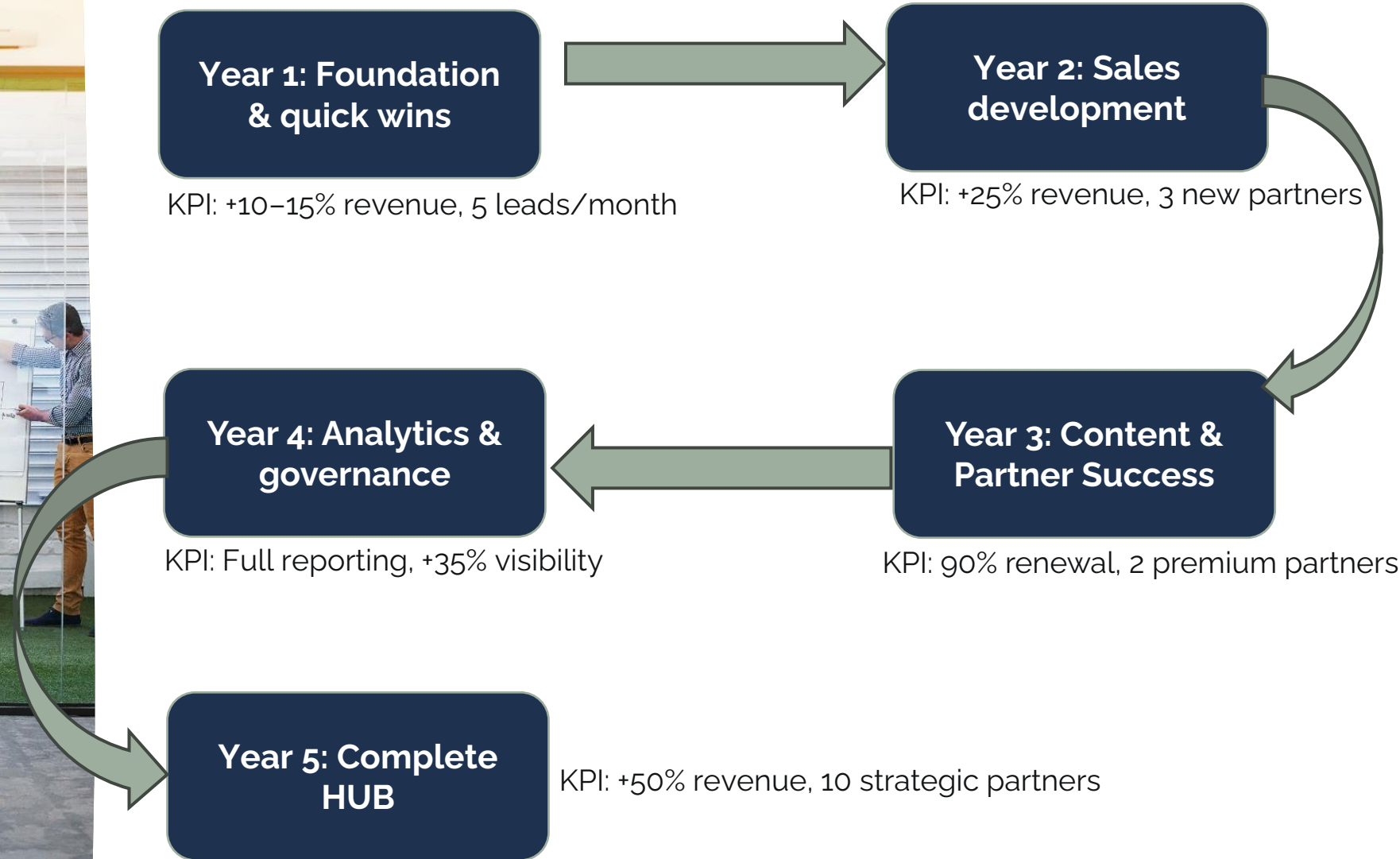
All HUB functions established
KPI system & reporting suite
International partner portfolio

Area	Focus
Sales & Business Development	New partners worldwide
Commercial Strategy & Leadership	Management, Pricing, Vision
Partner Success Management	Services, Renewals, Activation
Marketing & Content	Digital, Campaigns, Design
Data & Analytics	Reporting, Insights, Value Measurement

→ Goal: The organisation now communicates like a **global, professional association**.



Roadmap – KPIs:





COLLABORATION WITH EXTERNAL AGENCIES



Evaluation and use of external expertise

Advantages of external agencies

External agencies offer the International Floorball Federation (IFF) access to new markets, professional structures and established networks.

Expertise in sponsorship and brand management

Agencies provide expertise in sports sponsorship, brand management and the development of new sources of income through market analysis.

Activation concepts and implementation

Professional activation concepts ensure the successful implementation of sponsorship partnerships through content and events.

Understanding of culture and markets

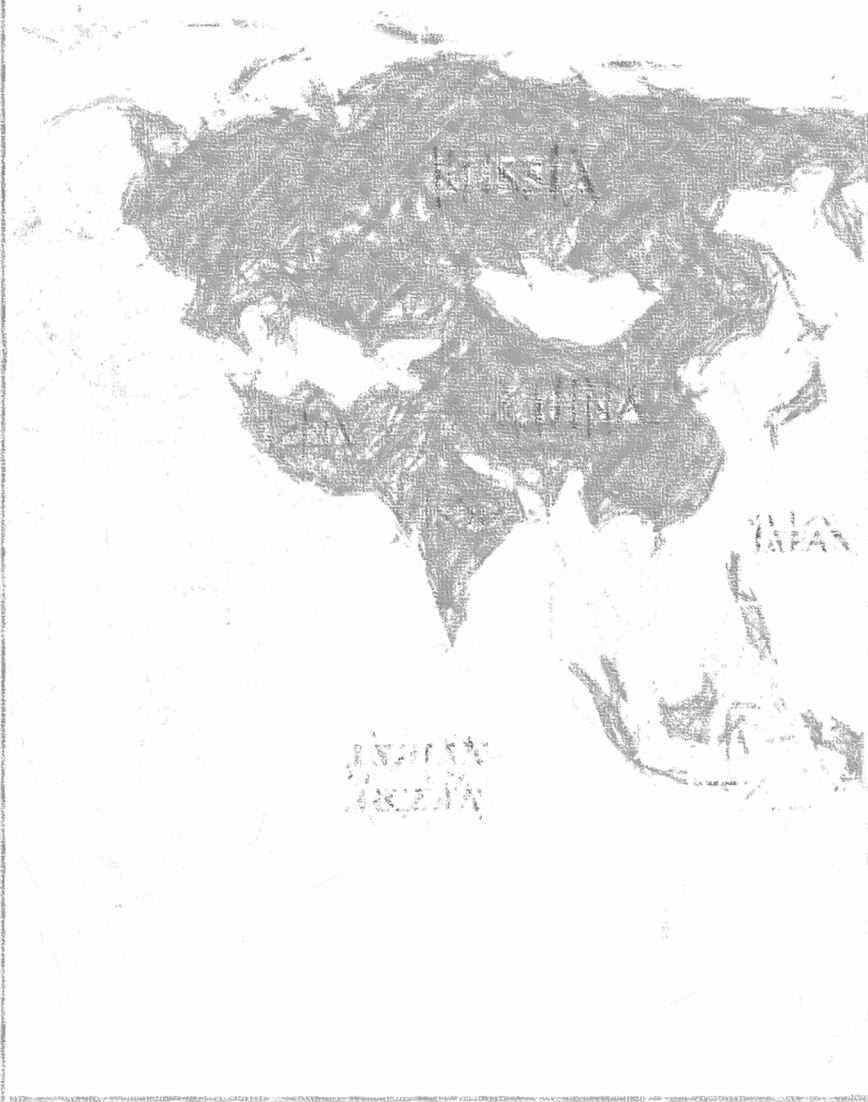
Global agencies build bridges between different market mechanisms and support international activities.





MARKET DEVELOPMENT ASIA

ASIAN MARKET



Strategic development of the Asian market

Establishment of local associations

Major international events, national associations and local leagues are essential for the widespread adoption and sustainable development of floorball in Asia.

Cooperation with educational institutions

Promoting cooperation with schools and universities, with floorball as a safe and dynamic trend sport in the educational sector.

Partnerships with manufacturers

Regional sporting goods manufacturers enable the affordable availability of floorball equipment for broad sections of the population.

Digital reach and revenue

Streaming rights and digital content on platforms increase reach and advertising revenue in Asian markets.



CENTRALISED VS. DECENTRALISED MARKET DEVELOPMENT



Optimal organisational structure for different target markets

Centralised market development

A centralised strategy enables consistent brand management and international communication with economies of scale.

Decentralised market development

Decentralised strategies promote local adaptation, cultural understanding and regional partnerships.

Hybrid model (recommendation)

A hybrid model combines centralised brand identity with regional autonomy for global consistency and local relevance.



NEW INCOME CHANNELS IN SPONSORSHIP



Innovative marketing and sponsorship opportunities

Digital sponsorship spaces

Digital channels such as apps, websites and livestreams offer scalable advertising opportunities for international brands.

Athlete ambassador programs

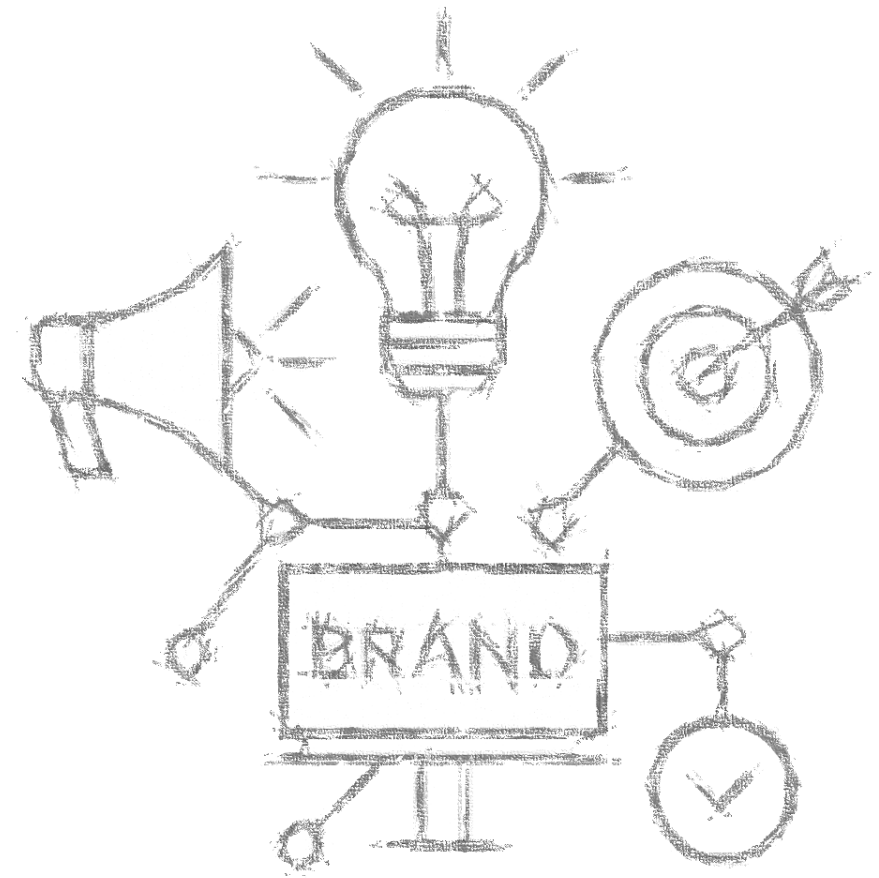
Players act as credible brand ambassadors, particularly effective with young target groups.

CSR partnerships

Partnerships that support values such as fairness and equality create attractive platforms for companies.

Licensing and merchandising

Limited collections, teamwear and event specials offer great potential for revenue.





Innovative marketing and sponsorship opportunities

Technical partnership

Innovative combination of science, health and sport. Highly significant/relevant for athletes, competitive sports and mass sports

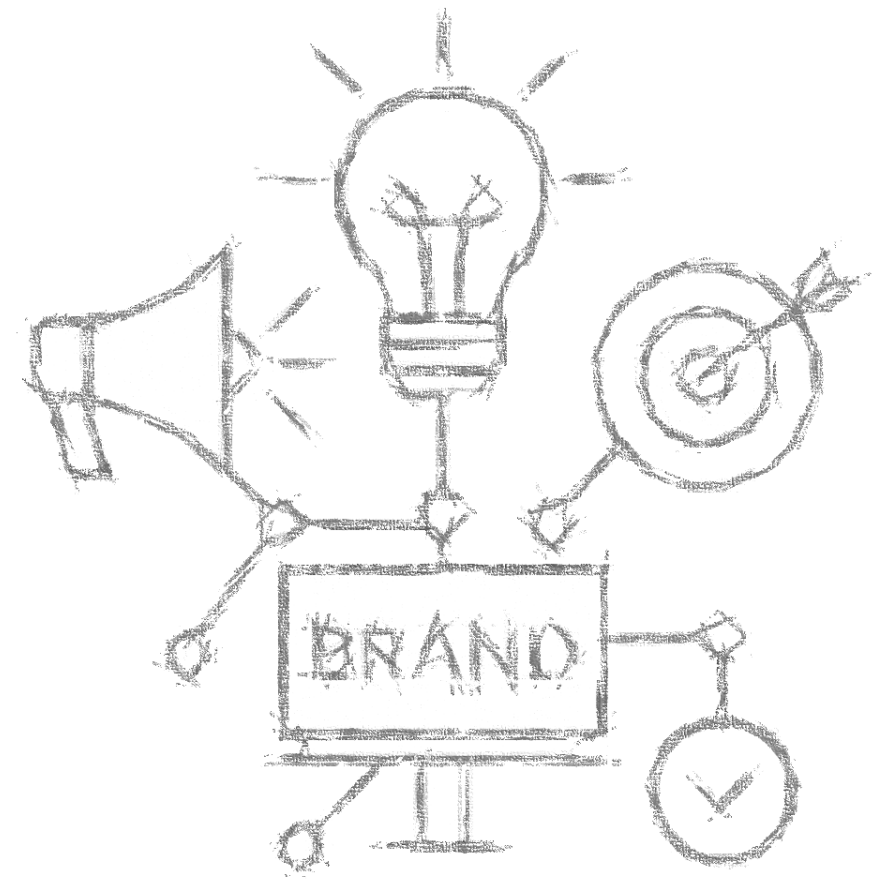
Influencer partnerships

Well-known influencers (actors, athletes from other sports, etc.) act as credible brand ambassadors, particularly effective with young target groups.

Sustainability partnerships

CO2 tracking at IFF events, partnerships with urban farming start-ups, recycled sports facility materials. Potential sponsors from the industry of air quality, water purification and other similar topics.

High relevance for politics, image for partners, funding.





Innovative marketing and sponsorship opportunities

Out-of-the-box partnerships

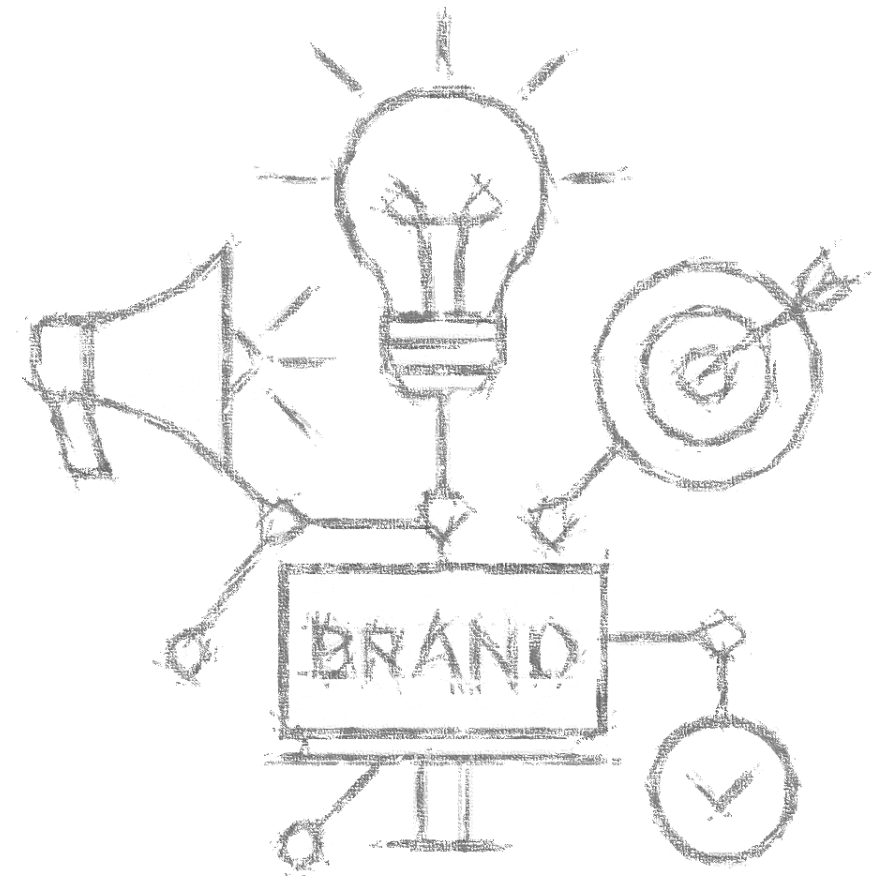
Target vision (12–24 months)

Positioning the association as **an innovation and impact partner** beyond sport: new sources of revenue, younger target groups, stronger data expertise, sustainable footprint.

IFF to be the ideal test and pilot partner for modern and new markets in sport sponsorship.

Core objectives

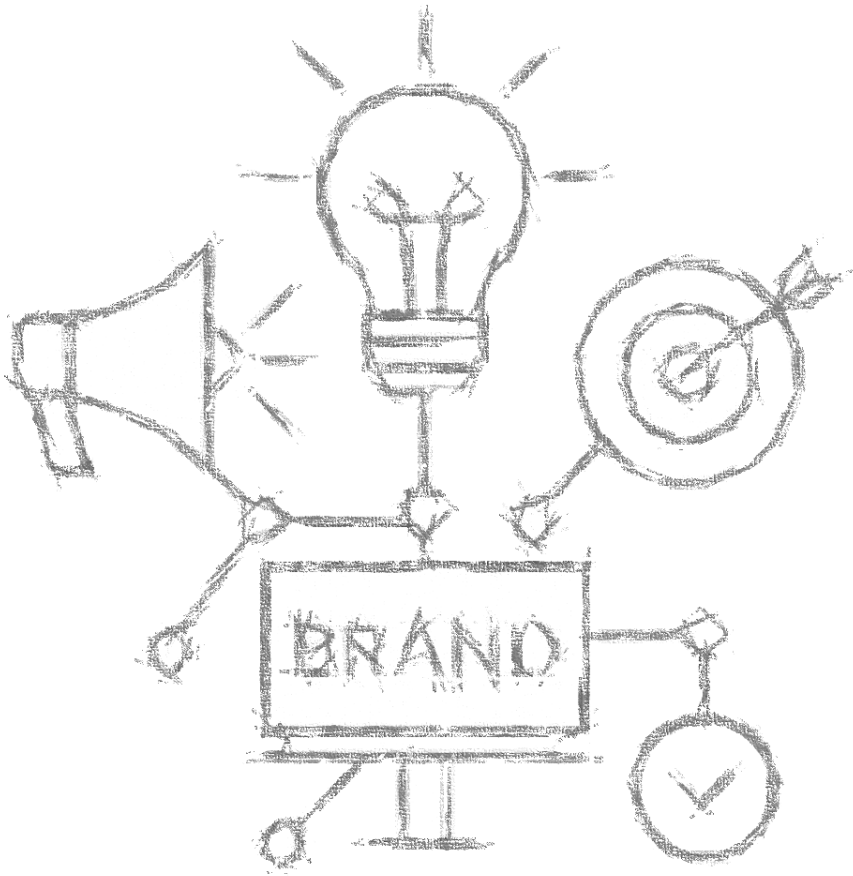
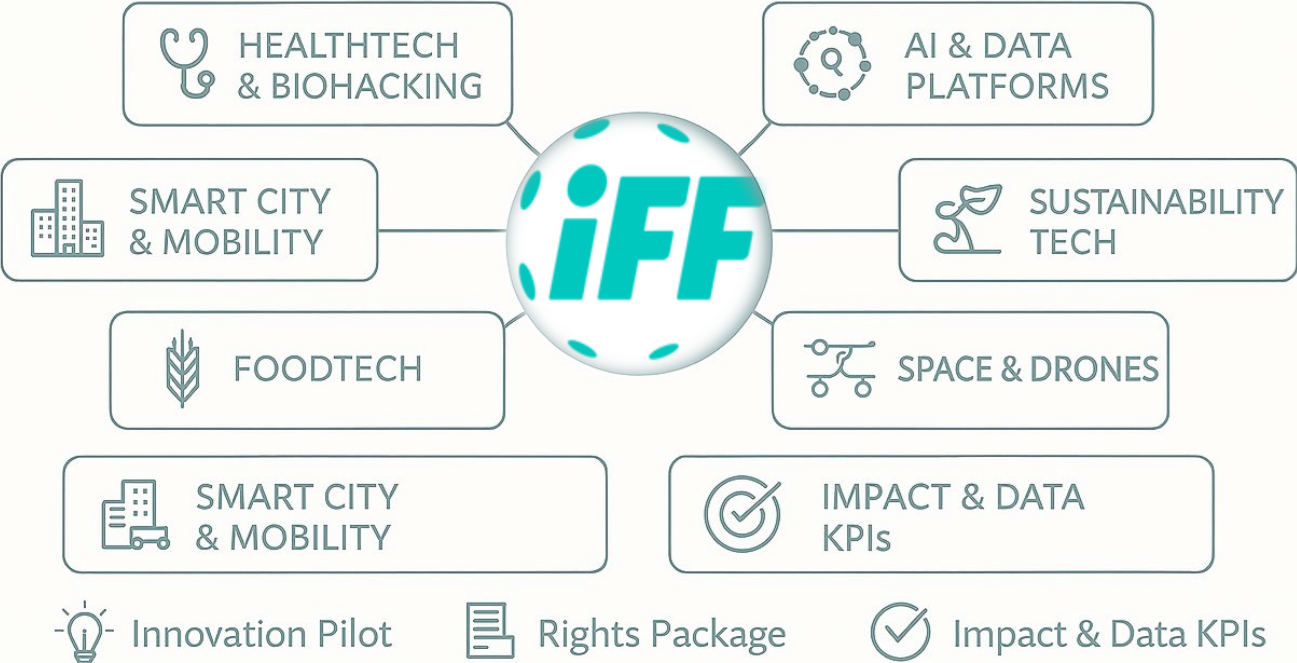
- **Revenue & co-creation:**
3–5 strategic partners with co-funding for programmes/platforms.
- **Youth & Reach:**
+20–30% reach growth in U30 target groups (owned & social).
- **Impact & Sustainability:**
Measurable CO₂ reduction per event, including "Green Protocol".
- **Data & Insights:**
Development of a central data stack (CRM, engagement, commerce)





