THE XXIX CONGRESS
Prague, Czech Republic 5-6 October 2018
AGENDA AND BACKGROUND PAPERS
CONTENTS

1. Pre-General Assembly Seminar
   - Agenda

2. XXIX IOF Ordinary General Assembly
   - Agenda

3. Minutes of the XXVII IOF Ordinary General Assembly 2016

4. Auditors’ Report, Income & Expenditure Account, Balance Sheet and Notes to the Accounts
   - 2016
   - 2017

5. Applications for IOF Membership
   - Singapore
   - Venezuela

6. Proposals to the XXIX IOF Ordinary General Assembly

7. Strategic Directions for the period 2018 – 2022, Focus Areas for the Congress Period 2018–2020, and Membership Fees and Budget for 2019 and 2020

8. Election of the IOF Council
   - Nominations / Curriculum Vitae

Cover Photo: Donatas Lazauskas
1. Pre-General Assembly Seminar
   - Agenda
# Pre-General Assembly Seminar

**Prague, Czech Republic**  
**Friday, 5 October, 2018**  
**18:00–21:00**

## Programme

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Presenter(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18:00</td>
<td>Opening of the seminar</td>
<td>Leho Haldna</td>
</tr>
<tr>
<td>18:10</td>
<td>Amendments to the IOF Statutes and Code of Ethics</td>
<td>Mikko Salonen</td>
</tr>
<tr>
<td>18:30</td>
<td>Strategic Directions 2018-2022</td>
<td>Astrid Waaler Kaas/</td>
</tr>
<tr>
<td></td>
<td>Focus Areas 2018 – 2020</td>
<td>Leho Haldna</td>
</tr>
<tr>
<td></td>
<td>Long-term Financing Plan</td>
<td></td>
</tr>
<tr>
<td>19:15</td>
<td>Membership categories and fees 2019-2020</td>
<td>Michael Dowling</td>
</tr>
<tr>
<td>19:30</td>
<td>Presentation of IOF Anti-doping work</td>
<td>Tom Hollowell/</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Kirsty McIntyre</td>
</tr>
<tr>
<td>19:50</td>
<td>Overview of IOF Events</td>
<td></td>
</tr>
<tr>
<td>20:00</td>
<td>Council candidate presentation (max. 3 min/candidate) Question and answer session</td>
<td></td>
</tr>
<tr>
<td>20:50</td>
<td>Any other business</td>
<td></td>
</tr>
<tr>
<td>21:00</td>
<td>Closure of the seminar</td>
<td>Leho Haldna</td>
</tr>
</tbody>
</table>
2. XXIX IOF Ordinary General Assembly
   • Agenda
AGENDA

1  Opening of the XXIX IOF Ordinary General Assembly
2  Roll call of delegates
3  Establishment of the number of voting members present
4  Election of a General Assembly presidium
5  Election of two persons to check the minutes
6  Election of three tellers to count votes and observe elections
7  Approval of the agenda, and ruling on the urgency of any items not included (2/3 majority of votes expressed required for inclusion)
8  Decision whether the sessions should be open
9  Approval of the minutes of the XXVIII IOF Ordinary General Assembly held in Strömstad, Sweden, on 26th August 2016
10 Report by the Council on the activities of the IOF since the last Ordinary General Assembly, and approval of same (see the Biennial Report 2016–2018)
11 Auditors’ report, approval of the accounts for the calendar years 2016–2017 and discharge of the Council
12 Applications for membership and decisions regarding expulsions
   New memberships
   12.1 Singapore
   New provisional memberships
   12.2 Venezuela
   Provisional members becoming members
   12.2 Iran
13 Proposals to the XXIX IOF Ordinary General Assembly:
   A. Proposals from the Council:
      13.1 Amendments to the Code of Ethics
      13.2 Amendments to the IOF Statutes
B. Proposals from Member Federations:

13.3 NOR: Amendment to the IOF Statutes regarding gender balance in the IOF Council
13.4 NOR: Amendment to the IOF Statutes regarding an Independent Chairperson for the IOF General Assembly
13.5 NOR: Program change proposal for the Junior World Orienteering Championships
13.6 DEN: Regarding IOF Anti-doping work
13.7 DEN: Regarding IOF work with sub-regional bodies
13.8 DEN: Regarding VIP services concept for the World Orienteering Championships

14 Membership fees, budget and activity plan for the two calendar years following the General Assembly.

14.1 Strategic Directions for the period 2018 – 2022
14.2 Activity Plan for the Congress period 2018 - 2020
14.3 Membership fees and budget for the years 2019-2020

15 Appointment of two auditors and one substitute auditor for the current and the following financial period (fiscal years 2018-2019)

16 Appointment of up to five members to the Ethics Panel

17 Election of the IOF Council

18 Announcement of place and approximate dates of the XXX IOF Congress and Ordinary General Assembly in 2020

19 Awards of Honour

20 Any other business

21 Closure of the XXIX IOF Ordinary General Assembly
3. XXVIII IOF Ordinary General Assembly 2016
   - Minutes
Minutes of the XXVIII IOF Ordinary General Assembly

Date     Friday 26 August, 2016
Venue    Strömstad, Sweden

Prior to the opening of the General Assembly, the President of the Swedish Orienteering Federation, Lena Larsson, welcomed the participants to Sweden and Strömstad.

1 Opening of the General Assembly

The President of the IOF, Brian Porteous, opened the XXVIII Ordinary General Assembly.

He thanked the Swedish Orienteering Federation and the Organisers of the 2016 Nokian Tyres World Orienteering Championships (WOC) and World Trail Orienteering Championships (WTOC) for their efforts, and all delegates to the General Assembly for their good work over the past 2 years.

The delegates and guests stood in remembrance of former presidents Bengt Saltin (SWE), Heinz Tschudin (SUI) and Honorary Member Horst Stubenrauch (GER) who had passed away since the previous General Assembly.

Brian Porteous also welcomed new Member Federation Presidents who were present.

2 Roll call

The Secretary General/CEO called the roll of those present (APPENDIX I).

3 Voting members present

The number of voting members present at the time of the roll call was 35, each having one non-transferable vote.

4 Presidium

Brian Porteous (President), Leho Haldna, Astrid Waaler Kaas and Mike Dowling (Vice Presidents) were elected to constitute the presidium during the proceedings of the Ordinary General Assembly.

5 Minutes witnesses

Robert Dredge (GBR) and Nermin Fenmen (TUR) were elected to certify the minutes of the meeting.

6 Election of tellers

Michael Sørensen (DEN), Malcolm Ingham (NZL), and Cristina Luis (USA) were elected tellers.