Innovative marketing and sponsorship opportunities

Out-of-the-Box Partnerships for a Sports Organization



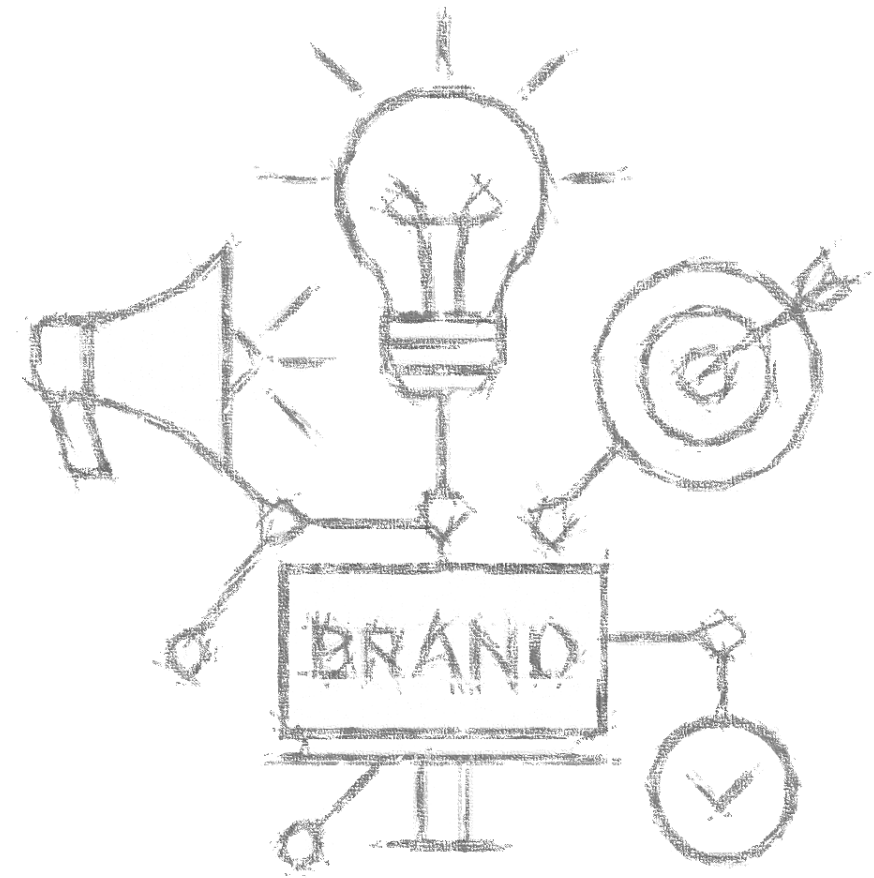


Innovative marketing and sponsorship opportunities

Out-of-the-box partnerships

Target segments

- **HealthTech & biohacking** (wearables, sleep/stress, metabolism, mental health)
- **AI & data platforms** (predictive analytics, injury prevention, fan engagement)
- **Sustainability Tech** (CO₂ tracking, circular venues, water/air quality)
- **Gaming/Esports & Creator Economy** (gamification, UGC challenges)
- **Smart City & Mobility** (micromobility, smart spaces, energy suppliers)
- **FoodTech & Precision Nutrition** (vertical farming, hydration tech)
- **Industry 4.0 & Robotics** (logistics, automation for events/training)
- **Space/Drones & Advanced Imaging** (new broadcast/AR perspectives)
- **Creative industries & digital collectibles** (limited art collaborations, collectibles)



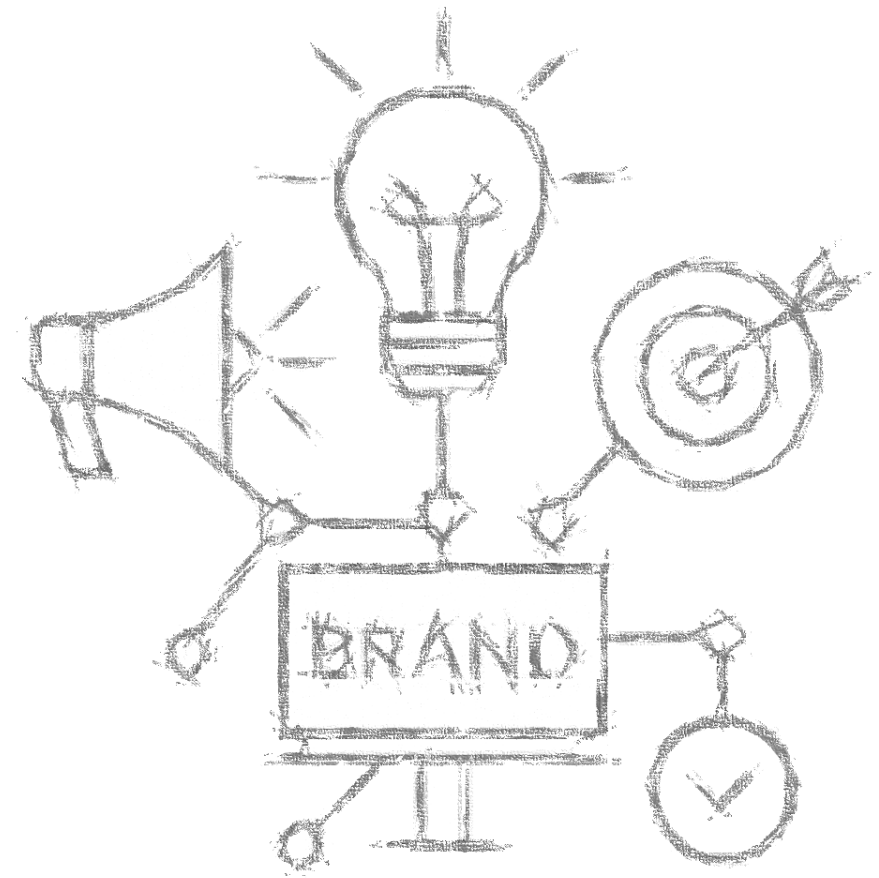


Innovative marketing and sponsorship opportunities

Out-of-the-box partnerships

Roadmap (90–180–365 days)

- **0–90 days:**
Opportunity map, partner long list, KPI baseline, select 2 pilots.
- **90–180 days:**
Pilots live (event & digital), launch content series, KPI reviews.
- **180–365 days:**
Negotiate 3-year deals, scaling, re-bundle sponsorship portfolio.



External Communications Committee

Implemented measures for media relations at major events

The International Floorball Federation (hereafter IFF) and the local organising committee (hereafter LOC) implement several measures for media relations at major events. In this report, "major events" refers specifically to World Floorball Championships (both U19 and adult categories).

The LOC handles most of these measures, with progress tracked on *Eventello*, a platform where representatives from both the IFF and LOC can update timelines, provide feedback, and add comments on task completion.

The measures for media relations at major events can be broadly categorised as: pre-event planning and preparation, on-site media facilities and services, post-event follow-up, technology and digital media, and crisis communication. This report will introduce and evaluate the measures within each of these categories. Finally, it will identify any gaps and propose concrete examples of new measures that should be implemented.

Pre-Event Planning and Preparation

Implemented measures:

- **Media Accreditation Process**
- **Press kit (Media Guide)**
- **Media list**
- **Pre-Event Press Conferences**

The LOC manages the media accreditation process, including registering media representatives (including the host broadcaster) and entering their details into the accreditation system. This process typically begins a couple of months before the World Championships and closes approximately one month, or a few weeks, prior to the event's start. Late accreditation requests are generally approved even after the deadline. IFF representatives review media accreditation requests to identify any key individuals who may be missing and to reject any suspicious applications.

The IFF refers to the press kit as the Media Guide. This document contains essential information about the event, such as an overview and schedule, speaker biographies, photos and promotional material, details on how to follow the event on social media and via streaming and contact information for both LOC and IFF personnel.

Media lists are compiled for various purposes. The IFF newsletter subscribers form one key list, encompassing national federation representatives, floorball media, and general media outlets. Additionally, the LOC and participating countries maintain their own media lists and relationships with national and local media. Accredited media also constitute an important contact list, as they are present to cover the event and require specific information to do so effectively.

The IFF does not typically organise pre-event press conferences, although the WFC hosts often arrange these for their local audiences and partners. Pre-event briefings do occur, such as the group ballot, which provides an opportunity to promote the event to different audiences. However, press conferences, both before and during events, are generally absent from the IFF's standard practice.

On-Site Media Facilities and Services

Implemented measures:

- **Press centre and Media stand**
- **Media Accreditation Desk**
- **Interview Coordination and mixed zone**
- **Photo zones**
- **On-Site Media Staff**
- **Results and Statistics**
- **Media monitoring**

A dedicated space for media personnel is provided at major IFF events. The press centre typically includes essential amenities such as internet access, power outlets, refreshments, and printers. Designated seating for media is also provided, offering a good view of the playing field, along with power outlets, internet access, and desks/workspace. However, there's no standardised setup for these spaces, as venues vary and smaller venues may not be able to accommodate the number of media representatives present.

Each event features a dedicated media accreditation desk, which may be a separate station or located within the press centre. Accredited media receive their event accreditation from this desk, as well as media bibs if required.

Interview coordination is managed by the LOC Media Officer, who oversees the mixed zone and media requests. Teams also have Media Team Attachés who organise their own team's media relations and interviews. The IFF Media team can assist in this process, but this is often overlooked by the LOC or Team Media Attachés.

Designated photo zones are marked around the playing field (at each end and along one side opposite the team benches).

All results and statistics are available on the IFF App, which serves as the main platform for all event-related information, including the match schedule, statistics, interviews, match replays, and highlights. To access this information, users must register for the App using their phone number or email address.

Media monitoring during the event involves responding to inquiries, comments, and questions received through various channels. Furthermore, we monitor comments and address any feedback that could damage the event's image or is classified as disinformation.

Post-Event Follow-Up:

Implemented measures:

- **Post-event press release**
- **Media monitoring**
- **Analysing Media Coverage**

The IFF sends a post-event newsletter summarising the final standings, event records, and other key updates. In addition, after Adult World Championships there is a press release from Quantum and the IFF, summarising the main results from the event report.

Media monitoring is handled by several parties. The LOC collects its own data for event analysis and future planning. IFF Media gathers its own data using analytics from social media channels, as well as the *Sprout Social* platform. Key metrics such as reach, engagement, and impressions are tracked during the monitoring process. A concrete example of past improvements is the IFF's decision to prioritise channels like TikTok and Instagram and reduce focus on X (formerly Twitter), based on the reach and engagement achieved through these platforms.

Media coverage is analysed by Quantum, which includes TV and broadcast, as well as social media, in its reports. Previously, the IFF used *Meltwater* to analyse media coverage from digital media, identifying the tone and reach of relevant news. However, comprehensive digital media monitoring and analysis is currently lacking in the post-event follow-up measures, as is the proactive maintenance of relationships with media contacts. These, and other missing measures, will be discussed further.

Technology and Digital Media:

Implemented measures:

- **Event website**
- **Social media engagements**
- **Live Streaming and live feed access**
- **Photo gallery**
- **Media Guide**

Each WFC event has a dedicated website providing event updates, as well as dedicated WFC or U19 WFC social media channels (Instagram, Facebook, and the IFF App). These are the responsibility of the LOC. The IFF is responsible for the main IFF website and its associated social media channels.

Live streaming is provided via the IFF App, where all match replays can also be found. Access to all match replays and live streams is behind a paywall, requiring users to purchase access after registering for the App. Broadcasters have access to a live feed, enabling coverage of the World Championships across various channels.

All event photos are available on the IFF Flickr account. Media and journalists are free to use the materials from Flickr.

The Media Guide, as previously mentioned, is easily accessible and downloadable by journalists, providing key information about the event.

Crisis Communication

Implemented measures:

- **Monitoring Social Media**
- **Responding to Media Inquiries**

The IFF is monitoring social media for any negative comments or rumours that could damage the event's reputation. In addition, the media inquiries are responded promptly in case of a crisis e.g., stream not working. This will be communicated on the streaming platform (IFF App) and informed on social media.

Development of measures

While several measures have been implemented to support media at major events, there's still room for improvement. The IFF hasn't organised press conferences at recent events, apart from the WFC 2024 and a press conference following the General Assembly. Organising press conferences before and during events could provide valuable opportunities to connect with media and journalists, promoting both the event and its athletes. This is often left to local organisers, who naturally focus on attracting local media. Could the IFF make a more significant impact internationally?

Given the LOC's crucial role in ensuring strong media reach and maximising floorball's positive image at events, it's essential to implement clear guidelines for them to follow. Currently, LOCs submit their communication plans to the IFF before their events. However, specific metrics such as impressions, reach, engagement, and follower count should also be mandatory reporting requirements for event organisers.

During events, the IFF provides statistics and results accessible through the IFF App. However, the App's registration requirement may hinder access for interested journalists and media outlets, potentially limiting their ability to write about floorball or cover the event in their publications. We need to find a way how to make the information easily accessible for journalists and media representatives in case we want more media coverage for our sport.

Relationships with media contacts and journalists are not actively nurtured after events, which could risk their return to future IFF events. The IFF needs a comprehensive media list of external media outlets and contacts who regularly write about floorball, attend major events, and provide coverage. One example would be to get the event results and statistics added on the IFF website as live ticker or similar and showcase the relevant results and updates to media.

Furthermore, a robust crisis communication plan is lacking. Past situations, such as stream failures or insufficient stream quality, represent communication catastrophes. While key spokespeople are identified for these scenarios, the IFF still lacks pre-prepared key messages and communication protocols to effectively address such issues when they arise.

In general, the importance of media at major IFF events has been recognised, leading to the hiring of more media staff in recent years. This trend is expected to continue, as the requirements for media and communications are constantly increasing.

Reports on the developments in the international sports environment

This is a document for the IFF CB. Please consider that the material this is internal, only for the CB members (so it can be very open).

1. Executive Summary

- Major development in IOC movement. New president setting new direction which can mean a lot of changes – Olympic program, Youth Olympics etc.
- Floorball needs to be extremely active and flexible to understand the changes and use them.

2. The Olympic Movement & IOC Relations

- **Political development:** New initiative Fit For the Future (yes, same name 😊), under which most of changes are happening. Already practical discussion about moving some summer sports to winter games to have more balanced program between the games.
- **Updates on the Olympic Games (2028 and 2032):**
 - 2028 – a lot of new sports (in total 35 sports) – created high costs for organizers and opened discussion about the future of Summer Olympics
 - 2032 Brisbane – do not want to have such a wide program. Discussion about 28 sports. Some traditional sports in danger (such as Modern Pentathlon and Boxing, due to both lack of attractiveness and lack of good governance). Removing some “core” sports means big impact to sport movement. Decision expected already in 2026!
 - 2038 – Switzerland likely organizer of winter Olympics 2038
- **Other Olympic Family events:**
 - YOG (Youth Olympic Games) – under big review. Changes planned after 2030. Possibility YOG will be split into continental events only
 - YOG 2030 – 3 potential organizers – Paraguay, Thailand and Chile. If Thailand selected as organizer (decision probably in June 2026), Floorball has a chance to be included.

3. The World Games & Multi-sport Events

- **The World Games 2029 (Karlsruhe):**
 - The program for the TWG 2029, will be confirmed by the IWGA Annual General Meeting in end of April 2026. High probability floorball will have the same set-up as in 2025 (8+ 8 teams 5v5)
- **Other continental games (where floorball has a chance for inclusion):**
 - The European Championships - Switzerland a candidate for 2030, Floorball approved for the candidacy application – negotiation about financing between Swiss NOC and Swiss government. Decision expected February 2027

- SEA Games – Very successful games in December 2025 in Thailand. Next games in 2027 in Malaysia. Floorball already confirmed for program. 2029 In Singapore, so prospect extremely good for Floorball.

4. International Politics & Floorball Position

- **ARISF / SportAccord / IWGA:**
 - ARISF – Discussions with the IOC has started to clarify the status of the Recognized federations
 - Sport Accord – The Convention will be held in May 2026
 - IWGA – elections in April 2026. John only candidate for the Treasure position. 2 candidates for the presidency.
- Relations with other International Federations
 - Many bilateral meetings during the Olympics 2026. Floorball needs to be active towards them. Name issue still a problem (“Floorball” name not always recognized, problem of different names on key markets)

5. Current efforts and need for collaboration with other parts of the IFF

- Anything needed?

6. Recommendations for CB (Recommendations & Action Items)

- Need to consider a plan if Floorball successfully part of European Championships.
- Start creating a list of potential IOC members who can be advocate or supporters of Floorball
- Start creating a list of NOC, the ones who are more important, whom to lobby with

EFT COMMITTEE - Report on the activities of federations within the EFT region

Introduction

The four EFT federations have tightened their cooperation during 2025, despite the fact that three out of the four federations have had significant changes in their leading management.

This report aims at providing the big picture of the joint activities of the four federations during 2025 and the beginning of 2026.

Methodology

Given the late start of the work of the EFT committee, this task was addressed through an online consultation with the committee members themselves and discussed together with representatives of all four federations.

Report

The EFT federations have a long tradition of organizing most of their national team activities outside the WFC events in the context of **EFT tournaments**. During 2025 the federations have started discussion about developing this concept to (i) provide more meaningful games to increase media and spectator interest towards the events and international top floorball and (ii) enlarge the national team cooperation to somehow include more countries in the concept and therefore to give also some non-EFT countries to experience national team games against EFT countries also outside the WFC context.

So far, a working title “Nations League” seems to be the most promising concept for the national team cooperation. In this concept at least two other countries at a time would have a chance to participate in the top tournaments. The EFT federations intent to pilot the new concept already in the fall of 2026. Besides finalizing several details of the concept, also the role of U19 teams is still to be decided. Finally, the role if these games in the new IFF ranking system must be clarified.

In addition to the renewal of the EFT concept, the concept of the future **Champions Cup** has been frequently debated. The current concept has been widely considered as economically heavy, both for the participating clubs and for IFF. As no consensus has been reached about the new format, Champions Cup shall continue with the current concept during the season 2026-2027. However, a transparent bidding process for the organization of the finals are widely desired already for that season.

Conclusion

With the clear aim of developing the top international floorball outside WFCs (and future European Championships) to become more relevant, more meaningful and more interesting, the EFT federations aim to reach a decision of the future concepts of the current EFT tournaments and the Champions Cup already during 2026. The federations have a common understanding that this cooperation would include a possibility for more national teams (and/or international players).

Next steps

The federations continue their discussions in the next EFT Committee meeting on March 2, 2026 and in the EFT leaders meeting on March 30, 2026. The new tournament concept for national teams is supposed to be piloted in November 2026.



EFT COMMITTEE –

Report on the support of EFT Federations provided to other member federations

Introduction

The four EFT federations have a long tradition of different kind of support for other national floorball federations. Sometimes this support has been more systematic and structured, sometimes more spontaneous and ad hoc.

This report aims at providing the big picture of the four federations' activities with other federations during the last year.

Methodology

Given the late start of the work of the EFT committee, this task was addressed through an online consultation with the committee members themselves and discussed together with representatives of all four federations.

Report

Generally, it may be stated that the four EFT federations share a strong common commitment to enhance international floorball and to enlarge the group of top international federations. Recently, the operations have been mostly bilateral: Sweden and especially its region of Skåne has built cooperation with Denmark. Czechia is supporting Slovakia and building connections with Germany. Czechia has also nominated a dedicated person responsible for international development. Switzerland has continuous connections with Germany and Austria, and it has stressed the importance of enhancing educational projects in connection with the future Nations League operations. For Finland, the international development projects have during the last year had only a minor role but measures have been taken with exchange student development and implementation of the youth camp along with Eerikkilä sports resort and IFF.

Furthermore, the four federations have had a major role in the development and financing of the Fit4Future concept.

The endeavors of the EFT federations to develop their mutual national team tournament concept to include new federations has been described in another Committee report.

Conclusion

The EFT federations have a common understanding that it is of their interest to develop and enhance international floorball, to get more teams to challenge the top four countries and to get more international recognition as a top sport. Renewal of the EFT tournament concept is under its way and EFT federations' role in Fit4Future project is significant. Otherwise, a more systematic approach to the cooperation with other national federations could provide greater results.

Next steps

The federations continue their discussions in the next EFT Committee meeting on March 2, 2026 and in the EFT leaders meeting on March 30, 2026. The new tournament concept for national teams is supposed to be piloted in November 2026.



Prepared by: IFF North America Development Committee, based on CB task

Date 31/01/2026

For: IFF Central Board

IFF Central Board – Report of IFF services used in North America

The input from USA Floorball and Floorball Canada was collected during a North America Development Committee meeting at the end of 2025.

The following questions were raised on the Services offered by the IFF: what are we using, what do we know about them?

- Initial feedback that those services are not well known
- After some discussion, the following services were named by the committee members:
 - Coaching clinics and referee clinics (already used by USA Floorball)
 - International tournament / competition (e.g. WFC)
 - International transfer of players

No further feedback or answers could be given.



Prepared by: IFF North America Development Committee, based on CB task

Date 03/02/2026

For: IFF Central Board

IFF Central Board – North America Development Committee Report February 2026

The work that has been done so far:

The North America Development Committee has already met on 3 occasions since it was set up end of October 2025.

The first meeting was held in November and the focus was for members from USA Floorball and Floorball Canada to get to know each other. A short introduction of the 2 federations and an overview of the different IFF Committees were presented. The scope of the NA Development Committee was also discussed among all members.

During the second meeting, the new 7-event competition structure was shared among the committee members. Many questions were asked and the overall feedback was positive. The World Games qualification process was also discussed and it is the wish from both Floorball Canada and USA Floorball to have the opportunity for them to organize a separate event in order to define which Women's and Men's teams will represent the NA continent at future TWG events.

The third meeting was focused on giving an overview of both floorball federations' strengths and weaknesses/challenges in 3 areas: how the association is working, how floorball is being played in the respective countries & how each federation is doing internationally (with their National Teams). It was clear that both US & Canadian federations are at a fairly similar development level and are facing similar challenges.

The priorities for the next committee meetings:

Some NHL teams seem to have some interest in developing floorball initiatives for their younger players. The most concrete and successful example is taking place in British Columbia, under Steve Cooke's leadership. Steve started the NHL STREET / Jr. Canucks Floor Hockey pilot, which has accelerated the growth of the game in ways that have exceeded their initial expectations. They are now on track to have over 1,000 schools active by April 2026, reaching an estimated 500,000 students participating in floorball during the school year. What began as a school-based introduction has quickly evolved into a scalable, multi-pillar delivery model. Steve has good connections with Floorball Canada and is looking for a constructive collaboration and support from Floorball Canada and the IFF. Important to note that The Jr. Canucks program's end goal is to get more hockey players. At its inception, it did not seek to offer floorball within the hockey

community - it was seen as a way to attract new players. It has obviously grown too much to be able to focus on non-hockey players today, however.

There seems to be interest from a few NHL teams to potentially start / support similar initiatives in their geographical areas. This type of activities can be a game changer and a fantastic accelerator for the development of floorball in North America and therefore should be addressed as priority in the North America Development Committee. The next committee meetings should therefore be focused on :

- Get a better understanding of the NHL STREET / Jr. Canucks Floor Hockey pilot
- Make an overview of which NHL teams in Canada & USA have similar activities or similar interest
- Strategize on how both USA Floorball and Floorball Canada can
 - o Support the growth of such initiatives
 - o Add value in the development process and make sure they are correctly integrated in such developments and are seen as essential partners
 - o Lay the right foundations to make it a scalable model
- Define which support is needed from the IFF
- Develop a plan to approach other NHL teams that have not started such journey
- Seek the IFF guidance on all the above points

Western Europe - Regional Federations/Countries Activity Report

Western European Regional Development Committee | International Floorball Federation |
Reporting date: 14 February 2026

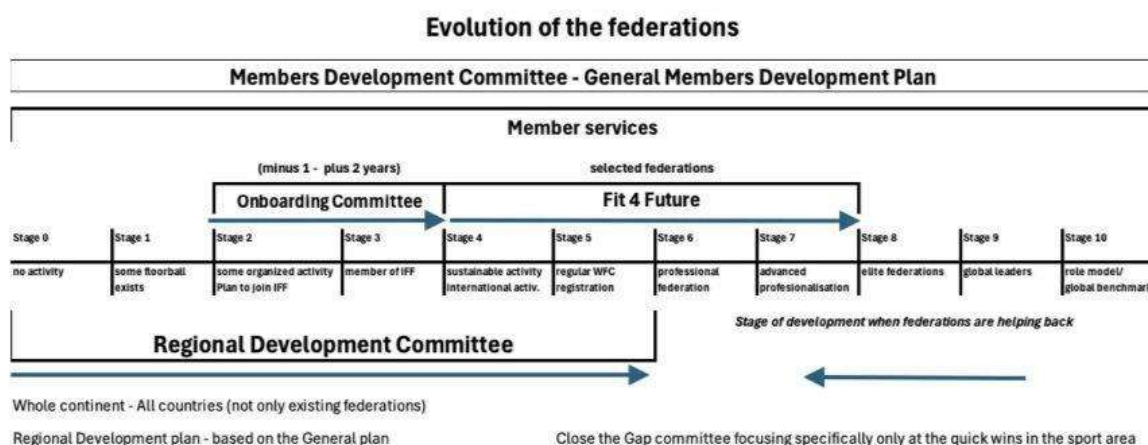


Introduction

This report is prepared by the Western European Regional Development Committee of the International Floorball Federation and provides an overview of the activities, development status, and structural trends among national floorball federations within the Western European region.

The purpose of this report is to ensure structured monitoring of federation activities in line with the IFF Members Development Framework and to support informed governance and development decisions.

The assessment reflects direct communication with national representatives, IFF records, public information sources, and regional monitoring during the reporting period.



Regional Fact Sheet – Western Europe (IFF Scope)

The Western European Regional Development Committee monitors 20 countries within its regional structure. The Western European Regional Development Committee monitors 20 countries within its regional structure, representing a combined population of approximately 318–320 million people.

Countries included:

Andorra

Austria

Belgium

Cyprus

France

Greece

Hungary

Iceland

Ireland

Italy

Liechtenstein

Luxembourg

Malta

Monaco

Netherlands

Portugal

San Marino

Spain

United Kingdom

Vatican City

Country-by-Country Overview

France

Federation Status: Active IFF Member - Functioning national federation

IFF Development Stage: Stage 5 (targeting Stage 6)

Point of Contact: Sébastien Fitte

France operates a structured and stable federation. Through the “4F Project,” the federation aims to professionalize operations and move toward Stage 6.

Key priorities: Financial stabilization (well underway) Expansion of funding sources. Recruitment of first paid employee. Recognition by the State

France demonstrates strong institutional maturity and strategic planning.

Spain

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5

Point of Contact: Carlos López

Spain operates structured competitions and active national teams.

The federation is engaged in the Fit for Future program, aligns with international development initiatives, and maintains stable governance systems. A regular organizer of IFF events.

Portugal

Federation Status: No active national federation

IFF Development Stage: Stage 0

Point of Contact:

No confirmed structured federation activity currently exists.

Andorra

Federation Status: No active national federation

IFF Development Stage: Stage 0

No organized competitions or governance systems identified.

Italy

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5

Point of Contact: Jörgen Olshov

Italy maintains structured domestic competitions and stable governance systems. The federation is an active member of EuroPower and is engaged in the Fit for Future program. It is formally recognized within the Italian sports system and holds significant national sports recognition.

Italy represents a structurally mature and strategically aligned federation within Western Europe.

San Marino

Federation Status: No active national federation

IFF Development Stage: Stage 0

No structured activity currently exists. Educational outreach initiatives are being considered.

Vatican City

Federation Status: Exploratory initiative

IFF Development Stage: Stage 0

Point of Contact: Giampaolo Mattei

A proposal has been submitted to create a Vatican floorball team in cooperation with Italian stakeholders, leveraging the Swiss Guards' familiarity with the sport.

Initial discussions were positive. Development remains exploratory.

Monaco

Federation Status: No active national federation

IFF Development Stage: Stage 0

No structured activity identified.

Austria

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5 (progressing toward Stage 6)

Point of Contact: Gerold Rachlinger

Austria maintains stable governance structures, organized national competitions, and consistent participation in international competitions. The federation has experience in hosting and organizing events and demonstrates strong integration within the European floorball ecosystem.

Austria continues to strengthen its administrative and operational capacity, including structured office work and staff involvement. Overall, Austria represents a mature and strategically aligned federation within Central Europe and is on a clear pathway toward IFF Development Stage 6.

Belgium

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5 (progressing toward Stage 6)

Point of Contact: Nicholas Senez

Belgium operates structured domestic leagues, stable administrative systems, and regular participation in international competitions. The federation is active within the European network and contributes to international events both as participant and organizer.

Belgium continues to develop its institutional capacity, including strengthening office operations and staffing structures. The federation demonstrates steady growth and is progressing toward IFF Development Stage 6.

Netherlands

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5

The Netherlands maintains structured competitions, active national team participation, and integration within the national Olympic sports system.

The federation is engaged in multiple formats of international cooperation and remains an active and stable member of the IFF.

Luxembourg

Federation Status: Limited grassroots activity

IFF Development Stage: Stage 1

Activity currently consists of school-based floorball and hobby sessions. Previous structural development declined after refusal of state recognition.

Liechtenstein

Federation Status: Unclear

IFF Development Stage: Possibly stage between 4-5

The federation is centred around one main club, UHC Schaan, which competes in the Swiss league with both men's and women's teams. The club reports approximately 120 members. Is regularly participating in WFCQ with their Men's National Team.

United Kingdom

Federation Status: Active IFF Member -Recent leadership transition

IFF Development Stage: Currently unclear (estimated Stage 5)

The UK maintains domestic competitions and international participation. Also intends to join the EuroPower agreement from season 2026/27.

However, recent leadership changes create temporary uncertainty regarding governance consolidation and strategic direction. Further monitoring is required to confirm stage assessment.

Ireland

Federation Status: Limited activity structure

IFF Development Stage: Stage 1–2

Activity appears to be connected primarily to grassroots and Special Olympics-related initiatives.

Structured national federation systems remain limited. Stage assessment requires further clarification but can currently be estimated at Stage 1–2.

Hungary

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5

Hungary operates structured domestic competitions, stable governance systems, and consistent international participation also intends to join the EuroPower agreement from season 2026/27.

Hungarian floorball aims to transition toward a more professional structure; however, limited government funding for non-Olympic sports makes this difficult. The youth system is under increasing pressure, as professionally supported sports such as football and handball attract potential players and receive priority access to funding and facilities.

The federation has initiated collaboration with the Ice Hockey Federation, seeing potential synergies, and would benefit from structured frameworks from more developed floorball nations that have successfully implemented similar partnerships.

Government funding primarily supports large, established multi-sport clubs, many of which are unwilling to open floorball sections. Where interest exists, financial demands exceed what current clubs and the federation can sustain.

Although floorball is the second most played sport after football within the national Student Olympics system, there are significant challenges in transitioning school participation into the federation structure, largely due to financial and coaching resource constraints.

Facility access remains a major barrier, particularly in Budapest, where hall time is limited and prioritized for football and handball. The main development base is located in Érd, outside Budapest, creating additional logistical challenges for youth growth.

Iceland

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 4–5

Point of Contact: Ólafur Björgvin Sveinsson

Iceland maintains operational governance and international participation, primarily in Men's competitions. Broader competitive scope would strengthen Stage 5 positioning.

Malta

Federation Status: No active national federation

IFF Development Stage: Stage 0

No structured activity currently identified.

Cyprus

Federation Status: No active national federation

IFF Development Stage: Stage 0

No structured activity identified.

Greece

Federation Status: No active national federation

IFF Development Stage: Stage 0

No structured activity identified.

Regional Conclusions

Western Europe demonstrates high structural maturity among core federations but significant dormancy among microstates and southern territories.

Stage 5 Core Federations

France

Spain

Italy

Austria

Belgium

Netherlands

Hungary

(Iceland borderline 4–5)

These federations demonstrate stable governance, structured competitions, and consistent international engagement.

Transitional / Unclear Federations

United Kingdom

Ireland

Liechtenstein

Leadership changes or limited activity require continued monitoring.

Stage 1 Federation

Luxembourg (grassroots rebuilding phase)

Stage 0 Countries

Portugal

Andorra

San Marino

Vatican City

Monaco

Malta

Cyprus

Greece

These countries currently lack structured federation systems.

Key Regional Characteristics

- Strong institutional maturity among core federations
- Professionalization ambitions (notably France)
- Strategic alignment with IFF programs (Fit for Future, EuroPower)
- High number of microstates with symbolic development potential
- Clear structural divide between mature federations and dormant territories
- Leadership transitions influencing stability in selected countries

Report Prepared By

Western European Regional Development Committee | International Floorball Federation

Committee Members

Carlos López – Chair

Tamuz Hidir – Secretary

Jörgen Olshov

Dorothee Vogelsang

Nicolas Senez

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László Víg

Eastern Europe - Regional Federations/Countries Activity Report

Eastern European Regional Development Committee
International Floorball Federation

Reporting date: 14 February 2026



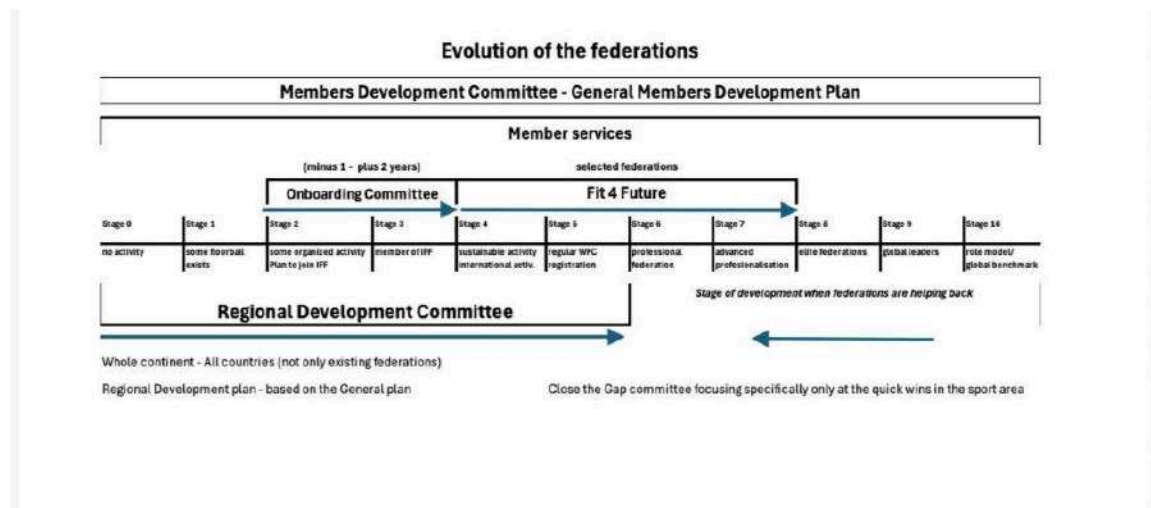
Introduction

This report is prepared by the Eastern European Regional Development Committee of the International Floorball Federation and provides an overview of the activities, development status, and key trends among national floorball federations within the Eastern European region.

The purpose of this report is to ensure regular, structured monitoring of federation activities, in line with the IFF Members Development framework, and to support informed decision-making at committee and governance levels. The report reflects the committee's mandate to follow the development of both existing federations and emerging floorball structures across the region, with a focus on sustainability, governance, sporting activity, and long-term growth.

The assessment presented in this document is based on information gathered through direct contact with national federations, committee-led monitoring, participation in events and meetings, and ongoing regional engagement during the reporting period.

The following section presents a country-by-country overview of national federations, where each federation is briefly assessed based on its current activities and development stage.



Regional Fact Sheet – Eastern Europe (IFF Scope)

The Eastern European Regional Development Committee monitors 21 countries within its current regional structure.

Combined Population (2025 estimates):

Approximately 337–340 million people

Methodology

The assessments presented in this report are based on a combination of direct engagement, institutional information, and publicly available sources.

The Eastern European Regional Development Committee has relied on:

- Ongoing formal and informal contact with national representatives, coaches, and local stakeholders.
- Official IFF records, including membership status and participation in international events and development programs.
- Open sources such as federation websites, social media accounts, and publicly announced competitions.
- Observations from regional events, meetings, and tournament participation.

Each country has been evaluated in relation to the IFF Members Development Framework, taking into account governance structures, competition systems, national team activity, and overall organizational sustainability.

The development stages assigned in this report reflect the committee's consolidated assessment for the current reporting period. These evaluations are analytical in nature and may be subject to interpretation. The committee remains open to dialogue and updated information where clarifications or adjustments are warranted.

Country-by-Country Overview

Albania

Federation Status: No active national federation

IFF Development Stage: Stage 0

Point of Contact: Informal contact (Igor Tishura a former Ukrainian player)

No structured competitions, clubs, or governance systems currently operate. Development remains dormant without institutional consolidation.

Armenia

Federation Status: Active national structure (informal governance level)

IFF Development Stage: Stage 1

Point of Contact: Armen (local leader)

Approximately four teams operate domestically. Training sessions and occasional friendly matches take place. Coaching education initiatives have been conducted, including a session in October 2025 for 15 coaches.

Governance remains volunteer-based and structurally limited. Further institutional development is required for sustainability.

Azerbaijan

Federation Status: No active national federation (activity paused)

IFF Development Stage: Stage 1

Point of Contact: Sergey (local leader)

Azerbaijan previously demonstrated structured development driven by strong leadership. Following the unexpected passing of the key leader, most organized activities paused.

Limited children's training continues in Buzovna once per week. A planned coaching education initiative aims to identify new leadership and restart structured development.

Bosnia and Herzegovina

Federation Status: No active national federation

IFF Development Stage: Stage 0–1

Point of Contact:

Very limited activity has been observed. No formal competitions or governance systems currently operate.

Bulgaria

Federation Status: No active national federation

IFF Development Stage: Stage 0

Point of Contact: Dmitro Kruskov; Igor Tishura

No structured competitions or federation systems exist. Informal contact remains through former players residing in the country.

Croatia

Federation Status: Emerging structure

IFF Development Stage: Stage 1

Point of Contact: Evgeny Mogilevsky

Limited organized activity exists. Croatia plans to participate with one team in a Serbian tournament at the end of February. A consolidated federation structure has not yet been established.

Estonia

Federation Status: Active IFF Member – Fully functioning national federation

IFF Development Stage: Stage 5–6

Point of Contact: Pavel Semenov

Estonia remains one of the strongest federations in the region, supported by approximately 30–40 active clubs.

Junior championships operate nationally across age groups. Adult competition structures are undergoing reform. Senior players compete partly in the Latvian–Estonian league system to enhance competitive standards.

Under renewed leadership, governance restructuring aims to modernize administration and strengthen coaching and referee development. Estonia maintains consistent participation in IFF competitions across Men's, U19, and Women's categories.

Georgia

Federation Status: No active national federation

IFF Development Stage: Stage 1

Point of Contact: -

Equipment exists and outreach toward potential leaders is ongoing. No structured clubs or competitions currently operate.

Israel

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 3–4

Point of Contact: Evgeny Mogilevsky

Israel operates structured national championships and participates internationally. Governance systems are stable, though the overall scale remains moderate.

The federation demonstrates consolidating institutional maturity and sustainable operational continuity.

Kosovo

Federation Status: No active national federation

IFF Development Stage: Stage 0

Point of Contact: Faculty of Physical Education and Sport, University of Prishtina

Discussions regarding the introduction of floorball occurred in November 2024 during a visit to Kosovo. Interest was expressed at university level; however, no follow-up activity materialized.

Lithuania

Federation Status: Restarting basic structure

IFF Development Stage: Stage 1

Point of Contact: Pavel Semenov

After a period of inactivity, Lithuania has restarted foundational activities. Governance structures remain informal, and development is at an early rebuilding stage.

Moldova

Federation Status: Emerging structure (official clubs operating)

IFF Development Stage: Stage 1–2

Point of Contact: Vadym Beleavshi

Approximately five clubs and 150 players are active domestically. National and friendly tournaments are organized.

Summer floorball camps and coaching education programs are supported by partners from Sweden and Switzerland. Moldova demonstrates growth potential but requires institutional consolidation.

Montenegro

Federation Status: No active national federation

IFF Development Stage: Stage 0

Point of Contact: Yana Galkina (an Russian coach immigrant that lived in Montenegro but is now based in Germany)

Initial attempts to introduce floorball were not sustained. No organized activity currently exists.

North Macedonia

Federation Status: No active national federation

IFF Development Stage: Stage 0

Point of Contact:

No structured competitions or governance systems have been identified.

Romania

Federation Status: No official national federation

IFF Development Stage: Stage 1

Point of Contact: Endre Orbán

Limited informal activity exists, including small adult tournaments and youth events (U11 and U14). Development remains fragmented without formal federation consolidation.

Serbia

Federation Status: Functioning national structure (developing)

IFF Development Stage: Stage 1–2

Point of Contact: Predrag Veljović

Serbia demonstrates emerging organizational consolidation and cross-border tournament participation. Governance systems remain in early stabilization but show forward movement.

Slovenia

Federation Status: Active IFF Member – Functioning national federation

IFF Development Stage: Stage 5–6

Point of Contact: Open sources; coaches and referees

Slovenia maintains structured domestic leagues and stable governance. Strong cooperation with Austria and Hungary enhances competition quality.

The federation has qualified for Men's and U19 IFF WFC. Women's development has unfortunately not recovered since the pandemic so there is not Women's competition.

Türkiye

Federation Status: IFF Member – Operationally inactive

IFF Development Stage: Stage 0–1

Point of Contact: Cem Tarman

Activity declined significantly following the COVID-19 pandemic. No structured competitions or governance systems currently operate. Discussions regarding reactivation remain exploratory.

Ukraine

Federation Status: Active IFF Member – Fully functioning national federation

IFF Development Stage: Stage 5–6

Point of Contact: Tamuz Hidir

The Ukrainian Floorball Federation operates structured championships across all categories and maintains a functioning membership system supported by active committees and a Central Board.

A central office operates with partial employment, with plans for expansion. National teams participate regularly in international competitions.