7 Approval of agenda

The Council presented to the General Assembly an updated agenda item number 13 regarding memberships.
The Council proposed that an item of urgency be added to the General Assembly agenda to propose a resolution from the General Assembly regarding Anti-doping and sports governance, in light of recent developments. The item of urgency was unanimously approved by the General Assembly and was added under the agenda item number 21. Any other business.

The agenda was approved.

8 Open sessions

It was agreed that the sessions should be open and observers welcomed.

9 Approval of the minutes of the previous General Assembly

9.1 Approval of the minutes of the XXVII IOF Ordinary General Assembly held on 10 July 2014

LAT proposed that Council should consider changes to allow for more timely approval of General Assembly minutes by the members, as it made little sense to approve minutes which were 2 years old. The President explained that this was a consequence of the fact that the Assembly only met every 2 years. He explained that the accepted precedent was for independent minute checkers to verify and confirm the minutes shortly following the actual Assembly meeting so that appropriate actions could be taken thereafter.

The minutes of the previous IOF Ordinary General Assembly, held at the XXVII IOF Congress in Lavarone, ITA, were approved as a true record of that meeting.

9.2 Approval of the minutes of the Extraordinary General Assembly held on 6 August 2015

The minutes of the Extraordinary General Assembly, held in Inverness, Scotland, UK, were approved as a true record of that meeting.

10 Council’s report

President Brian Porteous (BP) presented the report on the activities of the IOF in the period since the previous General Assembly in 2014, highlighting some of the key areas which were documented in the Biennial Report 2014-2016. Among them were the major changes made to the professional organisation of the IOF, the advances in TV and media coverage, the completion of the Competition Review Project, the creation and initial work of the Regional and Youth Development Commission (RYDC), the activity generated on the first World Orienteering Day in 2016, the strengthening of partnerships and networks and the renewal of the IOF’s anti-doping work.

AUS enquired about the introduction of IOF LiveCenter and whether the target of LiveCenter was the global orienteering community or the general public. They also requested a comment from Council about adverse technical issues which had been encountered in the LiveCenter implementation, particularly regarding payments.

Answering, IOF Secretary General Tom Hollowell (TH) responded that the initial target group for LiveCenter was the large group of orienteers who were interested in following live productions from IOF events. In the longer term the goal was to attract the broader public. He also reported that the IOF LiveCenter was being moved to a new platform to address the technical issues.

The General Assembly unanimously approved the report on the activities of the IOF since the XXVII Ordinary General Assembly (2014–2016).
11 Other reports from Council

No other report items were to be addressed

12 Auditors’ report, approval of accounts and discharge of the Council

IOF CEO Tom Hollowell presented the accounts and Auditor’s reports for the financial years 2014 and 2015.

LAT commented that more detail should be provided in the future regarding expenditures. The Secretary General commented that the present accounts were in a form required by the Finnish authorities but that more detail was contained in the budget section of the GA papers.

The General Assembly unanimously approved the Auditors’ reports and the accounts for the fiscal years 2014 and 2015, and discharged the members of the Council from liability for the period concerned.

13 Applications for membership and decisions regarding expulsions

IOF Vice President Astrid Waaler Kaas (AWK) presented an introduction to the agenda item by reporting about the Council’s process for reviewing Provisional Memberships, in accordance with the statutes changes introduced at the 2010 General Assembly. Due to the limitations on the duration of provisional memberships introduced in the IOF Statutes in 2010, 21 provisional members now needed to either become members of the IOF or have their provisional memberships terminated.

EGY commented that they were applying for membership.

DEN wished to thank Council and the Vice President for their work in global development and stressed the importance of the RYDC and sub-regional groups.

AWK responded on behalf of Council noting the importance of strategic planning in all regions and that the structure of sub-regional groups was to be reviewed.

BRA wished to raise the importance of global development and global presence and noted that democracy within the federation should be considered alongside financial grounds in the assessment of members. He reported briefly on the developments in the Brazilian federation.

AWK acknowledged on the behalf of Council, the progress in Brazil and commented that a similar re-start was necessary in other countries. This was one of the considerations in the Council proposal regarding memberships.

New Members

13.1 Egypt

An application for provisional membership had been received from Egypt in 2015. Since membership requires approval of the General Assembly and the application was submitted earlier, the Council acted to approve Egypt as a Provisional Member until the General Assembly. Further, an application for membership had been received from Egypt prior to the General Assembly. The General Assembly approved both applications by acclamation, and welcomed Egypt as an IOF member.

Egyptian Orienteering Federation President Dr Tamer Mehanna, who was present representing EGY, thanked the General Assembly.
13.2 Dominican Republic

An application for provisional membership had been received from the Dominican Republic in 2015 which was to be confirmed by the General Assembly. The General Assembly approved the application by acclamation.

### Provisional members becoming members

13.3 Argentina  
13.4 Chile  
13.5 Cuba  
13.6 Ecuador  
13.8 Georgia  
13.9 India  
13.10 Indonesia  
13.11 Kyrgyzstan  
13.12 Malaysia  
13.13 FYR Macedonia  
13.14 Mozambique  
13.15 Uruguay

Through the review process of provisional members, the IOF Council had identified 12 provisional members who were eligible for and desired to become members of the IOF. The General Assembly unanimously approved the membership of the 12 federations.

Following the vote, Diego Mardones (CHI), thanked the General Assembly and presented a brief overview of the status of orienteering development in Chile.

### Expulsion of member

13.16 Mongolia

The General Assembly approved the expulsion of the member federation in Mongolia for their lack of meeting member obligations, voting 34 FOR, 0 AGAINST, 1 ABSTAIN.

### Expulsions of provisional members

13.17 Greece  
13.18 Jamaica  
13.19 Kenya  
13.20 Pakistan  
13.21 Panama  
13.22 Puerto Rico  
13.23 Somalia  
13.24 Thailand  
13.25 Venezuela

The General Assembly approved the expulsion of the 9 provisional member federations which had been found, by the Council assessment, not to have met their obligations as members. The voting on this matter was 33 FOR, 0 AGAINST, 2 ABSTAIN.

Following the agenda item, a new roll-call of delegates was carried out and the number of voting members present was updated to 40.
14 Proposals to the XXVIII IOF Ordinary General Assembly

A. Proposals from the Council

14.1 Competition Review Project

Vice President Mike Dowling (MD) presented the results of the Competition Review project and the recommendations from the Council regarding the principles for revised competition programs in all disciplines.

DEN commented that they were in favour of the addition of a middle distance final race in the World Masters Orienteering Championships (WMOC) program, as proposed, and would be willing to introduce this already in the 2018 WMOC in Denmark if the proposal passed.

LAT agreed with DEN and commented that they also would add the middle distance to the program of the 2019 WMOC in Latvia if approved. They wished to have additional information about the qualification methods at WMOC.

FRA commented that in the proposal for the Foot Orienteering (FootO) program, the 4 competition periods should be placed to have at least 5 weeks between consecutive periods to allow for athlete health considerations. They proposed instead that the FootO program be aligned with the principles in the MTB Orienteering (MTBO) program.

GBR enquired about the inconsistent naming conventions such as Sprint WOC and Urban WOC used in several places in the presentation and proposal documents, actually intended to refer to the same competition format.

MD, responding on behalf of Council, noted that the name was Sprint WOC as decided in the Extraordinary General Assembly in 2015.

RUS asked about the junior and youth programs in Ski Orienteering (SkiO) and MTBO.

MD, responding on behalf of Council, noted that in the proposal youth and junior programs could be decided at the discretion of the discipline commissions and regions working in co-operation. The aim of this is to align the programs with regional considerations.

Elvind Tonna, representing the IOF SkiO Commission, commented that the Junior World Ski Orienteering Championships program would most likely remain the same as the current program.

NZL, had 3 enquiries: the first regarding the future World Cup consortium and concerns about it being more difficult to place World Cup rounds outside of Europe, the second regarding the placement of WOC in the overall program, and the third about the proposed continued connection between the WMOC and the World Masters Games (WMG).

TH, responding on behalf of Council, reported that the future World Cup program would continue to include one round determined by the IOF. This was desirable for global development as it meant it would be possible to have World Cup rounds outside Europe. Furthermore, the best placement of WOC in the overall program still needed further discussion. It was desirable to fix the placement of WOC and World Cup rounds in the annual calendar to reduce potential conflicts. However, it was noted that some flexibility would be required for commercial, global development and climate issues. Finally, TH reported that the International Masters Games Association
was in discussions with the International Olympic Committee (IOC) regarding use of
Olympics legacy facilities for WMG. The IOF wished therefore to await and review the
outcome of the discussions prior to any further decision about the connection
between WMOC and WMG.

CHI wished to comment that a combination between a World Cup Round and a
Regional Championships should be possible.

DEN commented that they were concerned about the new format of the new World
Cup program being communicated just one month prior to the General Assembly.
They also noted that a strong World Cup requires that all high-level athletes be able
to attend and were therefore concerned about the announcement of the program for
2018 where a World Cup round was planned to be held in connection with O-Ringen
one week prior to WOC. A World Cup round should not be organised 2 weeks prior to
or after WOC. The question was how to guarantee that the best athletes participate in
the World Cup.

SUI clarified that the organisation which was included in the World Cup consortium,
Swiss Cup, was willing to organise World Cup rounds also in other countries in the
region. They also commented that they felt it was OK to have tighter timeframes
between competition rounds.

AUS commented that a good time period for a World Cup round in other regions
would be September/October. Also that the split between forest-based WOC and
Sprint WOC was important for global development, and it should therefore be
considered to also have Sprint World Cup rounds in other regions.

ISR asked about the cooperation between the IOF and CISM and FISU in
coordinating competition schedules. They asked also that, to maximize the
participation of all nations, qualification races and B-finals should be considered in
IOF events.

MD, responding on behalf of Council, stated that the proposal included a qualification
race for the middle distance at WOC and that at sprint WOC qualification races would
be included for all individual formats.

TH, responding on behalf of Council, commented that the IOF has good relations with
CISM and FISU and that coordination of competition schedules was carried out to the
extent possible.

LAT asked about the decision process for the future World Cup as they could not find
specific information about this in meeting minutes. They also asked about the future
management structure for the World Cup.

TH, responding on behalf of Council, answered a number of questions regarding the
future World Cup structure. The consortium partners, O-Ringen, Swiss Cup and the
IOF, would each be responsible for organising one round of the World Cup. The
consortium would create and manage a common brand and each partner would be
responsible for the technical organisation of their round. A common quality control
structure would also be put in place. Key aspects of the World Cup would be TV
productions from each competition and improvements in service to the athletes. The
consortium agreement would stretch until 2023 and it was expected that 2018 and
2019 would be a transition period and the full impact of the new World Cup scheme
would be seen from 2020 onward. Guaranteeing that all the best athletes would take
part in the World Cup was most likely not possible, due to individual preferences. But
that many athletes already were participating in O-Ringen within the current WOC
planning scenario.
The Council proposal outlining the principles for the future competition programs in all disciplines was put to vote, with one amendment. The amendment was that the middle distance final competition at WMOC to be added as of the 2018 WMOC in Denmark. The voting was 38 FOR, 0 AGAINST, 2 ABSTAIN thus the program was approved by the General Assembly.

14.2 Code of Ethics and Ethics Panel

Council Member Mikko Salonen (MS) presented the Council proposal to approve a Code of Ethics for the IOF and to institute a new statutory body of the IOF, the Ethics Panel.

DEN asked for a clarification of the proposal regarding the Ethics Panel and Hearing Panel, regarding how conflicts of interest and appropriate manning of the Hearing Panel would be managed.

MS, responding on the behalf of Council, answered that the Hearing Panel could include other members than those in the Ethics Panel, when and if required.

BP, responding on the behalf of Council, clarified that Council would appoint an Ethics Commission until the Ethics Panel became a statutory body at the next General Assembly. Experience would be gained in the next 2-year period.

NZL asked when communications about reported ethics violations would be communicated to those involved.

BP, responding on the behalf of Council, noted that to avoid reputational damage or potential allegations of slander or libel, the process should only be disclosed once a decision was made to proceed with action in respect of an ethics violation.

CHI commented that the Code of Ethics document should include stronger measures regarding the protection of whistle-blowers. It should also be noted in the code that the Ethics Panel has Powers of Investigation.

GBR asked to whom the Ethics Panel was accountable, how it would be resourced and if it would have access to outside independent advice should it feel the need for this.

BP, responding on the behalf of Council, stated that the Ethics Panel as a statutory body was accountable to the General Assembly. It would be provided with support resource and independent advice as needed, with expenses covered by the IOF.

In closing BP noted that the proposal would be voted upon as a part of the proposal for Statutes changes, during item 14.3.

14.3 Amendments to the IOF Statutes

BP introduced the item and explained that the Council was proposing amendments to the Statutes in five (5) areas. Each of the areas would be debated and voted upon separately.

1. Amendments regarding the Code of Ethics, including the institution of an Ethics Panel and appointment of an Honorary Legal Adviser

The General Assembly unanimously approved, with 40 votes, the principals regarding the Code of Ethics and the Ethics Panel.