Ukraine is actively engaged in the EuroPower Group and the Fit for Future program, and maintains strong international cooperation despite national challenges.

The federation is recognized by the Ministry of Sport, the Sports Committee of Ukraine, and the National Olympic Committee of Ukraine.

Federations under suspension

Russia

Federation Status: Active national federation (IFF activities suspended)

IFF Development Stage: Structurally Stage 5–6

Point of Contact: informal and open sources

The National Floorball Federation of Russia organizes adult and junior championships nationwide with extensive regional structures.

Prior to 2022, national teams regularly participated in IFF qualification and final tournaments. Domestic activity remains strong, though international participation is currently suspended by the IFF.

Belarus

Federation Status: No formally active national federation (internationally suspended)

IFF Development Stage: Stage 1–2

Point of Contact: Denis Ragovik

Following COVID disruptions and leadership relocation, the formal federation structure ceased operation. However, a small domestic championship involving four teams continues with regular weekend matches.

Youth training remains active in at least one school in Gorki. While international participation is suspended by the IFF, domestic activity demonstrates structural persistence.

Regional Conclusions

The Eastern European region demonstrates significant structural disparity.

Ukraine, Slovenia, and Estonia operate at Stage 5–6 with sustainable governance systems and consistent international participation.

Israel represents a consolidating federation at Stage 3–4.

Moldova, Serbia, Belarus, Lithuania, Armenia, Georgia, and Azerbaijan operate at Stage 1–2, reflecting early consolidation or rebuilding processes.

Several countries remain at Stage 0–1, indicating dormant or exploratory activity.

Key regional characteristics include:

- Strong dependence on individual leadership.
- Small and concentrated player bases.
- Uneven post-pandemic recovery.

- Limited administrative and financial capacity in emerging federations.
- Political and international suspension factors influencing regional integration and development.

The region contains both structurally resilient federations and significant development gaps. Continued monitoring, leadership development, and regional cooperation remain essential to support balanced growth across the Eastern European landscape.

Report Prepared By

Tamuz Hidir

Chair, Eastern European Regional Development Committee

International Floorball Federation

(On behalf of the Committee)

Committee Members

Tamuz Hidir (Chair)

Pavel Semenov (Secretary)

Evgeny Mogilevsky

Daniil Opinca

Report on the Usage and Effectiveness of Internal Communication Channels | 14 February 2026 | IFF Internal Communications Committee

Introduction

The Internal Communication Committee was established to strengthen the effectiveness, clarity, and structure of communication within the International Floorball Federation (IFF).

As floorball continues to grow globally, the complexity of our internal ecosystem increases. The IFF today connects member federations across multiple continents, a growing number of committees, an expanding network of officials, and a Central Board responsible for strategic direction. This growth requires not only operational excellence, but also a structured and modern communication system that supports transparency, predictability, and collaboration.

The purpose of this report is not to criticize existing practices. On the contrary, the current communication system allows the organization to function and deliver events successfully. However, it has developed organically over time, without a unified strategic framework.

This report therefore aims to:

- Map the current internal communication landscape
- Evaluate its effectiveness and alignment with our mission
- Identify structural and operational gaps
- Provide evidence-based recommendations for modernization

Our approach is analytical, neutral, and solution-oriented. The objective is to move from a collection of functioning channels toward an integrated communication system that supports:

- Clear communication
- Consistent communication
- Proactive communication
- Stronger collaboration and information sharing

Strengthening internal communication is not an administrative exercise. It is a governance issue. It affects trust, alignment, efficiency, and ultimately the ability of IFF to serve its Member Federations and stakeholders in a professional and transparent manner.

This report is presented as the starting point for structured development.

Committee mission:

To develop and implement effective communication strategies and standards to ensure clear, consistent, and proactive communication with IFF member federations and officials, fostering collaboration and information sharing within the IFF structure.

Internal audiences covered by this mission:

1. Member Federations (national governing bodies)
2. IFF Office (administrative and operational staff)
3. Central Board (IFF governing body)
4. IFF Committees (all standing and operational committees)
5. Game officials and technical personnel, including:
 - International referees
 - International delegates
 - Head referees
 - Technical officers (TOs)
 - Other accredited floorball officials involved in IFF events

This definition provides a complete view of the internal stakeholders who rely on structured, consistent, and reliable communication from the IFF system.

2. Map of Internal Communication Channels in IFF

This section provides a full reconstruction of internal communication channels, based on publicly available sources, including their audiences, purpose, frequency, and functions.

2.1. Email Communication (Official Letters)

Audience: All internal groups - Member Federations, committees, officials, CB.

Purpose: Announcements, deadlines, operational actions, strategic updates.

Frequency: Irregular, as needed.

Format: Text email without unified formatting.

Sources: Public GA announcements and administrative letters.

Strengths:

- Universal channel reaching all countries and roles.
- Official and authoritative.
- Allows targeted communication.

Weaknesses:

- No public archive of official letters.
- No structured templates.
- Frequency unpredictable.
- No SLA, response standards, or formatting rules.
- Mixed content (strategic, procedural, technical) in one channel.

2.2. General Assembly Pack

Audience: Member Federations.

Content: Financial reports, strategic documents, statutory changes, elections, motions.

Frequency: Annually.

Function: Main strategic communication channel.

Strengths:

- Clear structure.
- High degree of formality.
- Built-in feedback loop through voting.

Weaknesses:

- No mid-year strategic communication.
- GA Pack is not used as a continuous information hub.
- Policy updates distributed across multiple channels.

2.3. Official IFF Website (floorball.sport)

Audience: All internal groups.

Purpose: News, rules, documents, event updates, announcements.

Frequency: Continuous updates.

Nature: One-directional information channel.

Strengths:

- Accessible.
- Centralized document repository.
- Reliable and stable resource.

Weaknesses:

- Not structured as an internal portal.
- No dedicated Member Federation zone.
- No internal feedback tools.

2.4. Guidelines, Manuals, Handbooks

Audience: Referees, delegates, TOs, organizers, Member Federations.

Content: Instructions, regulations, operational procedures.

Frequency: Seasonal or pre-event.

Strengths:

- Detailed and technically clear.
- Well-structured.

Weaknesses:

- No centralized access point (only public pages).
- No changelog.
- No update cycle.
- No dedicated portal for officials.

2.5. Committee Communication

Audience: Members of all IFF committees.

Channels: Email + online meetings (Zoom/Teams) + shared documents.

Frequency: Monthly or quarterly.

Purpose: Coordination, policy development, operational planning.

Strengths:

- Stable working format.
- Internal committee communication is functional.

Weaknesses:

- No inter-committee coordination.
- Working files scattered across platforms.
- No unified committee communication standard.

2.6. Communication with Officials (Referees, Delegates, TOs)

Audience: Technical officials.

Channels: Email, pre-event instructions, messaging tools, on-site briefings.

Frequency: Event-driven, highest during championships.

Strengths:

- High operational clarity.
- Clear pre-event instructions.

Weaknesses:

- No off-season communication system.
- Inconsistent formats between events.
- No centralized portal.
- No confirmation or tracking mechanism.

2.7. Communication with Central Board (CB)

Audience: CB and the IFF Office.

Channels: Board meetings, distributed minutes, email.

Frequency: Approximately four times per year.

Strengths:

- Clear formal procedures.
- Stable governance rhythm.

Weaknesses:

- CB decisions poorly communicated to other internal groups.
- No “CB communiqué” or Executive Update.

2.8. Social Media (Supplementary Channel)

Audience: All internal groups.

Nature: Informal, supplementary.

Purpose: Quick announcements, reminders, general updates.

Strengths: Fast dissemination.

Weaknesses: Not an official channel; fragmented information.

3. Alignment of Communication Channels with the Committee Mission

The mission includes four core elements, each evaluated separately.

3.1. Clear

Strengths:

- Well-structured rules and guidelines.
- High clarity in the GA Pack.

Weaknesses:

- No single Member Handbook.
- No map of communication channels.
- No internal portal.
- Difficult for stakeholders to identify where information belongs.

Rating: 6/10.

3.2. Consistent

Strengths:

- Committee meeting routines are stable.
- GA process follows a predictable cycle.

Weaknesses:

- Irregular email communication.
- No templates for official messages.
- No standards for document updates.
- Event instructions for officials differ across events.

Rating: 5/10.

3.3. Proactive

Strengths:

- Pre-event instructions are prepared in advance.
- GA announcements communicated early.

Weaknesses:

- No communication calendar.
- No regular updates for federations.
- No early warnings about policy changes.
- Mostly reactive communication.

Rating: 4/10.

3.4. Collaboration & Information Sharing

Strengths:

- Committees function as collaborative groups.
- Occasional feedback collected from federations.

Weaknesses:

- No systemic surveys.
- No Member Portal or Federation Forum.
- Officials lack a unified platform.
- No ongoing Q&A → shared FAQ process.

Rating: 3/10.

3.5. Summary Evaluation of Alignment with the Mission

Parameter	Rating	Comment
Clear	6/10	Channels are understandable but not structured as a full system

Consistent	5/10	No standards or predictable communication cycles
Proactive	4/10	No calendar, early notifications, or regular strategic updates
Collaboration	3/10	No two-way feedback mechanisms

Average alignment score: 4.5/10.

4. Benchmark Comparison Table

To ensure clarity and consistency, all evaluations use a unified scale:

Yes  · No  · Partial 

Element	IFF	World Rugby	World Athletics	WFDF
Member Handbook				
Communication Planning				
Proactive Updates				
Resource Center				
Regular Templates				
KPI System				
Centralised Member Portal				
Feedback System				
Internal Consistency				
Cross-Group Integration				

5. Key Gaps and Areas for Development

5.1. Structural Gaps

- Absence of core communication documents (Member Handbook, Communication Standards).
- No centralized portal for Member Federations and officials.
- No standards for email communication.
- No cycle for regular strategic updates.

5.2. Operational Gaps

- Irregular and unpredictable communication.
- Varying quality of documents for officials.
- Lack of synchronization between committees.

5.3. Analytical Gaps

- No KPI framework.
- No measurement of stakeholder satisfaction.
- No metrics for accessibility or transparency of information.

5.4. Recommended Development Directions

- Create an “IFF Member Federation Handbook”.
- Establish “IFF Communication Standards & Templates”.
- Launch a centralized Member Portal.
- Introduce regular “Monthly Federation Updates”.
- Formalize communication processes for officials.
- Conduct annual or quarterly feedback surveys.
- Create a KPI model for all internal audiences.

This report was prepared by the IFF Internal Communications Committee. The committee currently consists of:

Tamuz Hidir (Chair)

Mari Myllärinen, IFF Office - Secretary of the Committee.

Olafur Björgvin Sveinsson

Serhii Syrkin

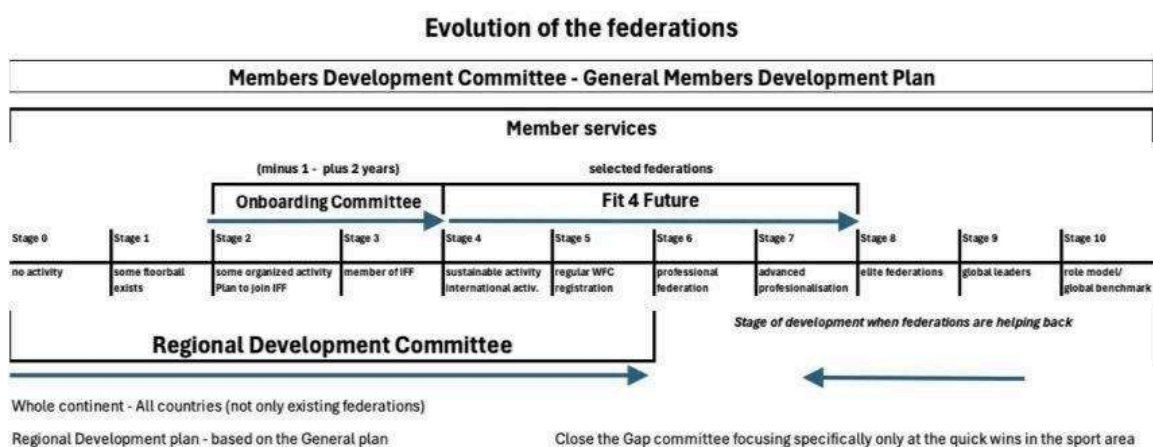
Kristýna Šedová

Kathleen Long

New Members Onboarding Committee - Country Status Update Report | 14.02.2026 | Tamuz Hidir | Chair

This report provides an overview of the current status of countries and territories where floorball development is ongoing but where formal membership within the International Floorball Federation (IFF) has not yet been established. The purpose of the report is to inform the IFF Central Board and relevant committees about existing contacts, grassroots activities, and structural progress, as well as to identify key obstacles and next steps in the onboarding process.

The New Members Onboarding Committee focuses on supporting initiatives that aim to establish sustainable national structures for floorball, in line with IFF membership requirements. Particular attention is given to countries where there is demonstrated activity and leadership, but where institutional or legal frameworks are still missing. This report reflects the current situation based on direct communication with local stakeholders and IFF representatives.



At the moment the onboarding federations/countries includes the Kingdom of Saudi Arabia, the United Arab Emirates, the United Republic of Tanzania, the Republic of Zambia, the Republic of Benin, and the Kingdom of Morocco.

Together, these six countries represent a combined population of approximately 184 million people (2025 estimates). This provides a significant demographic base for long-term sport development and institutional growth across multiple regions.

The cluster covers the Middle East (2 countries), North Africa (1), East Africa (1), Southern Africa (1), and West Africa (1), ensuring broad geographic representation across strategically important growth markets.



Saudi Arabia

Floorball activity in Saudi Arabia currently exists at an individual and project-based level, without a formally established or legally registered national floorball association. The primary driving force behind the sport in the country is Maher Khalil Al-Jari, who has independently initiated and coordinated floorball activities over several years.

Maher Al-Jari holds certifications as a floorball coach, team manager, and executive director, and has been responsible for leading Saudi teams in international contexts connected to Special Olympics programs. Floorball was introduced through Special Olympics Saudi Arabia, including participation in Special Olympics Middle East activities and an international winter tournament in Italy in March 2025, where the Saudi team achieved a fourth-place finish in a competitive group. Support from Special Olympics has, however, been limited to temporary, event-based involvement and has not continued beyond specific competitions.

In parallel with these activities, Maher Al-Jari has contacted the Saudi Ministry of Sports and the Saudi Olympic and Paralympic Committee to explore the establishment of a formal structure for floorball. While initial feedback was encouraging, no concrete follow-up or institutional support has materialized, and no formal registration process has been initiated. As of the time of this report, there is no federation, association, or official body responsible for floorball in Saudi Arabia.

The onboarding process and IFF requirements have been clearly communicated by Veli Halonen. In line with IFF statutes, the initiative to establish floorball in Saudi Arabia must originate domestically through the creation and legal registration of a national association. Once this step has been completed and the necessary documentation submitted, the IFF can issue a formal letter of support and proceed with a membership application.

In summary, Saudi Arabia demonstrates strong individual leadership and proven activity in floorball, particularly within the Special Olympics framework. However, progress toward IFF membership is currently constrained by the absence of a legally registered national association and sustained institutional backing at the national level.

We have internally agreed that committee member Andres Meier will serve as mentor for Saudi Arabia during this phase of its development.

Tanzania

Floorball development in Tanzania is at an early but structured preparatory stage, led by Rev. Stanley Mwadime Makonya, who acts as the main contact and coordinator of the Tanzania Floorball Development Initiative. He has formally approached the International Floorball Federation and submitted a written project proposal and a structured development roadmap outlining a 12-month foundation phase and a three-year expansion plan .

Initial grassroots actions include informal demonstrations, engagement with PE teachers and youth leaders in Dar es Salaam, and the identification of interested schools and potential venues for pilot activities. A small local support group of teachers and volunteers has been identified to assist with early implementation.

Work has begun on drafting a constitution for a national floorball federation, and initial contact has been made with national sports authorities to clarify registration requirements. However, no national federation has yet been legally registered, and no formal recognition has been granted.

The New Members Onboarding Committee has requested further clarification on activities, personnel, venues, education plans, and federation status, in line with standard onboarding procedures. Progress toward IFF membership is currently dependent on the completion of domestic registration steps and the establishment of a formal national structure.

We have internally agreed that committee member Dorothee Vogelesand will serve as mentor for Tanzania during this phase of its development.

United Arab Emirates (UAE)

Floorball activity in the United Arab Emirates is at an active grassroots and community-based stage, primarily centered in Dubai. The main contact and driving organization is Desert

Floorball, led by Pavel Strandh, operating under the multi-sport entity Desert Sports, registered as a free zone company in the UAE.

Desert Floorball has been running regular adult floorball sessions for approximately two years, with weekly participation and an active community of around 160 members. In addition, a youth academy with two age groups has been established, providing weekly training for approximately 15 young players. The organization has also demonstrated organizational capacity by hosting the Desert Floorball Tournament in October 2025, which attracted more than 60 participants, sponsors, and partners.

The group has expressed a clear interest in formalizing floorball in the UAE and pursuing membership within the International Floorball Federation. In dialogue with the New Members Onboarding Committee, Desert Floorball has outlined short- and long-term goals focused on expanding youth development, acquiring full-size goals and goalkeeper equipment, strengthening competition structures, and eventually engaging in regional and international activities.

The IFF has also been approached separately by representatives connected to Special Olympics UAE, who are at an early stage of exploring the creation of a floorball federation. At present, there is no nationally registered floorball federation in the UAE, and coordination between existing floorball initiatives remains a key issue to be addressed as part of any onboarding process.

In summary, the UAE shows a relatively advanced level of practical floorball activity and organizational capacity, but progress toward IFF membership will depend on aligning existing groups, clarifying the appropriate national governance model, and establishing a unified structure that meets IFF membership requirements.

We have internally agreed that committee member Andres Meier will serve as mentor for UAE during this phase of its development.

Morocco

Floorball activity in Morocco currently exists at an early grassroots level, driven by local initiatives but without a formally established or registered national floorball federation. The main contact is Abdelatif Afkir, who represents the Moroccan Earth Ball Academy and has expressed a clear interest in developing floorball nationally and progressing toward membership in the International Floorball Federation.

According to the information shared, floorball activities are being organized locally, including regular training and the planned organization of a mini-tournament. The Moroccan Earth Ball Academy has also previously participated in an international “earth floorball” event in Côte d’Ivoire, where the team achieved a third-place finish. These activities indicate initial organizational capacity and competitive interest, although they are not yet part of an IFF-recognized national structure.

In correspondence with the New Members Onboarding Committee, it has been clarified that Morocco currently lacks a national floorball federation, which is a prerequisite for participation in official IFF World Championships. While there is interest in taking part in upcoming international events, including the World Championship in Spain, participation is understood to be linked to broader national development and federation-building efforts rather than standalone competition.

In summary, Morocco demonstrates emerging grassroots activity and strong individual motivation, but progress toward IFF membership is currently limited by the absence of a nationally registered federation and a coordinated national development structure.

We have internally agreed that committee member Maria Gomez will serve as mentor for Morocco during this phase of its development.

Zambia

Floorball development in Zambia has progressed to an early organizational stage, with an application formally submitted to the International Floorball Federation and reviewed by the New Members Onboarding Committee in October 2025. The initiative is led by President Mulenga, who represents the emerging Zambia Floorball Association.

Grassroots activity is already taking place through four school- and community-based clubs in Lusaka, involving approximately 90–100 youth players, both girls and boys. Activities to date have mainly consisted of regular training sessions and friendly matches, with plans to organize a first national-level event in 2026. Cooperation with schools and community organizations is ongoing, and there is interest in expanding activities to churches and other community settings.

A draft constitution for the Zambia Floorball Association has been prepared, and a structured development plan has been outlined, including short-, mid-, and long-term goals focused on participation growth, coach and referee education, and national competition structures. However, the association is not yet legally registered under Zambian law, and no General Assembly has been held to date.

From an onboarding perspective, Zambia demonstrates active grassroots engagement and a clear development ambition, but progress toward provisional IFF membership is currently dependent on completing legal registration, formalizing governance structures, and clarifying financial sustainability, including the ability to cover the provisional membership fee.

We have internally agreed that committee member Dorothee Vogelesand will serve as mentor for Zambia during this phase of its development.

Recently approved IFF members

Benin

Benin was approved as a provisional member of the International Floorball Federation in March 2024, becoming IFF member no. 80. The national governing body is the Benin Floorball Association, which entered IFF membership following the establishment of a basic organizational structure and initial domestic activity.

Since becoming an IFF member, floorball development in Benin has focused on building structured national activity. Reported initiatives include the organization of club and youth competitions, as well as the staging of a national U17 event, marking an important step from introductory activities toward organized domestic competition. The federation's early work has prioritized participation growth, youth engagement, and the consolidation of governance structures.

We have internally agreed that committee member Marcel Wadja will serve as mentor for Benin during this phase of its development.

Solomon Islands

The Solomon Islands became a provisional member of the International Floorball Federation in 2023. The Solomon Islands Floorball Federation is led by Adam Olofsson, who serves as President and main point of contact with the IFF.

In addition to establishing a national federation and organizing domestic league activities, the Solomon Islands have progressed to international competition. The men's national team has participated in official IFF World Floorball Championship qualification tournaments in the Asia–Oceania region, representing a major milestone in the country's development pathway. This participation demonstrates a transition from grassroots and domestic activity to engagement in IFF-sanctioned international competition.

The committee decided not to handle Solomon Islands since they are already beyond the stages that the onboarding committee is responsible for.

This report was prepared by Tamuz Hidir, Chair of the New Members Onboarding Committee.

Composition of the Committee:

Tamuz Hidir - Chair
Veli Halonen - IFF Office - Secretary to the Committee
AMaria Gomez
Andres Meier
Marcel Wadja
Dorothee Vogelesang

Report on Regular Updates of Key Contact Information of Member Federations

Date: 26 January 2026 | Tamuz Hidir

1. Purpose

This report evaluates whether there is a functioning system for regular reporting and publication of changes to key contact information of member federations.