The General Assembly unanimously approved, with 40 votes, the Statutes changes presented in the Council proposal regarding this item. The proposal carried.
II. Amendment authorising Council to appoint all organisers of World Championships in all disciplines

DEN stated that they were against the proposal as it takes decision making power away from the General Assembly. They stated that Council should be able to make clear recommendations to the General Assembly regarding organiser appointments and trust the General Assembly’s decision making.

The General Assembly voted upon the proposed Statutes amendment with the result 36 FOR, 0 AGAINST, 3 ABSTAIN. The proposal carried.

III. Amendment with changes to the procedure for Council elections

DEN stated that they were against the Statutes change regarding gender balance at the Vice President level. Appointments to Council should be based upon competency, not gender.

LAT stated its agreement with the position of DEN.

USA stated its support for the proposal.

CHI stated sympathy for the DEN position and that the proposal should not be necessary, but that in viewing the composition of the delegates at the General Assembly it was obvious that gender balance needed to be improved. CHI was therefore in support of the proposal.

The General Assembly voted upon the proposed Statutes amendment to exclude the position of President from the Statute regarding gender and regional member composition. The result of the voting was 35 FOR, 0 AGAINST, 4 ABSTAIN. The proposal carried.

The General Assembly voted upon the proposed Statutes amendment that at least one person of each gender be represented among the Vice Presidents of the IOF. The result of the voting was 25 FOR, 9 AGAINST, 5 ABSTAIN. The proposal did not carry the 75% majority required for a change to the Statutes.

The General Assembly voted upon the proposed Statutes amendment allowing a candidate who loses an election for President or Vice President to contest the election for a Council position, as Vice President or Member, at the same General Assembly. The result of the voting was 39 FOR, 0 AGAINST, 0 ABSTAIN. The proposal carried.

IV. Amendment to ease the voting requirement for amendments to the IOF Statutes

DEN stated that it was not in support of the proposal as it would place additional decision making power with the Council who were responsible for approximately 90% of all proposed Statutes amendments.

SWE stated their support for the proposal.

RUS also stated their support for the proposal.

CHI stated that regional issues should be considered in the voting requirements.

HKG stated their support for the proposal since it would strengthen the General Assembly’s ability to make Statutes changes.
The General Assembly voted upon the proposed Statutes amendment to change the voting majority required for Statutes changes from three-quarters of votes expressed to two-thirds of votes expressed. The result of the voting was 26 FOR, 5 AGAINST, 7 ABSTAIN. The proposal did not carry the 75% majority required for a change to the Statutes.

V. Clerical and simplification amendments

The General Assembly voted upon the proposed Statutes amendment to change the seat of the IOF from Helsinki, Finland to Sweden. The result of the voting was 39 FOR, 0 AGAINST, 0 ABSTAIN. The proposal carried.

The General Assembly voted upon the proposed Statutes amendment to remove the requirements for sending notifications by registered letter. The result of the voting was 39 FOR, 0 AGAINST, 0 ABSTAIN. The proposal carried.

The General Assembly voted upon the proposed Statutes amendment to clarify that all membership fees are decided by the General Assembly. The result of the voting was 37 FOR, 0 AGAINST, 1 ABSTAIN. The proposal carried.

The General Assembly voted upon the proposed Statutes amendment to correct spelling in Statute §8.10.5. The result of the voting was 38 FOR, 0 AGAINST, 0 ABSTAIN. The proposal carried.

The General Assembly voted upon the proposed Statutes amendment to clarify the role of the Presidents Conference in Statute §11.1. The result of the voting was 38 FOR, 0 AGAINST, 0 ABSTAIN. The proposal carried.

Revised Statutes based upon the General Assembly decisions are attached. (APPENDIX II) and are valid from the next General assembly in 2018.

B Proposals from Member Federations

14.4 RUS: Language and Currency on invoices from IOF event organisers

RUS presented its proposal stating that the handling of invoices in multiple languages and currencies was difficult in many countries due to various government requirements.

BP presented that Council position which was in favour of the RUS proposal.

AUS stated their understanding of the proposal but noted that participating federations should be able to require other currencies than USD and EUR to avoid double currency exchange fees.

USA supported the proposal.

EST stated that it could cause legal problems in some countries as it may not be allowed to issue invoices in other currencies.

AUS suggested that the proposal be amended to state that invoices should always be made in only IOF official language, without the requirement for only EUR or USD as the currency. Instead the Council should make a policy on payments.

The amended proposal from AUS was voted upon with the result 31 FOR, 1 AGAINST, 5 ABSTAIN. The amended proposal carried.
14.5 RUS: list all possible competition formats in the IOF rules of all disciplines

RUS presented its proposal regarding the listing of formats in the IOF rules stating that this would benefit member federations.

MD presented the Council view which was not in support of the RUS proposal.

The proposal from RUS was voted upon with the result 1 FOR, 27 AGAINST, 11 ABSTAIN. The proposal did not carry.

14.6 RUS: Make at least one WRE competition a prerequisite to participating in WOC in all disciplines

RUS presented its proposal stating that this would increase the number of countries participating in WOC.

MD presented the Council view which was not in support of the RUS proposal.

USA expressed concerns for member federations in smaller countries and regions as the proposal would place undue stress on athletes to have to participate in a WRE event to qualify for WOC.

NZL stated concerns that the proposal would require member federations to organize WRE events, and that a minimum qualification level prior to attending WOC would not benefit athletes.

The proposal from RUS was voted upon with the result 1 FOR, 36 AGAINST, 2 ABSTAIN. The proposal did not carry.

14.7 SWE: Winning times in international championships and the World Cup

SWE presented its proposal to make winning times for men and women in Foot Orienteering equal. SWE furthermore amended its proposal to be in line with the Council response, that the winning times, in principle, should be equal but that the actual times should be determined by the IOF discipline commissions and Council.

MD presented the Council response to the proposal.

DEN stated that they were against the original SWE proposal. They did not want longer Long Distance winning times for women as they feared this would reduce participation.

AUS stated that they agreed with the SWE proposal in principle and with the Council position. However, they felt the normalization of winning times should have an extended implementation time.

LAT expressed support for the position of DEN.

ISR also expressed support for the position of DEN, i.e. winning times for women should not be made longer.

HKG noted that the proposal was in line with what athletes want, i.e. more orienteering.

USA supported the proposal since longer winning times would change the nature of the competition favourably.
NZL stated that they sympathize with the position of DEN, but they could accept the proposal with an extended time for implementation. They noted also that it was important that the winning time for JWOC be extended.

NOR stated they were not in support of the proposal.
CHI noted that the winning time for men could also be made shorter to enable the equalization of winning times.

AUS noted that the growth in endurance sports was stronger among women than men, which should indicate support for the proposal.

The amended proposal, i.e. that winning times for men and women should be equal, but the actual time should be determined by the discipline commission and Council, was voted upon by the General Assembly. The result was 10 FOR, 21 AGAINST, 9 ABSTAIN. The proposal did not carry.

15 Activity Plan for the Congress period 2016-2018 and Membership fees and budget for the years 2017–2018

15.1 Activity Plan for the Congress period 2016–2018

Vice President Astrid Waaler Kaas (AWK) presented Council’s proposed Activity Plan for the Congress period 2016–2018. The presentation also included a road-map for the establishment of the IOF Strategic Plan for the next Strategic period 2018 – 2014.

EGY commented that Africa was not clearly identified in the Activity Plan and requested technical support to grow orienteering in Africa.

AWK, responding on behalf of Council, noted that the appointment of a Regional Coordinator for Africa would be an important first step and that a regional and sub-regional strategy would be formed.

LAT commented that for the creation of the next Strategic Plan it would be useful to have a brainstorming session, for example at the next Presidents Conference. He also noted that a growth in external funding would require costs to be incurred and that this should be considered in the activity plan and budget.


15.2 Membership fees and budget for the years 2013–2014

On behalf of the Council, Leho Haldna presented the membership fee proposal. In so doing he said that the proposal was based on the membership fee structure decided on at the General Assembly in 2008. The members are classified according to three criteria: international activity, domestic activity and the GDP per capita of the country. Council proposes to simplify the fee structure at the lowest level to make the transition from provisional member to member easier.

USA asked if the proposed membership fees were adequate to meet the financing requirements of the current staffing and structure.

TH responded that the goal was to bring in other external funding and not to increase membership fees to meet staffing and structural requirements.

UKR asked for a consideration of lower fees due to lower government funding.

The General Assembly unanimously approved Council’s proposal for membership fees for the years 2017 and 2018 (APPENDIX IV).
Following the approval of the membership fees, Leho Haldna presented Council’s proposal for the budget for the fiscal years 2017 and 2018.

LAT requested information about how the planned surplus in the budget was to be used, and also asked where the proposed increase in development funding was shown in the budget.

TH responded that the IOF’s capital and reserves should be strengthened and that the surplus was primarily intended for this purpose. Development funding was shown in the line item Council: development projects.

FIN asked about the work on-going in finding additional sponsorship and also regarding the accounting currency after the move to Sweden.

TH responded that efforts were on-going in finding new sponsors and leads were being generated, but the effects of these efforts had not been fully seen yet. However, external income had increased largely due to positive sales of TV rights. IOF bank accounts were held in both EUR and SEK to reduce the impact of currency exchange rates.

The General Assembly unanimously approved the proposed budget for the calendar years 2017 and 2018 (APPENDIX V).

16 Appointment of auditors for 2012 and 2013

The auditing firm Ernst & Young, Karlstad, Sweden, were appointed financial auditors for the fiscal years 2016 and 2017. Further, the General Assembly determined that Ernst & Young, Karlstad, Sweden provide the substitute auditor for the said financial period.

Göran Larsson, SWE, was appointed governance auditor for the said period.

17 Appointment of organisers of senior World Championships

Foot Orienteering

17.1 World Championships in 2020

One application to host the World Orienteering Championships in the year 2020 had been submitted, by DEN. This was the first year when the World Orienteering Championships will be a Sprint WOC.

The General Assembly appointed DEN organiser of the 2020 Sprint World Orienteering Championships by acclamation.

MTB Orienteering

17.2 World Championships in 2019

One application to host the World MTB Orienteering Championships in the year 2019 had been submitted, by DEN.

The General Assembly appointed DEN organiser of the 2019 World MTB Orienteering Championships by acclamation.
Ski Orienteering

17.3 World Championships in 2019

No application to organise the 2019 World Ski Orienteering Championships had been received by the application deadline, and Council therefore asked the General Assembly for authority to appoint the organiser.

The General Assembly unanimously approved Council's proposal.

Trail Orienteering

17.4 World Championships in 2020

One application to host the World Trail Orienteering Championships in the year 2020 had been submitted, by HKG.

The General Assembly appointed HKG organiser of the 2020 World Trail Orienteering Championships by acclamation.

18 Election of the IOF Council

Prior to the Council elections DEN proposed that the delegates be given an opportunity to ask questions of the candidates. The Presidium responded that this was not the normal order of business and that Council member presentations had been made at the Pre-General Assembly. However, the matter was put to a vote of the delegates present. The result of the vote was 4 FOR, 20 AGAINST, 11 ABSTAIN. The proposal to ask questions at the General Assembly was therefore not carried. BP recommended Council to take this under consideration for future General Assemblies.

The sole candidate for IOF President Leho Haldna presented himself and his vision for the IOF to the delegates.

Leho Haldna was elected President of the IOF with the votes, 37 FOR, 0 AGAINST, 3 ABSTAIN.

Four nominations for the position of Vice President had been received:

Michael Dowling, AUS
Alexey Kuzmin, RUS
Mikko Salonen, FIN
Astrid Waaler Kaas, NOR

In accordance with Statute §8.10.1 Mike Dowling was elected Vice President as there were only in total two nominations from outside Europe. The General Assembly confirmed this election unanimously.

Two Vice Presidents were then elected by secret ballot, from the remaining 3 candidates.

Result of the vote:
Astrid Waaler Kaas, NOR 37 votes elected
Mikko Salonen, FIN 35 votes elected
Alexey Kuzmin, RUS 6 votes

(1 ballot was deemed invalid)
Eight candidates had been nominated for the seven member seats.

Owe Fredholm, SWE  
Vincent Frey, FRA  
Tatiana Kalenderoglou, TUR  
Niklaus Suter, SUI  
Maria Silvia Vitì, ITA  
Dusan Vystavel, CZE  
Ting Wang 'Dominic' Yue, HKG  
Laszlo Zentai, HUN

In accordance with Statute §8.10.1 Ting Wang 'Dominic' Yue was elected member as there were only in total two nominations from outside Europe. The General Assembly confirmed this election unanimously.

Six members were then elected by secret ballot, from the remaining seven nominated candidates.

Result of the vote:

Niklaus Suter, SUI 38 votes elected  
Laszlo Zentai, HUN 37 votes elected  
Owe Fredholm, SWE 36 votes elected  
Tatiana Kalenderoglou, TUR 36 votes elected  
Maria Silvia Vitì, ITA 35 votes elected  
Vincent Frey, FRA 31 votes elected  
Dusan Vystavel, CZE 27 votes

19 The XXIX IOF Congress and Ordinary General Assembly

Council had received 3 applications from Member Federations to organize the XXIX IOF Congress and Ordinary General Assembly in 2018. However, due to incomplete applications and security concerns Council was not able to confirm the location of the General Assembly 2018.