2. Current Situation

At present, there is no operational mechanism that ensures regular reporting and publication of changes to key contact information.

Due to ongoing technical problems, the website has not functioned properly for more than one year. As a result:

- Updated contact information cannot be reliably published.
- There is no publicly accessible and updated overview of key contact persons.
- It is not possible to verify whether submitted updates have been implemented.

3. Practical Example

In November, the Ukrainian Floorball Federation submitted updated contact information.

Because of the website malfunction, this information has not been published and is not accessible.

This demonstrates that even when federations report changes, there is no functioning system to process and publish them.

4. Assessment

There is currently no structured, verifiable system for regular reporting and updating of key contact information.

Without a functioning publication platform, regular reporting cannot be assessed or monitored.

Prepared by: IFF Event Committee, based on year plan 2025/2026
Date: 14/02/2026
For: IFF Central Board

IFF Report – Part 2 of Event Evaluation Framework

Executive Summary

Report highlights

1. Event Overview

- Name of Event:
- Host Country / City:
- Date:
- Category:
- Organising Body:
- Main Objectives (according to LOC bid document and subsequent IFF / LOC decisions) e.g., promote international cooperation, showcase local culture, economic development)
- What were its main goals and intended legacy
- Who was responsible for delivery
- How success was defined

2. Planning and Preparation

- Event Planning Process: timeline of preparation, key stakeholders involved
- Planning actions: Eventello management, task scheduling, IFF internal planning, IFF / LOC planning
- Venue Selection and Readiness: suitability of facilities, accessibility, logistics, technological infrastructure

3. Event Management and Operations

- Coordination and Communication: effectiveness of internal communication, collaboration with international partners – eg. participating national associations, broadcasting partners, sponsors, LOC-appointed travel partners etc.)
- Scheduling and Timing: adherence to schedule, flexibility in handling changes
- IFF Staff Management: IFF officials (jury + referee management), staff, support staff, planning, information flow
- Media Coverage and Broadcasting: summary of the coverage (eg. number of TV takers) and the different platforms and channels used

4. Logistics and Support Services

- Transportation: movement of athletes, officials, and spectators; traffic management
- Spectator management: movement of spectators, entry/exit management
- Accommodation: quality and proximity of lodging, handling of international delegations
- Security and Safety: risk management plans, medical and emergency response readiness

5. Audience Experience and Engagement

- Ticketing and Entry Process: availability, pricing, accessibility
- Spectator Services: information services, amenities, signage
- Fan Engagement: general delivery of services (e.g. marketing campaigns, cultural activities, entertainment etc.)
- VIP Services: packages, seating, catering, other services

6. Legacy and Long-Term Benefits

- Inclusivity and Representation: diversity among participants and organisers
- Promotion of Cultural Exchange: integration of local culture into the event
- Diplomatic and International Relations Impact: cooperation between nations and sports bodies
- Environmental Management: waste reduction, energy efficiency, carbon footprint
- Economic Impact: benefits to local economy and businesses
- Social and Sporting Legacy: long-term benefits for sport development and community

7. Challenges and Areas for Improvement

- Identified Problems: logistical, organisational, or communication issues
- Crisis Management: handling of unexpected events (e.g., weather, loss of electricity)
- Lessons Learned: recommendations for future international events, recommendations for procedural changes

9. Achievement of Objectives

- Success Indicators: achievement of objectives

10. Conclusion

- Summary of the event's organisational success

Prepared by: IFF Event Committee, based on year plan 2025/2026
Date: 14/02/2026
For: IFF Central Board

LOC Report – Part 1 of Event Evaluation Framework

1. Executive Summary

Providing a clear and concise overview of the LOC report, summarising the following content:

- Event overview – what, when, where
- Overall achievement (operations, finance, ticketing, media/communications/marketing, sport, fan engagement, and event legacy) – 3-5 key successes as well as challenges
- Key recommendations for future LOCs

2. Background and Organisation

- What was the overall purpose of the event?
- What were the main objectives of the event?
- What was the vision of the event?
- How was the LOC structured? (Provide an organizational chart.)
- Did the implemented LOC structure support effective collaboration and delivery? If not, what could have been improved in the structure?
- How effective was the LOC's governance and organisational structure, and what lessons were learned?
- What cooperation took place with host city/cities, authorities and partners?
- Did the delivered event align with the commitments made in the original bid? If not, what were the main deviations and their underlying reasons?

3. Event Operations

- Was the venue/all venues operational and suitable for the planned activities? If not, describe the issues and how they were resolved.
- Were equipment, materials, and services delivered on time and in accordance with expectations? If not, describe the issues and how they were resolved.
- Were all event timings followed according to schedule and conducted as planned? If not, describe the situation and what could have been improved.

- List all areas with risk management strategies in the table below.

Area	Purpose	Approach/strategy	Notes/Lessons Learned

- Were emergency protocols tested or rehearsed prior to the event? If issues arose, how were they handled?
- Were there any safety or security incidents during the event? If so, describe them and how they were managed.
- Please provide information regarding the total number of volunteers
 1. Involved in the event
 2. By functional area
 3. During
 - opening weekend
 - weekdays
 - final weekend
- Were volunteers and staff sufficient in number and properly trained for their roles? Describe any challenges faced, as well as what worked well.
- What were the events' sustainability targets?
- To what extent were the sustainability targets achieved?

4. Finance and Budget

- What was the approved budget for the event?
- Were there any significant changes to the budget during the planning or delivery phases of the event? If so, why?
- What were the actual financial outcomes compared to the approved budget?
- What were the main sources of revenue? Describe the revenue within each category (ticketing, sponsorships, public funding, tourism revenue, other income)
- What were the main cost categories? Describe the costs of each category (personnel, travel, accommodation, venues, marketing, entertainment, sustainability and legacy initiatives, other costs)
- Were there any financial risks realised during the event? How were they managed?
- Who were the key financial partners or sponsors of the event?
- Were any financial best practices identified that could be applied to future events?

5. Ticketing

Assesses how ticketing was planned and executed, including ticket categories, pricing, and allocation between sold and complimentary tickets. Reviews sales channels, timing, and revenue performance versus forecasts. Evaluates overall effectiveness and suggests lessons for future events.

Suggested questions:

- Outline the ticket categories and their respective pricing.
- How many tickets were sold and how many were complimentary in each category?
- What special initiatives or engagements were implemented to maximise spectator numbers?
- What specific measures were taken to reach the audience targets?
- Through which sales channels were tickets distributed, and what was the timing of sales for each channel?
- How did ticket revenue perform compared to the forecast or budget? Explain any significant variances.
- What aspects of the ticketing process worked well, and what could be improved for future events?
- Provide a summary of ticket sales over time, highlighting peak period and trends leading up to the event

What were the audience targets for the event, what was the capacity and what was the outcome (for both venues if applicable). Please, fill in the table below and specify in numbers.

Arena A	Expected spectator attendance	Total capacity	Actual attendance	Arena B	Expected spectator attendance	Total capacity	Actual attendance
In total				In total			
Day 1				Day 1			
Day 2				Day 2			
Day 3				Day 3			
Day 4				Day 4			
Day 5				Day 5			
Day 6				Day 6			
Day 7				Day 7			
Day 8				Day 8			
Day 9				Day 9			

6. Fan Engagement

- Describe the fan engagement initiatives implemented by the LOC, host city/cities, and partners before the event.
- Describe the fan engagement initiatives implemented by the LOC, host city/cities, and partners in and around the arena.
- How was the overall on-site fan experience organised, including facilities, services and accessibility?
- Were there any issues affecting the spectator experience, and how were they addressed?

7. Media and Communications

- How many media representatives were accredited for the event?
- What was the total number of TV takers/broadcast operators at the venue?

8. Sport and Competition

- Was the competition planned and organised according to the event regulations? If not, describe the issues and how they were addressed.
- Were all matches and practice sessions conducted on schedule? If not, provide details and causes.
- Were the rules and officiating implemented correctly, and were there any disputes or issues?
- Were athlete services (accommodation, transport, training facilities) delivered as planned? If not, describe the issues and how they were addressed.
- How was coordination with technical delegates and national federations managed?

9. Event Legacy

- Which legacy areas were prioritised during planning?
(Select all that apply)
 - Sporting
 - Social Responsibility
 - Environmental impact
 - Brand/reputation
 - Political impact
 - Institutional impact
 - Community engagement
 - Other
- Describe the legacy targets within each prioritised area.
- To what extent have the legacy targets within each prioritised area been achieved (if known at this stage)?
- How will progress on the legacy targets in each prioritised area be followed up?

10. Summary and Recommendations for Future Events

- Based on the findings of this report, what were the challenges, their causes and solutions?
- Based on the findings of this report, what are the key recommendations for future LOCs?
- Which aspects of planning and delivery worked well and should be repeated in future events?
- Based on the findings of this report, what are the key recommendations for the IFF?

11. Appendices

Contains supporting material and detailed documentation that supports the report. Includes for example financial breakdowns, media reports, timelines, and other reference material suitable for the future organisers.

IFF Floorball:FitForFuture Development Program Status report (February 2026)

- **Overview:**

- The IFF 4F Program was launched with its 1st phase (evaluation) on 17 April 2024. In January 2025, the onboarding of the second phase (Development Action Plan – DAPs), was initiated. This allows us to already look back on one year of developing individual action plans based on the annual evaluation, during which the first federations have begun integrating these action plans into their daily operations. Overall, the 4F Programme has developed into a highly successful and widely accepted development framework across the global floorball family. At the same time, based on the experience of the past year, it should be noted that while the DAP tool demonstrably supports the structured development of federations, it does not lead to actual development without a clear investment and commitment from the federations themselves.
- The Evaluation 2025 will remain open until the end of January 2026. The Evaluation 2026 will then open for all IFF member federations in March 2026.
- The EU application is currently being updated and will be resubmitted for the 2026 call. In recent years, the required score has increased significantly to 91 out of 100 points (last score 71 Points), which represents a substantial workload for the application process.
- The 4F session featuring best-practice examples and a panel discussion during the Association Meeting led to a further increase in interest in the 4F Program and confirmed its global relevance and potential for impact.

- **4F – Overview**

- Until January 2026, 37 Countries were in contact with the 4F program
 - **Registration to the 4F Program (2)**
Laos, Norway
 - **Individual training in the 4F Program (6)**
Latvia, Mexico, India, Philippines, Thailand, Cameroon
 - **Start of real evaluation of the federation (4)**
Burkina Faso, Iceland, Japan, Slovenia
 - **Complete Evaluation (10)**
China, Czechia, Estonia, Finland, Hungary, Singapore, Solomon Islands, Sweden, USA, Switzerland
 - **Phase 2 (15)**
Australia, Austria, Belgium, Netherlands, Italy, Ukraine, Slovakia, Spain, Poland, Canada, France, Germany, Denmark, UK, Kenya
- New countries after the Association Meeting
 - Laos, Norway, Latvia, Iceland

- **Phase 1 – Evaluation Work**

- Evaluation 2025 - remains open until the end of January 2026
- Invited but not evaluated (8)
 - Burkina Faso, China, India, Japan, Mexico, Philippines, Slovenia, Latvia
- Start (2)
 - Netherlands, Iceland
- Finished (23)
 - Germany, Denmark, Czechia, Australia, Austria, Belgium, Canada, Finland, France, Hungary, Italy, Kenya, Slovakia, Solomon Islands, Spain, Sweden, Switzerland, Ukraine, UK, Estonia, Poland, Singapore USA

- **Program Phase 2 – Development work**

- Overview
 - Onboarding in three groups finished May 2025
 - **Group 1:** Italy, Canada, Belgium, Kenya, Ukraine
 - **Group 2:** Denmark, Spain, Slovakia, Poland, Germany
 - **Group 3:** Austria, Australia, Netherlands, UK, France
 - Development of Individual action plans based on annual evaluations
- Development Action Plans (DAPs)
 - 13 out of 15 federations have submitted initial DAP drafts
 - 8 out of 15 federations work regularly (each week) with the DAP
 - Most participating countries are actively working on refining and implementing their plans. The countries in Phase 2 can be divided into 3 groups
 - Group 1: Highly engaged federations (high motivation, willing and able to work 360 degrees)
 - Australia, Belgium, Canada, Germany
 - Group 2: Developing federations (some internal challenges, but actively participating)
 - Italy (Focus home U19 WFC), Kenya (personal changes), Spain (focus 3v3 WFC), Ukraine (special circumstances), UK (personal changes), Slovakia (searching for leader), France
 - Group 3: Federations at an early stage of engagement (preparation for resources to actively work in the 4F program)
 - Netherlands (search for DAP leader), Austria (search for DAP leader), Denmark (personal changes), Poland (search for DAP leader)
 - Additional federations have already expressed interest in Phase 2
 - Hungary, Estonia, Solomon Island
 - Some Numbers regarding DAP
 - DAP in place: 13
 - Federation Users (people supporting the 15 DAP leaders): 67
 - Active Activities: 103
 - Total completed Steps: 102
 - It is evident that development requires time and commitment from the federations in phase 2

- At the same time, regular work is gradually generating growth
- **Digitalization of the Program**
 - Progress in digital infrastructure:
 - IT system for Phase 2 (DAPs) developed & tested. The federations are working successfully with the DAP since April/May 2025.
 - Ongoing development of the Digital Development Library to support collaborative learning.
 - Library prototype in the system (please see Library report)
 - New note section to chat-like environment on activity card
 - New way of approval for submitted DAPs
 - At the same time, the link between the tools from Phase 1 and the activities in Phase 2 is being further strengthened.
 - Next Steps:
 - Enhanced User Management section
 - Enhanced Super Admin Dashboard
 - Double-check of e-mail deliverability
- **Erasmus+ Application**
 - The EU application is currently being updated and will be resubmitted for the 2026 call, led by Cesky Floorball, with a budget of €400,000 over three years.
 - In recent years, the required score has increased significantly to 91 out of 100 points (last application score 71 Points), which represents a substantial workload for the application process.
 - Project theme: Advancing and digitalizing the 4F Program through AI integration and innovation.
- **Best Practice Library**
 - Please see the separate report
- **Fifty/Fifty Gender Equality Initiative**
 - Please see the separate report.

Reports on the creation and utilization of the best practices library (February 2026)

- **General**

- The 4F work clearly shows, that the best practice library is a crucial element to speed up the development of national federations
- A prototype of a 4F best practice library is currently available within the system, but not yet visible to active federations
 - The prototype shows only 4F related documents, which will be used during the 4F work
 - Plans (POE) & Goals (NACS)
 - The library has filter options:
 - Federation
 - Type of document
 - Open search
 - Documents are linked to specific activities and levels

- Example:

NACS	Federal Italy	2.0.2. The federation holds an influential position in the NACS and/or other prominent sports organizations in the country.	3. The federation knows the power structure of its national organizations and negotiates its participation in the activities.	2.0.2_LowB_NACS_1339000	Jorge Gilebo
POE	Federal Australia	2.0.3. The federation has a stated employment structure and plan for its future development.	2. The federation has first plan of employment structure	2.0.3_LowB_POE_1408000	Vanessa Austin
POE	Federal Australia	2.0.5. The federation has an environment which successfully supports the coaches develop youth players with regards to their age, gender and competitive level.	2. The federation shows creating an environment supporting youth coaches to focus on developing players instead of results and manage teams with regards to the age, gender and competitive level of the players	2.0.5_LowB_POE_1408000	Vanessa Austin
NACS	Federal Spain	2.0.1. The federation has a set organizational structure, all elected (appointed) bodies of the federation as well as professional athletes have a defined role and defined responsibility	2. The federation has organizational structure as per its statutes and has first basic division of responsibilities within the set structure	2.0.1_LowB_NACS_1408000	Alex Rodriguez Padron-Gomez

Start of Discussion – Members Development Committee

- The initial discussion showed that the 4F library is strongly linked to the 4F work and not useable for the wide floorball community.
- It was highlighted that, in addition, a general best practice library should be established. This would provide valuable know-how to the global floorball community.
- Key questions raised during the first discussion included:
 - What is the goal of a library?
 - Should the 4F library be linked with a general library?
- As a first step, the Committee will focus on:
 - Creating an initial draft of the library structure.
 - Continuing the discussion in upcoming committee meetings.

Colombia - Assessment #1 (January 2026)

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IFF Development Stages

List of Stages

Below is a list of IFF development stages.

Stage 0 No activity

Stage 1 Some floorball exists

Stage 2 Some organised activity – plan to join IFF

Stage 3 Member of IFF

Stage 4 Sustainable activity – international activity

Stage 5 Regular WFC registration

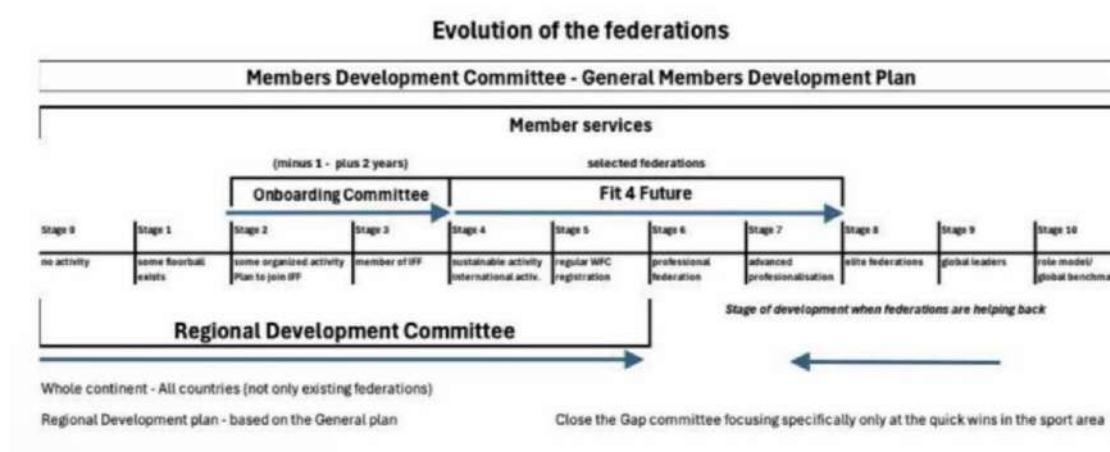
Stage 6 Progressive federation

Stage 7 Advanced professionalisation

Stage 8 Elite federations

Stage 9 Top leaders

Stage 10 True model / global benchmark



Assessed Level for Colombia

Colombia has as of January 2026 a perceived development stage: **3 - 4**.

Association Contacts

Asociación Colombiana de Floorball (ACF)

CALLE 22 CARRERA 13 #35

901487906-6

Ríohacha, La Guajira

COLOMBIA

E-mail: asocofloorball@gmail.com

ACF Central Board

President	Osneider Ortega Montenegro
Vice President	Gabriel Björkman
Secretary	Maria Gomez
Treasurer	Lina Moreno Bonett
Events and Competitions Committee	Santiago Montoya
Club Relations Committee	Mayerly Sanchez
Sports Development Committee	Zharick Peralta
Communications Committee	Jeanette Björkman



Social Media and Platforms

Web Page	HOME Floorball Colombia ACF Official Floorball Organisation
Instagram	floorballcolombia
Facebook	ACF Floorball Colombia
Youtube	Floorball Colombia - YouTube

Current status of Floorball Colombia

Founding and Governance

The Colombian Floorball Association was officially founded in 2021 and registered as the national governing body for floorball in Colombia.

IFF provisional member

The Asociación Colombiana de Floorball (ACF) became a provisional member of the International Floorball Federation (IFF) in September 2021, as Member No. 75 of IFF.

Registered Clubs

There are currently **6 registered floorball clubs** in Colombia.

Number of Active Players

The estimated number of active players in Colombia is approximately **150**, distributed across:

- Children
- Youth
- Adults
- Both men and women

The majority of players are located in **La Guajira**, with emerging activities in Bogotá and Medellín.

Participation in IFF Events

Colombia has participated in the 3v3WFC in Switzerland 2025 and is also registered to participate in 3v3WFC in Spain in June 2026.

Development Context

The country's entry into IFF membership came after years of promotion, workshops and collaboration with international floorball supporters and coaches.

The sport's development in Colombia is still at an early stage, with primary focus placed on grassroots growth, access to equipment, and local introduction rather than international competition. However, with the introduction of the IFF 3v3 format, Colombia has also found an opportunity to take part in international events.

Floorball in Colombia continues to grow through local clubs, youth programs, and community-based efforts.

Challenges for the Sport to Grow in Colombia

Even though Colombia has reached a level of 3 – 4 according to the IFF assessment stage, the sport has only progressed in a few areas within the country. The sport is mainly played in the northern part of the country, while efforts are underway to expand and grow floorball in Bogotá, Medellín, and also throughout the whole country.

Some of the key challenges affecting the development of floorball in Colombia include:

- **Financial resources** – Limited funding remains a major constraint for the sport's expansion. Much of the current activity is sustained through private contributions from board members. For developing federations with minimal financial base, the annual IFF membership fee

represents a significant burden. The pandemic further slowed early growth, leaving very limited resources available even for essential equipment.

- **Equipment availability** – The country currently lacks sufficient equipment (sticks and balls) to support broader participation. Most of the existing material has been generously donated by private supporters in Sweden and Switzerland. Colombia does not yet have a rink, and previous efforts to transport one from Sweden proved financially unfeasible. Goalkeeper equipment is especially scarce.
- **Need for technical education and certification for coaches and referees.**
- **Absence of dedicated infrastructure and playing facilities**
- **Organisational structures** – There is a need to further establish foundational systems for leagues, player registration, referee development, and overall competition structure.
- **National recognition and support** – Although floorball has recently been formally recognized by the Colombian Ministry of Sport, this recognition has not yet translated into practical support or initiatives that would facilitate the sport's growth.