Council therefore asked the General Assembly to allow the date and location for the 2018 General Assembly to be announced at the latest prior to the Presidents Conference in Tartu, Estonia in July 2017.

The General Assembly approved by voting 38 FOR, 0 AGAINST, 2 ABSTAIN.

20 Awards of Honour

President Leho Haldna awarded IOF bronze pins to Göran Andersson (SWE, no. 96), Jörgen Mårtensson (SWE, no. 97), Owe Fredholm (SWE, no. 98), Blair Trewin (AUS, no. 99), Ursula Häusermann (SUI, no. 100) and Sandor Talas (HUN, no. 101).

Leho Haldna awarded the IOF silver pin to Øivind Holt (NOR, no. 54).

Leho Haldna presented the IOF gold pin no. 9 to Brian Porteous (GBR).

Leho Haldna proposed to the General Assembly that Brian Porteous be appointed Honorary Life President of the IOF. The General Assembly approved the proposal by acclamation.
21 Any other business

On behalf of Council, Brian Porteous presented the proposed General Assembly resolution text.

The members of the International Orienteering Federation resolve to:
- In accordance with the World Anti-doping code, condemn any forms of doping in sport whether they be state-sponsored, individually, entourage or otherwise initiated.
- Uphold the values of fair-play and a sport clean of doping, illegal betting and rules violations.
- Adhere to the IOF Code of Ethics and embrace the good governance of our sport.

The General Assembly unanimously approved the resolution.

NOR wished to express its thanks; to the Swedish Orienteering Federation for their successful organization of the 2016 World Orienteering Championships, to the IOF for a highly professional and well-prepared General Assembly and to Brian Porteous for his meeting leadership.

22 Closure

President Leho Haldna directed special thanks to the Swedish Orienteering Federation for having hosted the XXVIII IOF Congress and General Assembly, to the IOF Office for their preparations and to all the delegates for their participation.

Leho Haldna formally closed the XXVIII IOF Ordinary General Assembly and declared the new Congress period open.

Brian Porteous
President

Tom Hollowell
Secretary General/CEO

Minutes verified by:

Robert Dredge

Nermin Fenmen
<table>
<thead>
<tr>
<th>Federation</th>
<th>Participant 1</th>
<th>Participant 2</th>
<th>Participant 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARG Argentinian Orienteering Federation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUS Orienteering Australia</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUT Austrian Orienteering Federation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>AZE Orienteering Federation of the Republic of Azerbaijan</td>
<td>Mirali Kazimov</td>
<td>Kamala Kurabekova</td>
<td></td>
</tr>
<tr>
<td>BAR Barbados Orienteering Federation</td>
<td></td>
<td>Irvine Boyce</td>
<td></td>
</tr>
<tr>
<td>BEL Belgian Orienteering Federation</td>
<td></td>
<td>Eric Helly</td>
<td></td>
</tr>
<tr>
<td>BLR Belarus Orienteering Federation</td>
<td></td>
<td>Fedor Pokashev</td>
<td></td>
</tr>
<tr>
<td>BRA Brazilian Orienteering Confederation</td>
<td>Luiz Sergio Mendes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BUL Bulgarian Orienteering Federation</td>
<td></td>
<td>Atanas Georgiev</td>
<td></td>
</tr>
<tr>
<td>CAN The Canadian Orienteering Federation</td>
<td></td>
<td>Bill Anderson</td>
<td></td>
</tr>
<tr>
<td>CHI The Chilean Orienteering Federation</td>
<td>Diego Mardones</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CHN Orienteering Association of China</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CMR Association Sportive D'Orientation du Cameroun</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>COL Colombian Orienteering Federation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CRO Croatian Orienteering Federation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Country</td>
<td>Federation Name</td>
<td>First Name</td>
<td>Last Name</td>
</tr>
<tr>
<td>---------</td>
<td>----------------------------------------</td>
<td>------------</td>
<td>-----------</td>
</tr>
<tr>
<td>CUB</td>
<td>Cuban Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CZE</td>
<td>Czech Orienteering Federation</td>
<td>Radan</td>
<td>Kamenecky</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Vystavěl</td>
</tr>
<tr>
<td>CYP</td>
<td>KOMOAA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DEN</td>
<td>Danish Orienteering Federation</td>
<td>Walther</td>
<td>Rahbek</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DEU</td>
<td>German Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOM</td>
<td>Dominican Republic Orienteering</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ECU</td>
<td>The Orienteering Federation of Ecuador</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EGY</td>
<td>Egyptian Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ESP</td>
<td>Spanish Orienteering Federation</td>
<td>Victor</td>
<td>Manuel</td>
</tr>
<tr>
<td></td>
<td></td>
<td>García</td>
<td>Berenguer</td>
</tr>
<tr>
<td>EST</td>
<td>Estonian Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FIN</td>
<td>Finnish Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FRA</td>
<td>French Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GBR</td>
<td>British Orienteering</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GEO</td>
<td>Georgian Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GER</td>
<td>German Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRE</td>
<td>Hellenic Orienteering Club (Athens)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HKG</td>
<td>Orienteering Association of Hong Kong</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HUN</td>
<td>Hungarian Orienteering Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>László</td>
<td>Zenfai</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Country</td>
<td>Name</td>
<td>Association</td>
<td>City</td>
</tr>
<tr>
<td>---------</td>
<td>------</td>
<td>-------------</td>
<td>------</td>
</tr>
<tr>
<td>Mongolia</td>
<td>Mongolia Orienteering Federation</td>
<td>Coach X.</td>
<td>Ulaanbaatar</td>
</tr>
<tr>
<td>Macedonia</td>
<td>Macedonian Orienteering Association</td>
<td>Coach Y.</td>
<td>Skopje</td>
</tr>
<tr>
<td>Mozambique</td>
<td>Associação da Oriente de Maputo</td>
<td>Coach Z.</td>
<td>Maputo</td>
</tr>
<tr>
<td>Netherlands</td>
<td>Dutch Orienteering Federation</td>
<td>Coach A.</td>
<td>Amsterdam</td>
</tr>
<tr>
<td>Nepal</td>
<td>Nepal Orienteering Federation</td>
<td>Coach B.</td>
<td>Kathmandu</td>
</tr>
<tr>
<td>Norway</td>
<td>Norwegian Orienteering Federation</td>
<td>Coach C.</td>
<td>Oslo</td>
</tr>
<tr>
<td>New Zealand</td>
<td>New Zealand Orienteering Federation</td>
<td>Coach D.</td>
<td>Wellington</td>
</tr>
<tr>
<td>Pakistan</td>
<td>Pakistan Orienteering Federation</td>
<td>Coach E.</td>
<td>Islamabad</td>
</tr>
<tr>
<td>Panama</td>
<td>Panama Orienteering Club</td>
<td>Coach F.</td>
<td>Panama City</td>
</tr>
<tr>
<td>Poland</td>
<td>Polish Orienteering Association</td>
<td>Coach G.</td>
<td>Warsaw</td>
</tr>
<tr>
<td>Portugal</td>
<td>Portuguese Orienteering Federation</td>
<td>Coach H.</td>
<td>Lisbon</td>
</tr>
<tr>
<td>Korea, Democratic People's Republic</td>
<td>Amateur Orienteering Association of the Democratic People's Republic of Korea</td>
<td>Coach I.</td>
<td>Pyongyang</td>
</tr>
<tr>
<td>Puerto Rico</td>
<td>Puerto Rico Sports for All</td>
<td>Coach J.</td>
<td>San Juan</td>
</tr>
<tr>
<td>Romania</td>
<td>Romanian Orienteering Federation</td>
<td>Coach K.</td>
<td>Bucharest</td>
</tr>
<tr>
<td>Russia</td>
<td>Russian Orienteering Federation</td>
<td>Coach L.</td>
<td>Moscow</td>
</tr>
<tr>
<td>Country</td>
<td>Name</td>
<td>Name</td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>-----------------------</td>
<td>-----------------------</td>
<td></td>
</tr>
<tr>
<td>SRB</td>
<td>Sladjina Jovanovic</td>
<td>Martin Galazantia</td>
<td></td>
</tr>
<tr>
<td>SLO</td>
<td>Slovenian Orienteering Federation</td>
<td>Simon Lager</td>
<td></td>
</tr>
<tr>
<td>SOM</td>
<td>Somali Orienteering</td>
<td>Marjan Goguic</td>
<td></td>
</tr>
<tr>
<td>SUI</td>
<td>Swiss Orienteering</td>
<td>Jörg Heimmüller</td>
<td></td>
</tr>
<tr>
<td>SYK</td>
<td>Slovak Orienteering Association</td>
<td>Jozef Walner</td>
<td></td>
</tr>
<tr>
<td>SWE</td>
<td>Swedish Orienteering Association</td>
<td>Lina Larsson</td>
<td></td>
</tr>
<tr>
<td>THA</td>
<td>Thai Orienteering Association</td>
<td>László Pinter</td>
<td></td>
</tr>
<tr>
<td>TPE</td>
<td>Chinese Taipei Orienteering Association</td>
<td>Péter Nagy</td>
<td></td>
</tr>
<tr>
<td>TUR</td>
<td>Turkish Orienteering Association</td>
<td>Mehmet Yilmaz</td>
<td></td>
</tr>
<tr>
<td>UGA</td>
<td>Uganda Orienteering Association</td>
<td>Teljeva Bogdano</td>
<td></td>
</tr>
<tr>
<td>UKR</td>
<td>Ukrainian Orienteering Association</td>
<td>Pablo Sangiufredi</td>
<td></td>
</tr>
<tr>
<td>URU</td>
<td>Uruguayan Orienteering Association</td>
<td>Gian Schor</td>
<td></td>
</tr>
<tr>
<td>USA</td>
<td>United States Orienteering Association</td>
<td>Cristiana Luis</td>
<td></td>
</tr>
<tr>
<td>VEN</td>
<td>Venezuelan Orienteering Association</td>
<td>Abdoullah Abou CPI</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Country</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# The XXVIII IOF Ordinary General Assembly