Nevertheless, the commitment, creativity, and enthusiasm shown by local promoters demonstrate that, with appropriate support, floorball has strong potential to grow as an educational, inclusive, and socially impactful sport throughout Colombia.

History

Floorball in Colombia has been growing step by step since 2014.

Below is a short resumé of important steps over the years.

2014	The year it all started. Floorball was introduced to schools.
2015	Teams established in Bucaramanga.
2016	Floorball was introduced in Nariño.
2017	Kids from Tumaco was introduced to floorball.
2018	Floorball introduced in La Guajira.
2019	#DosNacionesUnSueño – Swedish & Colombian joint efforts was a new starting point. From here it took off more organized - Work began with setting up structures and formalizing the work.
2020	First tournament in Colombia was planned for but had to be postponed due to Covid 19. Covid slowed down the process but the cooperation between Colombia and Sweden continued.
2021	Constitution of “ACF Asociacion Colombiana de Floorball” AND Member of IFF. A central board formalized together with regular CCB scheduled meetings.
2022	Floorball Workshops in La Guajira, equipment delivered to Medellin and Bogotá.
2023	The President of ACF visited Sweden for 3 months to practice floorball.
2024	Floorball grows in Bogotá and La Guajira.
2025	Colombia to Historic first World Championship. Floorball is recognized as a sport in the country by the sports committee in Colombia.
2026	Colombia is planning for the participation in their second 3v3WFC in Spain in June.

Venezuela - Assessment #1 (January 2026)

As of January 2026, floorball in Venezuela is not currently developing, as the country continues to face significant economic and social challenges that limit resources, organisation, and support for sport activities.

Several attempts have been made to gather more information about floorball activities in the country; the responses received indicate that floorball cannot be actively developed at this time.

The information provided below is therefore based on official sources available online and reflects the most recent registered data from the International Floorball Federation (IFF), where Venezuela is listed with licensed player statistics but has not yet participated in IFF events.

Information about the work in the Latin American Committee is distributed to the representatives in Venezuela.

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IFF Development Stages

List of Stages

Below is a list of IFF development stages.

Stage 0 No activity

Stage 1 Some floorball exists

Stage 2 Some organised activity – plan to join IFF

Stage 3 Member of IFF

Stage 4 Sustainable activity – international activity

Stage 5 Regular WFC registration

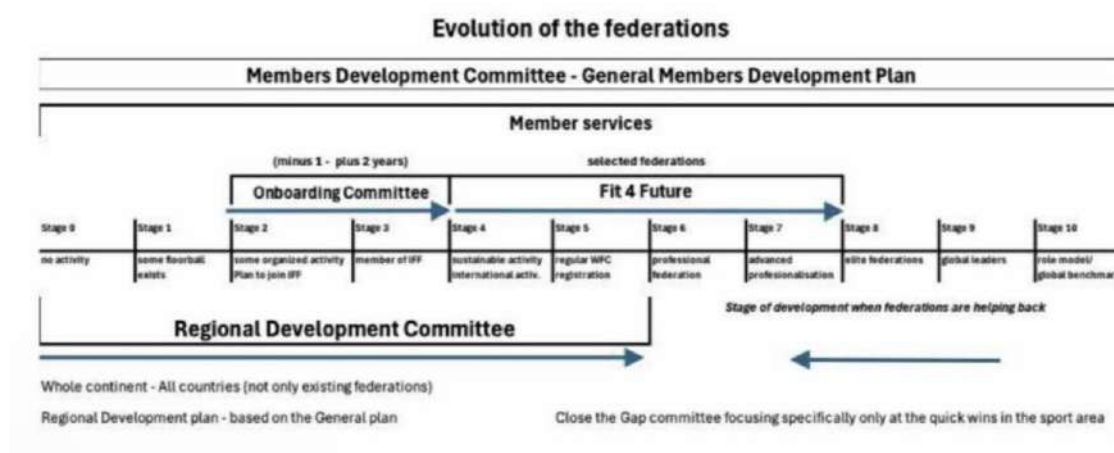
Stage 6 Progressive federation

Stage 7 Advanced professionalisation

Stage 8 Elite federations

Stage 9 Top leaders

Stage 10 True model / global benchmark



Assessed Level for Venezuela

Venezuela has as of January 2026 a perceived development stage: **0 - 3**.

Association Contacts (reference: IFF)

Latest known information

Association Contacts

Federacion Venezolana de Floorball (FVFL)
apartamento 3, piso 3, edificio encarnación,
Parroqui la pastora, Municipio Libertador,
Caracas D.C.
VENEZUELA

Phone: +58 414-553 33 50

E-mail: f.ven.floorball(at)gmail.com

President:	Mr. Alejandro Russo-Mendoza	arawakmendoza(at)hotmail.com
Vice President:	Mr. Humberto Justo Perez	humbertjust91(at)gmail.com
Secretary General:	Ms. Rosalia Bastidas	bastlia44(at)hotmail.com
Transfer contact:	Mr. Alfonzo Diaz	halfdiaz(at)gmail.com
Anti-doping contact:	Mr. Jose Martinez Lares	martinejose(at)gmail.com
Referee contact:	Mr. Jorge Luis Montes	jolumonro.1960(at)gmail.com
National team contact:	Mr. Alejandro Russo-Mendoza	arawakmendoza(at)hotmail.com
Info/Web contact:	Mr. Hector Escalante	hector.escalante(at)gmail.com
Education/Development:	Mr. Douglas Gonzalez	douglas.gonzalez(at)bluewin.ch

Social Media and Platforms

Facebook [Asociacion Floorball Venezuela AFV](#)

Status of Floorball Venezuela

- Venezuela is a provisional member of the International Floorball Federation (IFF). They were approved as members in 2017.
- As of January 2026, floorball in Venezuela is not currently developing, as the country continues to face significant economic and social challenges that limit resources, organisation, and support for sport activities.

Floorball Development and Activities

The Asociación Floorball Venezuela (AFV) exists as a community/organisation aimed at promoting and growing floorball within the country. It brings together people interested in learning, practicing, and supporting the sport locally.

Most development work in Venezuela is driven by a small number of dedicated individuals rather than large institutional support.

Focus and Priorities

- Raising awareness
- Introducing the sport to children and youth
- Coaching and training sessions
- Building a grassroots base rather than immediate international competition

Competitive and Organizational Status

As a provisional IFF member, Venezuela does not yet have established national leagues or teams competing regularly internationally.

Number of licensed players (reference: IFF)

Total: 481

Men: 38

Women: 15

Men Under 19: 275

Women Under 19: 153

Number of Floorball Clubs: 18

Report on the Development of Floorball in Ecuador

Prepared by: Francisco Cantuarias Rey

Representative of the Floorball Latin America Development Committee - IFF

Responsible for Ecuador, Peru, Chile, and Bolivia

1. Introduction

The purpose of this report is to present the current situation of floorball in Ecuador, assess its organizational structure, sports development, and progress toward formal federation status. This information aims to strengthen collaborative efforts with the Floorball Latin America Development Committee - IFF.

2. Communication and Institutional Relations

Communication with the representatives in Ecuador is excellent. They are highly friendly, cooperative, and fully willing to work together with the Floorball Latin America Development Committee - IFF. They clearly understand the committee's mission and express readiness to support all necessary initiatives for the growth of the sport.

3. National Sports Structure

Ecuador demonstrates a notably well-organized sporting structure, which is evident both on social media and in the professional presentation of their reports.

The organization currently overseeing the sport is ****Red Floorball Ecuador****, an association that unites all teams participating in national competitions. None of these teams function as independent clubs; instead, all belong to this central network.

The national structure includes:

22 club-level groups, each with multiple teams across different age categories.

Presence in three major regions of the country:

Pichincha

Guayas

Esmeraldas

Although there are many well-organized teams, ****no formally established sports clubs exist yet****, which is an important requirement to address in order to advance toward an officially recognized national federation.

4. Sports Activity and Competitions

The national tournaments in Ecuador stand out due to their excellent level of organization. Positive aspects include:

- * Playing fields equipped with official floorball boards
- * Properly uniformed teams
- * Presence of spectators and a strong sports environment
- * Player interviews and media coverage
- * Large number of participating teams

All of this can be verified through their social media content, which reflects a positive atmosphere and professional promotion of the sport.

5. International Support and Local Coordination

Ecuador receives support in the following areas:

- * Sports equipment
- * Training and educational sessions
- * Sports events

This assistance is provided by the organization ****Floorball4all****.

The official representative for Ecuador is:

Mr. Jonathan Pazmiño

- * Phone: +593 978 638 090
- * Email: jonatanpazmino2000@gmail.com
- * Additional role: Representative of Red Floorball Ecuador
- * Responsibility: Leading the process toward establishing the future national sports federation.

6. Social and Community Aspects

Floorball in Ecuador is also used as a ****tool for social development and community support****, often in connection with religious or social outreach activities.

On social media platforms, initiatives such as **@Propositoglobal** can be found, which carry out missionary work through sports, including floorball.

It is important to note that all official floorball publications in Ecuador are managed exclusively through the **Red Floorball Ecuador** page, reflecting centralized digital communication.

However, each team maintains its own internal structure, with designated representatives and organizational systems, and they take part in coordination meetings and collective decision-making.

7. Attached Documentation

An Excel document is attached containing detailed information, including:

- * Name of each team
- * Name of its representative
- * Contact email
- * Categories in which it participates
- * City or region of origin
- * Tournaments attended

This document will be essential for analysis and for planning future development initiatives in Ecuador.

8. Conclusion

Ecuador shows significant progress in the organization and promotion of floorball, highlighted by its strong associative structure, social commitment, and high-quality national competitions.

The next strategic step is to support the formation of **formally established sports clubs**, a necessary requirement for the creation of an officially recognized national federation.

OFFICIAL REPORT

Latin American Floorball Development Committee

Status of Floorball in Peru

Date: November 2025

Prepared for: Latin American Floorball Development Committee

Prepared by: Francisco Cantuarias – Responsible for Peru, Chile, Ecuador, Bolivia

1. Introduction

This report presents an analysis of the sports structure of floorball in the Republic of Peru, based on partial communications, social media observations, and testimonies from independent teams. It is important to emphasize that ****much of the available information could not be independently verified****, and therefore several conclusions should be understood as ****reasonable assumptions derived from the investigative process****.

2. General Overview of Floorball Development in Peru

According to the information collected, floorball in Peru is in an ****early stage of development****, with visible progress in youth categories but with a ****non-consolidated institutional structure****.

The sport's expansion appears to be strongly linked to social and community work, in coordination with non-profit organizations, educational institutions, and religious entities, with an emphasis on ****social promotion rather than competitive sport****.

The ****primary challenge identified**** is the ****lack of legally constituted and independent clubs****, a prerequisite for the creation of a ****national federation recognized by the Peruvian Institute of Sport (IPD)**** and subsequently by the ****International Floorball Federation (IFF)****.

3. Institutional Situation and Identified Issues

During the investigation process, several obstacles were identified that hinder the collection of reliable and transparent information:

3.1 Lack of Communication and Absence of Official Contacts

It was not possible to establish communication with most of the teams listed on social media as participants in Peruvian floorball.

In many cases, ****no verifiable public information exists**** (phone numbers, emails, official representatives).

3.2 Centralization of Information in a Single Representative

Mr. ****Christian Parreño Porras****, identified as the representative of ****Floorball4all**** in Peru and also as the representative of ****UFPC – Unión Floorball Peruano en Cristo****, has been the ****only person centralizing institutional communication****.

According to testimonies from independent teams:

* Mr. Parreño ****has declined to share the contact information**** of the teams affiliated with his organization.

* He has stated that he ****does not recognize the Latin American Development Committee****.

* He has requested a direct meeting with the IFF for clarification, despite an official communication already issued by the IFF formally introducing the Committee.

From the Committee's perspective, these behaviors ****raise reasonable doubts about the level of transparency and the actual structure of Peruvian floorball****, as well as the independence of the affiliated teams.

3.3 Parallel Meeting Call

Mr. Parreño has convened a meeting with South American leaders for ****Saturday, November 22, 2025****, reportedly to coordinate joint actions with the IFF.

Given the context and previous statements, there is a ****reasonable concern**** that this meeting may seek to ****question or discredit the work of the Latin American Committee****, potentially causing misinformation or confusion among regional stakeholders.

4. National Sports Activity

4.1 National Tournaments

What could be confirmed through photographs and social media posts is that Peru holds **annual national tournaments**, organized over a weekend (Saturday and Sunday), with **two competition dates**.

These tournaments feature **3 to 4 participating teams**, depending on the venue. The observed categories include:

* **U13** (girls, boys, or mixed)

* **U21 Youth** (girls and boys)

The number of female teams appears to be **very limited** (sometimes only two). It has not been possible to contact any of these female teams, so the data comes exclusively from what is visible on social media.

According to available posts, tournaments and sports activities appear to be associated with **religious and evangelization events**, although this information **could not be verified with external sources**.

5. Observed Organizational Structure (Unverified)

Based on social media observations, the Peruvian floorball structure **appears to depend almost entirely** on **Floorball4all**, both for sports equipment and for training and activity organization.

However, this perception is based on unofficial material and **could not be directly corroborated with the mentioned associations**.

The following is a list of associations and teams **affiliated with UFPC/Floorball4all**, with which **direct communication was not possible**. The information comes exclusively from public posts:

5.1 Associations Supposedly Affiliated with UFPC

(No verified contact)

1. UFPC – Unión de Floorball Peruano en Cristo
2. FPC La Libertad Floorball
3. FPC Ancash Floorball
4. FSMPC Floorball San Martín

5. Hope Station Floorball
6. El Sembrador Floorball (school)
7. Floorball Lima Callao
8. Qhawaq Qullana Floorball Laredo
9. Ballwest.team
10. Floorball para Cristo Morales

Most of these entities ****do not appear to operate as clubs****, but rather as ****coordination organizations or local projects****, supposedly under the umbrella of Floorball4all.

6. Teams with Verified Communication

Only three teams could be contacted and demonstrated actual sports activity, in addition to having identified representatives:

6.1 Pachacútec Floorball

- * In the process of being established as a club.
- * Participates in U12, U13, U21, and adult categories.
- * Receives support from Floorball4all and the non-profit Estación Esperanza.

6.2 Kyros Floorball

- * In the process of being established as a club.
- * Participates in U13 and U21 boys' categories.
- * Receives support from Floorball4all.

6.3 Lamas Floorball (Independent Team)

- * In the process of being established as a club.
- * Participates in U21 boys' category.
- * Receives no support from any organization.
- * Development depends entirely on their own local efforts.

7. Conclusions

1. ****The floorball structure in Peru is in an early and fragile stage****, with limited institutional formalization.
2. ****Centralization of information in a single actor****, without external verification mechanisms, affects transparency and hinders the work of the Latin American Committee.
3. ****No legally established clubs exist****, preventing any real attempt to form a federation recognized by the IPD.
4. The number of active teams appears to be ****significantly lower**** than presented on social media, although this could not be fully confirmed.
5. The lack of cooperation from UFPC/Floorball4all toward the Committee generates ****reasonable doubts about the veracity and independence**** of the publicly presented sports model.
6. Despite the difficulties, ****active teams exist****, particularly Pachacútec, Kyros, and Lamas, representing a potential starting point for structured and federative development.

Prepared by: IFF Partners Committee
Chair: Jörg Beer, IFF CB Member
Secretary: Tero Kalsta, IFF Sales Coordinator
Date: 13 February 2026

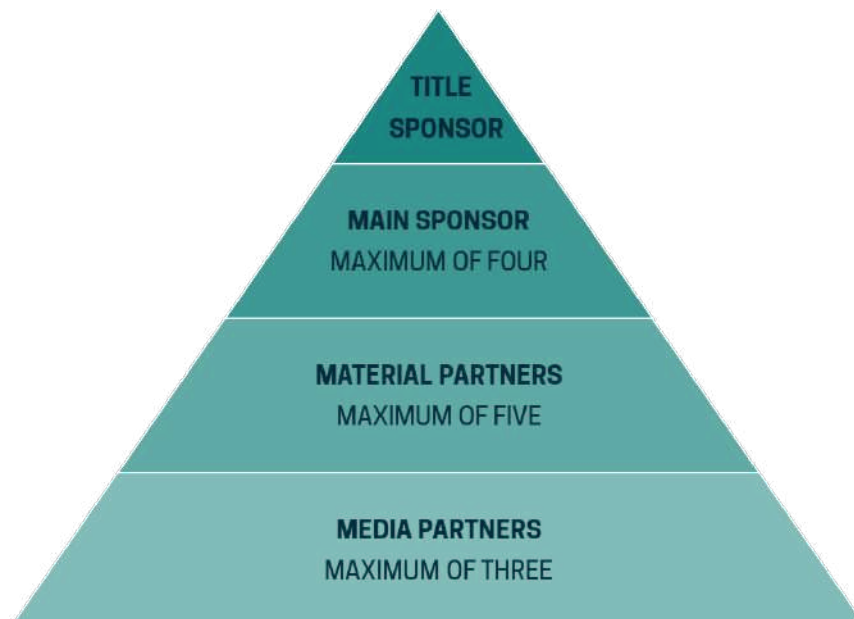
Information on IFF's marketing inventory

1. Purpose of the Report

The purpose of this report is to provide the IFF Central Board with an overview of the International Floorball Federation's (IFF) current marketing inventory which acts as base for on-going sales and further development of the inventory. The document aims to convey the commercial elements available that serve as bedrock for IFF's commercial activities with sponsors. The report focuses on the available commercial elements excluding financial part which is contractually transferred to the local organising committee.

2. Current sponsor structure and pricing

The IFF sponsor structure is illustrated in the below picture.



The current, long-standing partners, are all equipment manufactures and also defined as Official Material Providers.

- Gerflor (sport flooring) sponsor since 2002 => current agreement 2023-2026
- Renew Group (floorball equipment manufacturer), sponsor since 2011 => current agreement 2023-2026
 - UNIHOC (floorball equipment)
 - DYNAMIC (official match ball)
- Swerink (rinks), sponsor since 2004 => current agreement 2023-2026 (renewal agreed for 2027-2030)
- PUMA (sports brand) => current agreement 2023-2027

The existing agreements, as they are with material providers, all include both annual value-in-kind (VIK) as well as cash elements (except for PUMA which is only VIK). The total cash amount of all material providers amounts to approximately CHF 53,000. The value-in-kind contributions of all four partners amounts to approximately CHF 141,000.

In sales cases the IFF has adopted a general pricing approach (annual fee) for respective rights package as below. These have then been adapted based on customer wishes (included elements / pricing)

- Title sponsor €250.000
- Main sponsor €150.000
- Material partner €20.000 upwards
- Media partner (flexible as main target would be to increase visibility)

The Partners Committee outlined in its first meeting a general rule that any IFF long-term partnership should have a minimum cash element of €10.000 (something which was successfully included in the renewal of the Swerink agreement)

Over the years the IFF has sold individual deals comprising of mixed elements for example the mid-circle, custom referee shirts, custom penalty benches, floor ads, event-specific sports apparel package, LED visibility to name a few. The price range has varied greatly based to the profile of the events (men/women) as well as the country and the respective price levels. Some examples:

- Mid-circle €20.000- 40.000
- Floor ad €10.000-20.000
- Referee shirts €25.000 (also €10.000 as additional element for LOC partner)
- Customised penalty benches €10.000
- LED-advertising (country-specific visibility CZE/FIN/SUI/SWE) €1.500-€6.000 per match

A general pricing example from WFC 2025 for country-specific LED-visibility (5-6 min exposure per match)

- Group stage €5.000
- Playoff stage €7.500
- Group stage (Brno / 3 games) €13.000
- Playoff stage (Ostrava / 3 games) €20.000
- All team games (6-7 games) €31.000

3. Marketing Inventory Overview

The IFF offers a comprehensive set of global marketing and commercial rights across its major events and digital platforms, providing partners with year-round visibility, international reach, and access to one of the fastest-growing indoor sports communities.

IFF events include the Men's, Women's, and U19 World Floorball Championships, along with additional international competitions, all delivering high engagement across Europe, Asia, and emerging markets worldwide.

3.1. Event Branding and Venue Exposure

The primary value of the IFF marketing inventory consists of visibility and activation elements in the IFF main events, namely the adult championships. The men's championships rise above all other events based on the visibility and spectator numbers, hence creating the biggest value. This said, as the event calendar is about to change in the coming years this will create a new situation with the European championships creating an opportunity while the four-year cycle for the world championships limits the maximum visibility to once every four years from 2028 onwards.

Partners gain premium on-site visibility at World Championships and official events.

Available assets include:

- Rink board advertising (TV-facing and in-arena)
- Floor decals and playing surface branding (mid-circle)
- Goal crease and face-off circle branding
- Team bench branding
- LED boards (where available)
- Mixed zone & interview backdrop branding
- Press conference backdrop
- Entrance arch / player tunnel branding
- Player / penalty bench branding
- Accreditation lanyards
- Volunteer uniforms
- Ticket and fan zone branding
- Trophy and medal ceremony exposure

3.2. Broadcast & Streaming Exposure

IFF events are broadcast globally via TV partners and live streams, creating significant brand exposure beyond the venue.

Assets include:

- Broadcast-visible rink boards
- Sponsored replays / highlight segments
- On-screen graphic integration
- Opening / closing credits sponsor
- Sponsored match statistics
- Live stream branding integrations
- Commentary mentions (where applicable)

3.3. Digital & Social Media Rights

IFF maintains an active and fast-growing digital audience across multiple platforms.

Assets include:

- Sponsored posts across IFF social channels (Instagram, Facebook, TikTok, IFF App)
- Logo placement in social graphics and match announcements
- Sponsored content series (e.g., "Player of the Match")
- Digital advertising on IFF website
- Newsletter branding and partner features
- Highlight clips with partner integration
- Social media contests and fan engagement campaigns

3.4. Content & Activation Rights

Partners can leverage IFF IP and events for their own marketing and campaigns.