Strömstad, Sweden, Friday, 26th August, 2016

## List of Observers

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas Scholl SUI</td>
<td>Journalist</td>
</tr>
<tr>
<td>Maksim Urazov</td>
<td>Krasnoyarsk University</td>
</tr>
<tr>
<td>Roland Helberg</td>
<td>Observ. StCo / Rule Comm</td>
</tr>
<tr>
<td>David Rosen</td>
<td>IOF Rules Commission</td>
</tr>
<tr>
<td>Maria Krüfft Helysson</td>
<td>IOF Foot-O Commission</td>
</tr>
<tr>
<td>Eivind Tonno</td>
<td>IOF StCo Comm</td>
</tr>
<tr>
<td>Göran Larsson</td>
<td>IOF Auditor</td>
</tr>
<tr>
<td>José Angel Niblettshofer</td>
<td>IOF Regional Coordinator</td>
</tr>
<tr>
<td>Martin Lang</td>
<td>Svenska Oimningsförbundet</td>
</tr>
<tr>
<td>Judy Jagersen</td>
<td>WOC 2020</td>
</tr>
<tr>
<td>Ulla von Seelen</td>
<td>WCC 2020</td>
</tr>
<tr>
<td>Sonia Castro</td>
<td>Representante Argentina</td>
</tr>
<tr>
<td>Eva Nordahl</td>
<td>Guest</td>
</tr>
<tr>
<td>Antti Myllärinen</td>
<td>SCC</td>
</tr>
<tr>
<td>Bojan Petsson</td>
<td>Guest</td>
</tr>
<tr>
<td>Einar Toomestad</td>
<td>Chair EU U C</td>
</tr>
<tr>
<td>Donatas Lazauskas</td>
<td>ITU Medh Manager</td>
</tr>
<tr>
<td>Geolun Amojezzen</td>
<td>RTDC</td>
</tr>
<tr>
<td>Päivo Valjanne</td>
<td>Finland Media</td>
</tr>
<tr>
<td>Erick Simionics</td>
<td>Austria Media</td>
</tr>
</tbody>
</table>
The XXVIII IOF Ordinary General Assembly
Strömstad, Sweden, Friday, 26th August, 2016

List of Observers

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Øivind Holt</td>
<td>Norway</td>
</tr>
<tr>
<td>PALCAU, J. Vidéine</td>
<td>STN France</td>
</tr>
<tr>
<td>Jan Rocher</td>
<td>Journalist</td>
</tr>
<tr>
<td>Lenka Klimplard</td>
<td>RYDC</td>
</tr>
<tr>
<td>Jan Exner</td>
<td>Czech Rep.</td>
</tr>
<tr>
<td>Flemming Jørgensen</td>
<td>DK</td>
</tr>
</tbody>
</table>
4. **Auditors’ Report, Income & Expenditure Account, Balance Sheet and Notes to the Accounts**

**2016:**

- Auditors’ Report
- Income and Expenditure Account
- Balance Sheet
- Notes to the Accounts

**2017:**

- Auditors’ Report
- Income and Expenditure Account
- Balance Sheet
- Notes to the Accounts
In this report, we have compiled the results of our review of the International Orienteering Federations operations for the financial year 2016 and the key observations we made in connection with the audit. We have no uncorrected misstatements in the financial statements or significant issues related to internal control to report in this PM and therefore our preliminary assessment is that the audit report will be unmodified. This report summarizes the areas we have been focusing on and the conclusions reached.