Rights include:

- Use of IFF event marks and logos
- Player image rights (subject to agreement)

- Access to players for appearances or content (subject to agreement)
- Co-branded campaigns
- On-site fan activation space
- Product display and sampling rights
- Hospitality and VIP experience packages
- Ticket allocations for promotions and clients

The main elements are listed above, and the more detailed list can be found in Appendix 1 (IFF partnership elements listing_2025)

3.5. Category Exclusivity

IFF offers category-exclusive partnerships, ensuring brand protection and clear market positioning within a partner's industry sector.

3.6. Title & Presenting Partnership Opportunities

High-impact packages are available for:

- Event Title Partner
- Event Presenting Partner
- Official Partners & Suppliers
- Official Equipment Partners

These include full integration across venue, broadcast, digital, and content rights.

7. Recommendations

Floorball has a strong youth and grassroots participation base, particularly in Europe and Asia. To meet more sponsor demands and to offer a wider spectrum of possibilities the IFF should closely work together with the national federations. Further possibilities to increase the marketing portfolio could be for example:

Data, Community & Grassroots Reach

- Grassroots and development program association
- Youth tournament visibility
- Development project branding
- Direct engagement with clubs and federations
- Community-driven campaigns

Fan engagement

Through close cooperation with the Fan Culture committee the aim is to create new commercial elements which presents sponsors more chances interact with floorball fans. Another way to develop the marketing inventory.

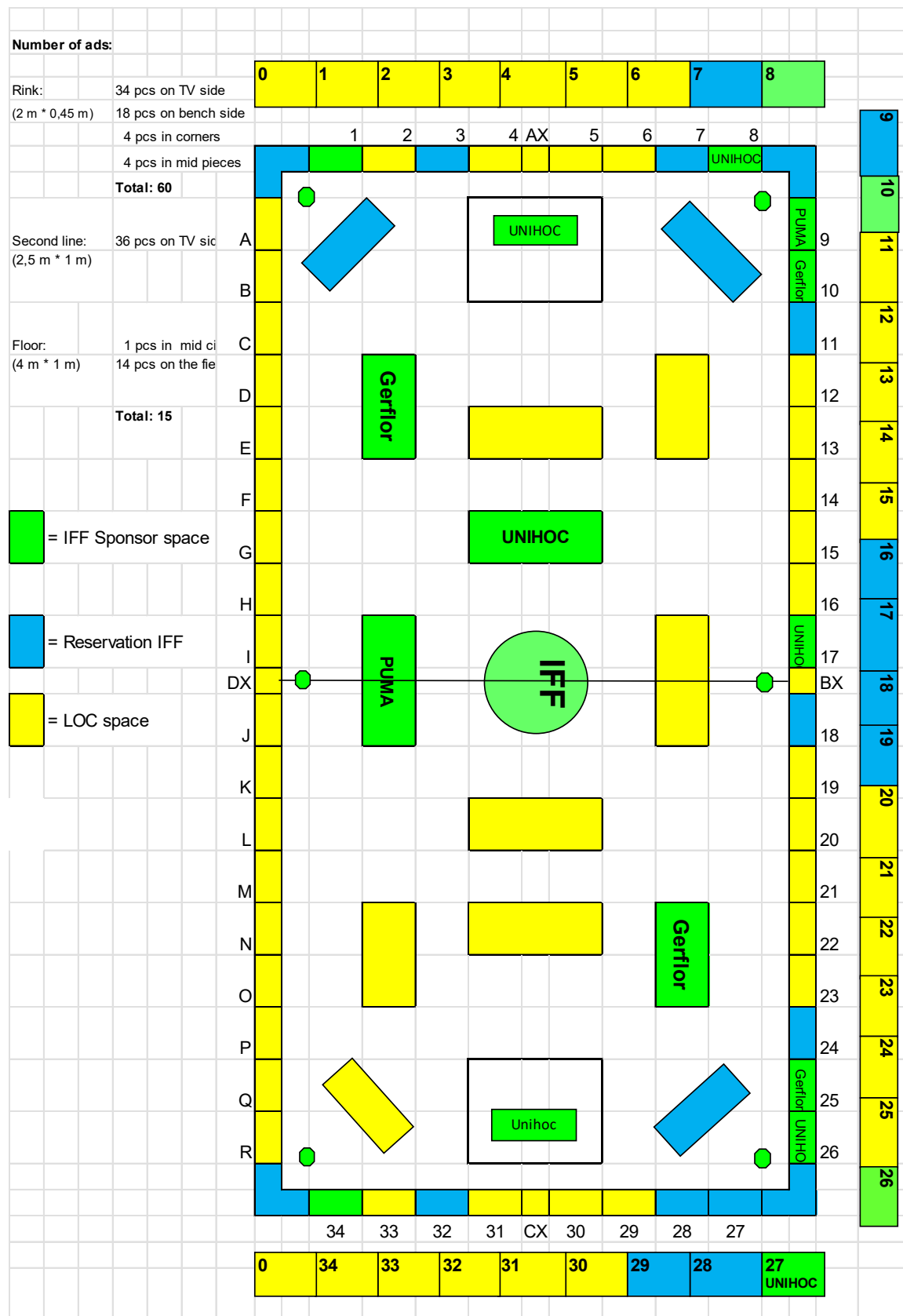
Contact has already been established between the Fan Culture Committee and the Partners Committee for this purpose.

Appendix 1 (IFF partnership elements listing_2025)

Available partner elements IFF		
(all excl. production costs)		
Element	Details	Amount
Mid-circle	3000/3500mm	1
Floor ad	4000 x 1000mm	14
LED ad	subject to event specifications	
Rink ad	1980 x 480mm	52
Rink corner	1980 x 480mm	4
Goalie area (small)	2400 x 900mm	2
Goalie area (big)	4000 x 5000mm	2
Face off dots	300mm	6
Goal net		2
Goals posts		4
Goal crossbar		2
Jumbotron / Screen ad	15 sec (may vary)	
Announcer (audio ad)	10 sec (may vary)	
Exhibition booth / sampling***	8-15m2**	
TV Clock sponsor		
IFF App	several formats	
Match programme ad		
IFF signage (press conference /back drop / mixed zone)		
Accreditation lanyard		
Visibility on event vehicles		
Visibility on match secretary table		
Referee shirts / outfit	custom	
National Team jerseys	100x50mm	
Volunteer clothing (2 signs)	100x50mm	
Media vests	100x50mm	
Player entrance (to field of play)		1
Branded penalty bench		
Branded background player bench		
IFF website (logo / section / link)		
WFC* website (logo / section / link)		
Social media (n posts per annual cycle)		
Socia media competitions		

Instagram		
Facebook		
Twitter		
TikTok		
IFF stream bumper		
IFF stream game highlights (by partner)		
Event naming right		
Presenting Player of the match		
Trophy and medal ceremony exposure		
VIP tickets		
Branded online voting		
Branded social wall at event (media cube)		
Branded fan activation (media cube)	custom	
Intermission spectator competitions	custom	
Employee / stakeholder engagement (floorball clinic)		
Networking (seminars / summits)		
Laser projection in venue**	custom	
Sustainability project support	custom	
* World Floorball Championships		
** subject to availability		
*** subject to venue rules		

Appendix 2: IFF Advertisement spaces (field of play)



External Communications Committee

Reports on the evaluation of media impact and reach of major events

The media impact and reach of major events are assessed through Quantum reports from the Adult World Floorball Championships. This report will examine past World Floorball Championships (2022-2024) for which Quantum reports are available, to understand their media impact and reach. These events have been selected due to their increased focus on channels like YouTube and TikTok, and because the IFF App has been used for streaming since 2022.



TV & streaming

- 5.4m total TV-viewership based on average audience data for the WFC 2023 broadcasts
- 2.8m live video views through streaming
- 22 TV & streaming broadcasters
- 73 TV territories
- 659h TV broadcast time

IFF App

WFC 2022 was the first WFC where IFF App was in use.

30,357 watch time (hours)

15,248 registered users

2,977 purchases

Event website data

193,355 users / 477,446 sessions / 1,494,942 page views

Social media numbers

IFF's social media channels reached 6.3 million impressions and 220,842 engagements.

PROFILE PERFORMANCE – IFF/WFC ACCOUNTS (05.11-13.11)

Profile	Audience	Net Audience Growth	Published Posts	Impressions	Engagements	Engagement Rate
Twitter (IFF)	14,500	70	10	38,651	2,040	5.3%
Twitter (WFC)	2,655	142	497	277,876	15,336	5.5%
Instagram (IFF)	80,490	1,273	268	3,306,175	87,706	2.7%
Instagram (WFC)	16,343	1,635	364	2,073,506	61,173	3.0%
Facebook (IFF)	43,334	49	34	345,580	28,654	8.3%
Facebook (WFC)	15,758	57	53	259,406	25,834	10.0%

Beyond Facebook, Instagram, and X, the IFF was also active on TikTok, where posts generated 1million views and 30,000 likes.



**Women's World Floorball
Championships 2023**
2 Dec – 10 Dec | Singapore

TV & streaming

- 5.4m total TV-viewership based on average audience data for the WFC 2023 broadcasts
- 3.3m live video views through streaming
- 22 TV & streaming broadcasters
- 16 TV & streaming territories
- 791h TV & streaming broadcast time – does not include the IFF App data

IFF App

54,590 registered users

1,765 purchases

Event website data

29,803 users / 53,653 sessions / 124,548 page views

Social media numbers

IFF's social media channels reached 6.1 million impressions and 211,990 engagements.

PROFILE PERFORMANCE – IFF/WFC ACCOUNTS (02.12.2023-10.12.2023)

Profile	Audience	Net Audience Growth	Published Posts	Impressions	Engagements	Engagement Rate
X (IFF)	14,512	13	7	5,899	187	3.17%
X (WFC)	2,616	8	163	41,422	970	2.30%
Instagram (IFF)	85,947	758	214	2,184,887	59,598	2.73%
Instagram (WFC)	17,038	573	344	1,209,277	35,501	2.94%
Facebook (IFF)	46,703	303	124	756,526	40,049	5.29%
Facebook (WFC)	16,965	180	195	1,971,509	75,785	3.84%

Beyond Facebook, Instagram, and X, the IFF was also active on TikTok, where posts generated 0.5 million views and 39,000 likes.



Men's World Floorball Championships 2024

7th-15th December | Malmö | Sweden

TV & streaming

- 6.9m total TV-viewership based on average audience data for the WFC 2024 broadcasts
- 21.6m individuals exposed to WFC broadcasts
- 2.6m live video views through streaming
- 37 TV & streaming broadcasters
- 45 TV & streaming territories
- 304h TV broadcast time

IFF App

82,475 registered users

Purchases/watch time???

Social Media numbers

IFF’s social media channels outperformed previous editions during WFC 2024, reaching 8.3 million impressions and 274,631 engagements – compared to 6.3 million/220,842 in 2022 and 8 million/230,047 in 2020.

Instagram accounted for 83% of all impressions, while the highest engagement rate, 6.6%, was recorded on IFF’s Facebook page.

PROFILE PERFORMANCE – IFF/WFC ACCOUNTS (7-15 DECEMBER 2024)						
Profile	Audience	Net Audience Growth	Published Posts	Impressions	Engagements	Engagement Rate
X (IFF)	14,339	16	13	41,375	1,676	4.1%
X (WFC)	2,623	25	24	24,747	762	3.1%
Instagram (IFF)	91,611	2,425	395	5,231,000	179,775	3.4%
Instagram (WFC)	18,325	1,396	488	1,658,899	31,167	1.9%
Facebook (IFF)	46,220	214	36	872,451	57,793	6.6%
Facebook (WFC)	16,680	32	23	430,481	3,448	0.8%

Beyond Facebook, Instagram, and X, the IFF was also active on TikTok, where 30 posts generated 1.2 million views and 61,000 likes. On YouTube, 77 videos were uploaded resulting in 204,000 views and 2.5 million impressions.



**WFC 2025 Quantum report is not yet ready*

Social media numbers

This event was the first one where posting on X was extremely limited and the focus was clearly on Instagram, Facebook, and for IFF Media staff also on TikTok and YouTube.

X

IFF Impressions 2,496 & 101 Engagements
WFC 7,176 Impressions & 42,002 Engagements

Instagram

IFF 5,471,715 Impressions & 79,218 Engagements

WFC 9,029,205 Impressions & 212,412 Engagements

Facebook

IFF 2,222,347 Impressions & 23,340 Engagements

WFC 2,659,479 & 3,448 Engagements

Beyond Facebook, Instagram, and X, the IFF was also active on TikTok, where 39 posts generated 9.6 million views and 429,565 likes. On YouTube, 82 videos were uploaded resulting in 246,917 views and 1.8 million impressions.

External Communications Committee

Reports on the development and utilization of IFF's communication channels

Introduction

The aim of this report is to clarify how IFF's current communication channels are developed and used. It focuses on external communication, meaning how we engage with fans, the media, potential partners and sponsors, and those new to the sport. The data in this report comes from social media and website analytics, as well as from newsletter statistics.

Overview of External Communication Channels

External channels used by the IFF:

- Website
- Social Media
- Newsletter
- Press releases

IFF website (floorball.sport) is the central hub. It should be user-friendly and mobile-responsive and meant to serve both the internal and external audience by offering information about floorball and IFF events. Externally the target audience are the fans, media and general public. Internally, the audience is formed by athletes, referees, Central Board, Key features include news section, information about events, transfers and rules as well as information about who to contact. The IFF website will be rebuilt to answer to this need better during this spring and will be separated for fan and to more internal sections.

IFF is present in multiple social media channels including Facebook, Instagram, LinkedIn, YouTube, and TikTok. In addition to IFF channels, there are event-specific channels as well. Full breakdown of channels can be found below with the current followers' numbers (as of 10th February 2026):

FACEBOOK

IFF 50,287 followers

World Floorball Championships 18,531 followers

U19 World Floorball Championships 5,485 followers

Floorball Champions Cup 3,639 followers

INSTAGRAM

IFF 99,476 followers

World Floorball Championships 21,927 followers

U19 World Floorball Championships 9,539 followers

Floorball Champions Cup 7,507 followers

IFF YouTube - 68,987 subscribers

IFF TikTok - 25,225 followers

IFF LinkedIn - 2,661 followers

Facebook is used for raising general awareness and building a community. Important updates and news are shared on the IFF Facebook page, along with video clips, photos, and the occasional match highlight. Instagram and TikTok are used for visual storytelling and reaching younger audiences. On these platforms, the IFF tries to promote entertaining content, from videos to photos, as well as stories and behind-the-scenes info. TikTok is the IFF's most informal channel. The IFF YouTube channel is ideal for sharing videos and showcasing IFF events, as it's the place for highlights and shorter videos. LinkedIn is used for connecting with partners and Member Federation representatives. The IFF prioritises video content, particularly on Facebook, Instagram, TikTok, and YouTube.

The IFF App is its own ecosystem. It's where events are streamed, and people can find highlights and interviews, as well as all the schedules and statistics. The IFF App was created to meet the need for a new pay-per-view streaming platform for the IFF, and the strategic aim is to get 150,000 registered users on the platform (currently at 109,328 users).

Newsletters and press releases are used to circulate important updates. Press releases are aimed at the general media, while the newsletter mailing list includes floorball media, national federation contacts, and anyone who's signed up for the newsletter.

Website analytics (floorball.sport)

1.1.2025 – 31.12.2025 vs 1.1.2024 – 31.12.2024

Audience

Total users: 204,681 vs 250,211

New vs returning visitors: 200,307 vs 18,009 / 246,469 vs 39,689

Traffic source

Direct: 120,737 vs 57,347

Organic Search: 75,537 vs 162,819

Referral: 4,750 vs 16,242

Organic Social: 3,420 vs 14,890

User engagement

Engagement rate: 30,14% vs 44.3%

Sessions 271,848 vs 410,993

Key pages/Screens (2025): Player pages, IFF home page, Current Events, Events and Organisers 2025-2026

Key pages/Screens (2024): IFF home page, Current Events, Upcoming Events, 2024 Transfer List

The IFF website hasn't been fully functional throughout 2025, so a comparison for 2024 has also been included here, as the website was working then. The number of total users compared from 2025 to 2024 has declined, as have the numbers of new and returning visitors. Consequently, the engagement rate and sessions have also decreased. This could be explained by the current state of the website, with outdated content and broken links, meaning people spend less time on the website than they usually would. On the other hand, the criticism the IFF has received regarding the user-friendliness of the current website might also explain these figures.

What's remained consistent, regardless of the year, are the key pages. The IFF homepage is still the most important page, and this needs to be the focus when developing the site. Secondly, people are looking for information on events, both current and upcoming, which highlights the need for better event information presentation or an event calendar feature on the website.

Social Media Analytics (Sprout Social) – 2025 vs 2024

Channel	Followers	Engagement	Impressions	Reach	Shares	Comments	Replies
Facebook	25,218	25,518	4,421	10,134,798	2,763,246	1,176	42,978,855
Instagram	25,218	25,518	4,421	10,134,798	2,763,246	1,176	42,978,855
TikTok	195,683	12,148	4,544	27,031,483	417,120	3,58	12,404,111
Twitter	5,378	1,122	1,191	1,111,801	1,111,801	1,111,801	1,111,801
YouTube	1,122	1,122	1,122	1,122,428	1,122,428	1,122,428	1,122,428
LinkedIn	24,427	2,426	1,201	17,213,327	23,733	4,7%	17,213,327
U19 WFC Facebook	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434
U19 WFC Instagram	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434
U19 WFC TikTok	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434
U19 WFC Twitter	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434
U19 WFC YouTube	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434
World Football Champ.	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434
World Football Champ.	1,375	1,331	1,331	1,331,434	1,331,434	1,331,434	1,331,434

As you can see in the chart above, all channels except the U19 WFC Facebook page have been growing. The biggest growth has been on IFF TikTok (6,436 followers) and IFF Instagram (6,207). This aligns with the IFF's communication priorities. The result for the U19 WFC Facebook page highlights the need for guidance and monitoring of the LOC's media work on the channels, although the WFC channels have grown during 2025 (WFC IG 3,414 and WFC FB 1,166). Overall growth should still be greater, and more focused efforts will help achieve this. On the other hand, overall impressions on all channels have increased since 2024

(102,026,798 vs 37,001,480). The same goes for engagements (2,763,056 vs 1,417,190). However, a big question remains: are all these channels really necessary?

Newsletter analytics (12 months)

- Open ratio average – 26,46%
- Click-through ratio average – 1,60%

The newsletter stats are quite poor. The IFF newsletter list has around 1,000 subscribers, but the open rate is less than 30%. The newsletter used to be sent out weekly, then fortnightly, and now it's usually once or twice a month. It's often linked to World Championships or other major updates from the IFF. One idea would be to move away from a traditional newsletter to more email-based press releases, which would then reach general sports media contacts as well. It might also be worth refining the look of the newsletter and making it more visually appealing.

Development of Communication channels

The biggest shift in external communication happened when the IFF started using social media. The IFF joined Facebook in 2009 and Instagram in 2013. Instagram was set up ahead of the Women's WFC 2013 (on December 2nd, 2013), and this way the IFF responded to changing trends in communications and found another channel to cover the World Floorball Championships. In response to different events, event-specific social media channels were created (Champions Cup, WFC, U19 WFC).

TikTok is one of the IFF's newest channels. The IFF TikTok was initially used and updated by media professionals covering the Men's WFC 2020 in Helsinki, Finland, but after receiving logins to that account, the IFF started using it as its own channel. The channel started to gain traction during the Men's WFC 2022 when a specific person was hired to create content for it. And it was the first time TikTok was added as one of the priorities for social media during the WFC.

The IFF YouTube channel was previously only for streaming, highlights, and interviews, but after the introduction of Shorts, it became an important tool for the IFF for posting shorter videos on the platform. On the other hand, streaming was moved away from YouTube at the end of 2022, which meant that YouTube needed additional content to keep the over 60,000 subscribers engaged.

The IFF launched a new website in 2018, just after a new brand look was created in 2017. Floorball.sport then served as the main hub for the sport, including news and event information. The website didn't meet the requirements for mobile and user-friendliness, and when the IFF lost access to its website in March 2023, it created a completely new challenge for digital communication. Social media channels became even more important when news and updates had to be shared, and the website wasn't an option. The website was rebuilt during the summer of 2023 and relaunched then, but it quickly became clear that this

process would need to be started all over again. The IFF is now in the process of building a completely new website.

Recently, the IFF gave up on X (formerly Twitter). The biggest reason for this was the low engagement rates and reach. It was difficult to identify the target audience on that channel, and as a lot of work was put into keeping the channel active, it was better to let it go and focus on other, more prominent channels like TikTok and YouTube.

The IFF is also trying to push more video content on the main social media channels. What's helped in creating more video content is the use of an AI-based platform called Magnifi, where clips and highlights from a match are automatically created. This way, the IFF Media staff has been able to use more different situations and not just goals that are easy to find on the stream.

The IFF is also using Sprout Social for social media management. Through this platform, posts can be published and scheduled, and it also provides reports from each social media channel separately, or you can compare different channels. In addition, the IFF uses the Meta Business Suite for posting on Facebook and Instagram.

In terms of content, the IFF is trying to be active on several social media channels and is trying to post daily content, at least on some of the channels. Content types include short video clips of goals, saves, unusual situations, celebrations, as well as longer match highlights, interviews, photo posts, and graphics used to inform fans about events and schedules. In addition, the IFF produces articles on the website and for the newsletter. Instagram and Facebook will have the most frequent content, while LinkedIn will see posts once or twice a week. Short videos are there to reach new people, those who aren't yet following the IFF, while the event posts, videos, and match highlights are more for the fans. Written pieces serve the media and external community.

Utilization of Communication Channels

The IFF is thriving when it comes to audience engagement, particularly on platforms like Instagram and TikTok. On these platforms, the IFF actively participates in conversations by commenting on posts, liking and reposting content, and replying promptly to comments. The idea is not just to be part of the conversation, but to spark it too. Calls to action are also used on these channels, either by engaging people with Story Quizzes or video polls.

To integrate channels, the IFF uses the cross-posting option for Facebook and Instagram, meaning the same content is posted on both channels. These platforms are used for news circulation as well as all kinds of content, from photos and graphics to videos. Not every post and Story will be shared, but the cross-posting possibility is there. On the other hand, TikTok and YouTube mainly serve as places for video content and match/event clips. The website and LinkedIn are used for written posts and news circulation, while the IFF App is a multimedia hub utilising news, photos, and videos.

The IFF allocates most resources to Instagram, Facebook, TikTok, and YouTube, prioritising video content to maximise reach and interaction with the floorball community and boost engagement.

Strengths and Weaknesses

The IFF has a pretty good follower base across its social media channels, and this gives the channels a lot of potential for the future. The biggest channel is the IFF Instagram (currently 99.4k followers), which shows where the priority has been in recent years. While the aim is to gain followers and make channels even bigger, the aim also needs to be to engage the existing audience.

The communication from the IFF is genuine. Even with limited resources and one full-time communications person, we're present on several channels and use a variety of tools. The Media Team has shown innovation and curiosity when applying new tools like the IFF App and Magnifi, and joining new channels like TikTok, to develop communications and media even further. The communication highlights athletes and stunning performances, adding to the storytelling and spreading entertaining moments. The IFF is also good at getting information out to fans and the public via external channels, and even the Member Associations have said that important updates can be found on Facebook, where they first saw the info. This might not be entirely positive though, and more channel-specific content should be created to guide the publishing process.

The IFF is also good at using funny and off-the-court content, e.g., showing behind-the-scenes material on Instagram Stories and promoting funny content on TikTok. The team is always at its biggest during the World Floorball Championships at the end of the year when most people are working for the IFF Communication (six people at the last WFC in Czechia). This development of increasing the number of people has been beneficial and brought positive numbers (increase in impressions and engagements across social media channels) and hopefully continues and extends to full-time and part-time positions in the IFF as well.

Key Weaknesses

One of the main weaknesses is the quality - the IFF's communications should be of consistently higher quality. This applies to the actual posts – videos and graphics. Quality should come before quantity, and when posting high-quality content, it should also be consistent. Consistency is key to reaching more people and raising awareness of our sport. To address this challenge, the IFF should consider hiring a graphic designer to improve the output of the IFF across social media, the website, and other digital channels.

The IFF has been missing a coherent communication strategy that would define goals, metrics, and actions. While the main goal, also defined in the IFF Strategy, is raising awareness of the sport and the brand, the IFF needs to set clear goals that serve communication efforts and vice versa. In addition, metrics set for both the IFF and WFC local organisers regarding communication will be needed to evaluate success.

Another key weakness is the lack of storytelling. This is needed to maximise reach and build global sports stars. For this, the IFF needs to partner with well-known floorball stars who are recognised outside the traditional floorball countries. People follow sports not only for the game itself but for the stories and personalities behind it. The IFF should play a leading role in building and sharing stories that make people recognise floorball as a modern, dynamic sport. The federation's communication should support not only the sport itself but also help promote its players and their personalities.

Finally, the biggest weakness at the moment is the website, which isn't fully functional or user-friendly. The IFF website will be renewed during the spring of 2026, and it will be improved to serve both fans and the external community, as well as the Member Associations, referees, and players.

One potential improvement is to leverage celebrity and influencer promotions to make floorball more visible and appealing. When well-known athletes, sports figures, or social media influencers endorse or participate in the sport, it immediately gains credibility and attention. This kind of promotion can inspire younger generations to try floorball, encourage media coverage, and create a stronger fan base. This has been tested with the IFF Social Media Ambassadors programme, which could be developed further with different content and different athletes.

The IFF also needs to partner more with member federations regarding content creation and maximising reach. The IFF and national federations or leagues could, for example, post **"Goals of the Week"** or other shared content.

One of the biggest challenges for floorball internationally and nationally is the lack of awareness and visibility. Floorball doesn't get enough TV broadcasts, or it isn't accessible enough for new viewers on streaming platforms. This means that the sport doesn't reach new people. In addition, engaging traditional media is important for our sport. The media will write about floorball when the materials are accessible and when they are provided with the information. We need more media to write about floorball and help us to create stories and highlight key athletes and events. There's increased competition for sports fans, and the IFF needs to be there competing for new viewers and fans.

Recommendations

Here are some recommendations based on the aspects presented in this report. As the External Communication Committee task list includes, one of the most important tasks is building a new communication strategy for the IFF. This should establish the metrics that will be evaluated both for the IFF and LOCs. Regarding channels, the channels should be categorised even further to make communication consistent. Furthermore, the IFF should decide which channels it will focus on and whether keeping all the current channels is necessary.

Building the new website is the most urgent task. The first version of the website should be created as soon as possible, while additional improvements (e.g., regarding IFF App content and statistics) can be applied later on.

More collaboration with national federations and media professionals is needed. The IFF must seek opportunities to collaborate with national federations and how to cross-post and create content together. In addition, hiring media professionals like graphic designers and videographers during events, but also outside events, to help with a professional and finished look on digital channels would be helpful for the IFF.

Conclusion

External media is necessary for the IFF. It should aim at increasing awareness of the brand and our sport, creating stories, and highlighting athletes. Although the IFF is present on several digital media platforms, it raises questions whether the current resources match the number of channels and the aims that want to be reached. The External Communication Committee will be responsible for looking into this, as well as the overall Communication Strategy. All in all, more resources are needed for professional and functional digital media.

Report on the evaluation of the effectiveness of the strategies for selling and distributing IFF audio-visual rights

Prepared by: IFF TV Rights Committee, based on CB task
Date: 18.02.2026
For: IFF Central Board

1. Introduction

The report aims to describe the strategy chosen for IFF sales of audio-visual rights and what measures have been taken to enhance the sales of these so far. In order to be able to evaluate the effectiveness of the strategy for selling and distributing the rights, one needs to describe the environment we are working in.

2. IFF agreement for sales of Audio-visual rights

The IFF has signed a Distribution Agreement with the Canadian company Protocol Sports Marketing Ltd. for the period September 2024 – August 2027. The agreement governs the licensing, promotion, and distribution of media rights relating to IFF events worldwide. The agreement replaces the previous distribution agreement dated September 2, 2019, which expired on August 31, 2024.

Scope of Rights

IFF grants the Protocol Sports Marketing exclusive worldwide rights (subject to specific exceptions) to license and sub-license media rights to IFF events during the Term, which includes:

- Broadcasting and transmission via all current and future platforms (free TV, pay TV, satellite, cable, OTT, IPTV, streaming, mobile, Internet, etc.)
- Digital distribution and duplication in all formats
- Dubbing into other languages
- Use of clips, stills, and event footage for promotional purposes
- Creation and licensing of promotional materials using IFF trademarks
- Appointment of agents and sub-Protocol Sports Marketings
- Editing for timing, technical requirements, or censorship (with restrictions)

Property and Territories Covered

The agreement covers all existing and future IFF events during the Term, including:

- Men's and Women's World Championships
- Continental Championships

- Other events promoted, sanctioned, owned, or produced by IFF where international rights are controlled by IFF

The Territory is worldwide, however the currently existing agreements in the following countries are excluded and are handled by the IFF: Czech Republic, Finland, Latvia, Slovakia, Sweden and Switzerland- IFF retains the right to renew these agreements on a non-exclusive basis and must provide copies of such agreements to Protocol Sports Marketing.

IFF also retains the streaming rights via the IFF App, certain licensed rights for the Olympic Channel and World Games Channel and the right to require geo-blocking where necessary to protect commercial agreements.

Financial Terms

IFF pays Protocol Sports Marketing a 30% of Gross License Fees earned from exploitation of the sold rights. IFF pays in addition Protocol Sports Marketing a retainer fee of €20,000 per year, payable in four installments, for the services: If Protocol Sports Marketing achieves €25,000 in Gross Fees in any Year, IFF will pay a €3,000 bonus in September of that Year.

The parties have agreed that the targets for a renewal discussion will consider whether Protocol Sports Marketing has achieved a sale of €25,000 per year, or €100,000 cumulative during the term of the agreement. The target with the agreement has been both to increase the income for the sales of IFF but also to enlarge the visibility of Floorball and to at the same time raise awareness of the sport. For this reason, there is a clause that the retainer fee includes six Exposure (Non-Cash) Deals and other additional exposure deals: €3,500 per deal. IFF has the right to approve the exposure deals separately.

The agreement defines that Protocol Sports Marketing must provide Quarterly financial statements and reports on licensing activity and broadcaster contacts

Obligations of IFF (Rights Holder)

IFF must deliver live international HD broadcast feeds of each Event with English commentary and International stereo audio tracks and supply broadcast-quality master recordings upon request

Obligations of Protocol Sports Marketing

Protocol Sports Marketing must submit bona fide offers for IFF approval, obtain written approval (deemed granted if no response within 5 business days). Provide quarterly financial and activity reports and focus on increasing awareness of IFF and its events globally

If IFF initiates contact with a broadcaster, negotiations must be handed over to Protocol Sports Marketing once interest is confirmed.

Term and Renewal

The Term expires on August 31, 2027. Parties must begin renewal discussions by March 1, 2027. Renewal is not automatic and must be agreed in writing by August 1, 2027. Financial performance is a key factor in renewal decisions.

IFF may terminate with 30 days' notice upon bankruptcy or insolvency of Protocol Sports Marketing, failure to pay amounts due (if not cured and Material breach (if not cured)

3. Sales of the IFF Audio visual rights

The IFF had since 2007 coordinated the sales of the TV Rights for Czechia, Finland, Latvia, Slovakia, Sweden and Switzerland, in most cases in coordination with the respective national floorball federation. These six countries have been included as our exclusive rights in the agreement with Protocol Sports Marketing. IFF has further sold an agreement with Norway/TV2 for the period 2021-2026, but which is part of the rights of Protocol Sports Marketing.

Protocol Sports Marketing has been selling mainly the rights for the Adult WFC's but not really showing any real interest in the U19 WFC for their rights. Protocol Sports Marketing is concentrating their efforts selling the rights mainly at the Sportcal Media fair in Monaco in October, which is very close to the event itself, and a lot of the TVs have already spent all their budget in October for the same year. We have raised these issues the last three years, but there has been very little response to this.

The fact is that Protocol Sports Marketing has not been able to sell more after the introduction of the retainer fee, which we were forced to agree to, as the initial Protocol Sports Marketing agreement, which also was a sponsor sales agreement signed in 2019, gave very little possibilities to cancel it. The sales result is described in the table below.

Sales of IFF TV Rights for the WFC's 2022 - 2025

		IFF Deals	PSM deals	IFF sales, excl LOC part	PSM sales	PSM commission	Change in sales from previous	Total cost for PSM	Cost per deal
Women	WFC 2023	7	7	177000	9375	2813		2816	402
	WFC 2025	8	8	122000	8000	2400	-1375	22400	2800
Men	WFC 2022	7	12	169606	25300	7350		7350	613
	WFC 2024	7	14	104000	17500	5250	-7800	25250	1804

3. Evaluation of the effectiveness of the strategies for selling and distributing IFF audio-visual rights

The strategy for the sales of the IFF audio visual rights has been built based on the IFF Strategy – Strengthening the Foundations for 2021-2032. The target is to get more TV time to increase the visibility and raise the awareness of Floorball through the combination of use of free-to-air TV in as many countries as possible and to support this with commercial TV deals. The Key Performance indicator has been set to achieve 30 million live TV spectators for the Major IFF Events and have 30 countries that are streaming IFF Events live by 2032.

The move from satellite distribution to RTMP and SRT delivery has worked really well, apart from some issues during the WFC 2025 with the Czech TV. This has saved a lot of money for the signal transfer and we have been in the forefront of using new solutions.

For the last two WFC's, which are our main and only event that reaches any major visibility we have had the following 5,6 – 5,8 million live TV viewers and a reach of a little over 20 million. The main part comes from the EFT countries, as we have not been successful to get deals with major TV in bigger countries like Germany, Poland, the Netherlands or any of the Asian countries participating in the WFC's. The number of countries where we are broadcasted or streamed by TV, shows that for Women we have reached 16 takers and with the

Men's 2024 21 takers. We have also had some WFC's where Protocol Sports has been able to make a deal with multi-country takes like W-Sport for Africa.

The chosen strategy has worked partly, and we are on the right track, but it is clear that the financial investment made with Protocol Sports Marketing has not paid off and we need to clearly look for another type of sales agency to sell the Floorball content.

The cooperation with Protocol Sports Marketing has been quite difficult already from the start, as there has been poor and late promotion of the events, and many of the broadcasters involved are either not significant players in their respective markets or the deals have been made in countries where Floorball is very small, if even exists. As we now have the six exposure deals in the agreement, this is still a way of raising awareness, even if they can be considered more "nice to have" rather than strategically important markets.

Since the retainer fee arrangement began, the financial results have declined and the relative cost for IFF per achieved deal has increased, with limited improvements in visibility and reach. Deals are most often presented too late to the takers, as Protocol Sports Marketing has been concentrating the sales to the Sportcal Fair in October. Further the practical cooperation has been very time consuming for IFF and the LOC's, as there has been lack clarity on the number of matches to be broadcast for each takers, making them difficult to approve. Additionally, there are recurring issues with obtaining reliable and varied visibility metrics, and criticism—particularly from Czech TV and the IFF host production company Two Circles—about late delivery of signal delivery information.

Financially, the sale of media rights has not generated strong revenue, and exposure has mainly come through smaller channels in certain countries. There is a need for a new type of rights-selling partner to improve both revenue and exposure outcomes.

To strengthen future performance, after the end of the Protocol Sports Marketing agreement in August 2027, the IFF needs to find a sales agency which will have both the contacts to major broadcasters and the real interest to actively sell the sport and not only the Adult WFC's.

There is a need to discuss targeting major broadcasters such as Eurosport or potentially the EBU Eurovision Sport distribution system, Amazon Prime, and the Olympic Channel and have the possibility to bundle our rights to some bigger sports rights. It emphasizes that all nations participating in the WFC should have national TV or streaming coverage, and that U19 WFC should develop similar coverage long term. The discussion to re-start using the IFF YouTube channel with a game of the day or a similar solution from the IFF Events needs to be evaluated.

The key for IFF to reach the targets set in the IFF Strategy is to increase free-to-air TV coverage, which is the key to growing spectator numbers and visibility. Member federations should actively support promotion, and contracts should include clauses requiring broadcasters to promote the TV coverage.

Overall, it is fair to say that the strategic decision to engage with a sales agent has been the right one, but that the choice of Protocol Sports marketing is not, as they have not delivered even close to either the financial or distribution targets set together with them, especially for the Women's events. Further they have not been able to get deals apart from CBC/Canada for big countries, but here also on their YouTube channel. The evaluation clearly shows that a new strategic approach and partnership is needed to improve both financial returns and global exposure, as the results reached with Protocol Sports Marketing have not been at the level that expected. The process for this must start already in 2026, to have a solution for 2027.

Competition Structure Committee (CSC)

Proposal of the strategy, structure and playing system of IFF national team's competitions and its updates yearly working plan 2026 (edition 1)

Introduction/general description

1. Current events (2-yr system)

We don't expect to propose any significant changes to how we play Adult WFC, U19 WFC, or qualification events for the upcoming year (or before 4-yr system)

2. Future events (4-yr system)

The work on this will be the significant part of the yearly plan as we are expected to have the playing systems for the new events (European Championships, European Challenge, Continental Championships, World Trophy, WFC), prepared by the end of this year

The CSC is planning discussions on the 4-yr system for the first half of the year, including input from the Calendar Working Group.

CSC will do a brief review of the current events to see if there are any minor changes we want to suggest, but then the major discussions would be about the Future events.

The second half of the year would be giving the proposals to whatever committees that need to see them, reviewing the feedback, and then refining the proposals, ready for a final submission for the December CB meeting.

Based on the schedule of CB meetings the CSC aims to provide documents for review at the June meeting, which will be in conjunction with the 3v3 WFC, so this would mean documents would be due in May, and then for the September meeting, with a final proposal for December.

General plan / Timeline 2026

February – May:

- 1) Review of current 2-yr event structures by the Competition Structure Committee, including regulations review (see examples under topic 4, 5 & 6)
- 2) Creation of draft playing systems for future 4-yr event structures, in co-operation with the Calendar Working Group
- 3) Creation of draft competition regulations for future 4-yr events
- 4) Propose new holistic ranking system for the IFF National Teams including the creation of a new quota system for adult WFC built on both number of registered teams and the quality (ranking) factors.
- 5) Propose a change to the WFC ballot system (both adult and U19) so that we avoid the possibility of one group being all AOFC or all AOFC + AMER. **NOTE: needs to be decided before ballot is done for WFC 2026 on 5th March 2026**
- 6) Propose competition regulation updates since the new rules will include that teams/leaders should sit down during matches.
- 7) Proposal to update Sporting nationality regulations
- 8) Propose international weekend calendar (2029 onwards)
- 9) Propose how often will the 3v3 WFC be played – Reasons why CSC is in favour of yearly tournament will be presented in writing to CB at the March meeting.
- 10) Confirmation of which month the Continental Championships will be played in the different continents (we are waiting for answer from AOFC, AMER & AFRICA)
- 11) Annual report on set event structure for next three years 2026-2028 (edition 1 sent to CB 15-01-2026)
- 12) Presentation of first proposals to the CB in June (or earlier in some cases due to need of earlier decisions).

June – August:

- 1) Review of feedback from CB & Calendar Working Group
- 2) Further development of the playing systems & regulations (based on 2 organisers WFC/EC and playing schedule continental and World Trophy)
- 3) Proposal of how qualification to TWG 2029 will be determined (if we are granted a spot in TWG) and possible changes in how the tournament/s will be played
- 4) Presentation of proposals to the CB in September

September – November

- 1) Final updates to the playing systems & regulations (based on 2 organisers WFC/EC and playing schedule continental and World Trophy)
- 2) Annual report on set event structure for next three years 2026-2028
- 3) Proposal of the strategy, structure and playing system of IFF national team's competitions and its updates yearly working plan 2027 (edition 1)
- 4) Proposal Champions Cup (including EFCh/EFC) for the upcoming 5 years (**NOTE: depends on CCSG and when their proposal to CSC is done**)
- 5) Presentation of final proposals to the CB in December

One important thing to note is that our work involves two parts – creating the playing systems and then also making the competition regulations. The Events Committee will create the Organiser Regulations.

Input from IFF CB including time frame for different specific topics and comments CSC

Nr. of Decision	Decision	Task	Responsibility	Deadline
9/5/4/25	Creation of a new Quota system for Adult WFC's	To prepare a proposal for the creation of a new quota system for adult WFC built on both number of registered teams and the quality (ranking) factors	Martin Klabere / Competition structure committee	24-11-2025
9/5/4/25	Creation of a new Quota system for Adult WFC's	Update from IFF Central Board meeting 6/2025 11.12.2025 in Ostrava, Czechia: Task: To create a new holistic ranking system for the IFF National Teams	Martin Klabere / Competition Structure committee	New 13.03.2026
10/8/5/25	Review of Competition Regulations	To review the Competition Regulations – National Teams 2026 and the Competition Regulations – Friendly International Matches 2026	Martin Klabere / Competition Structure committee	27-11-2025
12/8/5/25	Champions Cup proposal	To prepare the proposal for the Champions Cup for the next five years	Martin Klabere / Competition Structure committee	31-01-2026
13/5/5/25	Proposal for EFC tournament	To prepare the proposal of the set-up for the Euro Floorball Cup 2026 tournament	Martin Klabere / Competition Structure committee	14-03-2026

Comments from CSC

Above timeline was done without communication with CSC and during a time when all facts wasn't available or an analysis of the impact of the new organisation would affect the IFF office and its capacity to be able to take care of all the tasks. This has been especially problematic since most of the staff have been occupied with tournaments since November non-stop (Adult WFC2025, SEA games, WU19WFCQ AOFC, Adult WFCQ 2026 & WU19WFCQ EUR)

9/5/4/25 Creation of a new Quota system for Adult WFC's

Task: Creation of a new quota system for adult WFC built on both number of registered teams and the quality (ranking) factors

Task: To create a new holistic ranking system for the IFF National Teams

CSC: Due to the high workload at the office (competition) since November we would like to have more time for this task until CB meeting in June

10/8/5/25 Review of Competition Regulations

Task: To review the Competition Regulations – National Teams 2026 and the Competition Regulations – Friendly International Matches 2026

CSC: Done and decided by IFF Central Board meeting 6/2025 11.12.2025 in Ostrava, Czechia

12/8/5/25 Champions Cup proposal

Task: To prepare the proposal for the Champions Cup for the next five years

CSC: Since CC has its own group CCSG they will make a proposal to CSC. CSC will look at it and give feedback on what we think should be adjusted. When CCSG and CSC have agreed upon how the club tournament would look then the competition regulations can be made.

CSC needs to consider how teams from EFCh/EFC/CC will move between the different levels and make the competition regulations for all three events based on this.

This means that proposed deadline (31-01-2026) wasn't possible to fulfill and that CSC can't give a suggested time when the task is done since we are in the hands of CCSG.

13/5/5/25 Proposal for EFC tournament

Task: To prepare proposal for the set-up for the Euro Floorball Cup 2026 tournament

CSC: Plan is to play the tournament in 2026 with the same system as in 2025 (this also includes EFCh) during Czech Open (agreement 2025-2027). More details to be presented to CB at the March meeting.

Martin Klabere, Competition Structure Committee Chair 2026-02-16