1 Bookkeeping and administration

During 2016 the administration including bookkeeping was moved from Finland to Sweden. The bookkeeping is held in an electronic format in the software Webbhero. We have been granted access to the software, meaning that we had access to all invoices and bookings for the period of 2015-2017. We have, through samples of invoices, verified that the authorization process for invoices is in place and we have no findings to report related to bookkeeping.

We have also been given all information that we have requested in order to perform our audit such as minutes of meetings and significant contracts.

2 Annual report

As described in the Annual Report the accounting principles are based on Swedish accounting standards for federations (Bokföringsnämndens allmänna råd). The standards are, as we understand it, very similar to the Finnish standards and therefore there are no adjustments in the opening balances or changes in accounting principles. From 2017 the annual report will be updated with a new accounting standard (K2). Our preliminary assessment is that this will not affect the PNL or balance sheet in a significant way, the changes will mainly be related to information in the Notes-section.
The previous auditors (Nexia, Finland) commented in their memorandum for the 2015 audit that more information and more detailed specifications regarding income, expenses and management reports in the Annual Report would be helpful. This has been improved in the 2016 Annual Report and our opinion is that the information is relevant and sufficient.

3 Result for the year

Revenues have increased from 6 063 TSEK to 7 608 TSEK. The increase is mainly related to sales of TV-rights and increased sponsoring.

Costs for personnel have increased from 2 451 TSEK to 2 820 TSEK. Other costs have increased from 3 715 TSEK to 5 455 TSEK, the increase in other costs is mainly related to TV-rights, the implementation of the athletes’ license and non-recurring costs related to the transfer of the administration from Finland to Sweden. Sponsor income was 813 TSEK lower than budget and amounts to 565 TSEK. Overall the annual report for 2016 shows a deficit of 621 TSEK. The main explanation is as described in the Annual Report related to lower sponsor income than budgeted, increased costs related to personnel and other costs (also described in the following section related to balance sheet).

The 2016 deficit is significant and we recommend management to review the budget for 2017 in order to avoid a similar situation for 2017. We have been informed that actions have been taken in order to improve the result for 2017. The equity in the IOF amounts at year end to 429 TSEK.

4 Balance sheet

In the balance sheet the most significant posts are related to accounts receivable, other receivables and accruals. Regarding accounts receivable there have been write-offs of uncollectable amounts in 2016 which also has affected the PNL for 2016 negatively. The write-offs amount, according to the PNL, to 65 TSEK. At year end, there are outstanding invoices towards member federations that are due for payment for more than 6 months, and total to 34 TSEK. The invoices are assessed as collectable by management and are booked at full value with respect to the discussions with the respective members and agreed payment plans.

In 2016 when the administration was transferred to Sweden it was noted that no vacation pay was booked at year end 2015, this gives a negative one-time-effect in the PNL as the vacation pay is booked in 2016 with an amount of 254 TSEK.
5 Conclusion

We have no findings that affect our audit opinion and no indications that the PNL is not in accordance with the Accounting Act and relevant regulations. We have not found any issues that raise concerns regarding the financial statements giving a true and fair view of the federations result from operations and financial position. We plan to issue an unmodified Auditors report.

Karlstad 21 March 2017

Ernst & Young AB

Nils Bergström
Authorized public accountant
ANNUAL FINANCIAL STATEMENT

2016

Annual Report for the accounting period 1 January 2016 to 31 December 2016

The Council of the International Orienteering Federation 802498-9603 hereby releases the following Annual Report.

Contents

Management Report
Profit and loss statement
Balance statement
Additional Information

Unless otherwise noted, all amounts are in EUR. Information within parentheses denote prior year. This Financial Statement is a translation of the signed original.
Management Report

The operational mission for the organisation
The International Orienteering Federation (IOF) is the global governing body for the sport of orienteering. The IOF is recognized by the International Olympic Committee (IOC) and is a member of the Association of IOC Recognized Sports Federations (ARISF) and SportAccord. The mission of the IOF is to spread orienteering globally and to create and manage a program of international competitions in four orienteering disciplines. For this purpose the IOF shall sanction World Orienteering Championships and other major orienteering events, shall create, monitor and update a set of international rules and shall rule in any conflicts. The organisation shall also represent it’s members interests in the global sporting community and shall follow The Olympic Charter, the World Anti-doping Code, IOC Agenda 21 and shall work for equality in participation and representation in the sport of orienteering.

Significant activities during the year and after its completion
The IOF has, as of January 1, 2016, moved its registration and office from Helsinki, Finland to Karlstad, Sweden. This is therefore the first Annual Report following the move. During 2016 the IOF General Assembly (GA) was held in connection with the World Orienteering Championships (WOC) in Strömstad, Sweden. Important decisions at the GA included a revised international competition program for all 4 orienteering disciplines, a revised and strengthened Code of Ethics and creation of a statutory Ethics Panel. During the year, TV productions from WOC were broadcast to 91 countries and the sales of TV rights amounted to 130 TEUR leading to success in media visibility. Another significant area of activity was the continued development of IT systems to provide additional service to member federations.

Members
During 2016 the IOF did a statutory review av all Provisional Members taking into consideration the development of the sport in their country and the fulfillment of member responsibilities. This resulted in a reduction in the number of member federations from 80 to 70. At the end of the year the IOF had 65 Members (53 at the start of the year) and 5 Provisional Members (27). 52 members have had participants at a World Championships during the year and 65 members organised activities in connection with the first World Orienteering Day, 11 May 2016. All members have been offered education during the year, primarily in event organisation.

Financial results and standing
The financial result for the year shows a deficit of 65 TEUR. Income has increased from 2015 to 2016 by 158 TEUR (25%). The increase is related to increases in the sales of TV rights, an increase in external sponsoring and advertising, and the institution of the IOF Anti-doping Fund and income from related Athletes Licenses. Costs have however increased by 221 TEUR. The cost increase is related partially to the increased TV income as well as the Anti-doping Fund, but also one-time costs related to the move of the IOF Office, as well as reflecting a high level of activity in the IOF Office including personnel costs and travel. Equity has been reduced to 45 TEUR. Cash flow has improved during the year primarily due to focus on reducing overdue payments and signing appropriate contracts with sponsors and organisers.

The federations financials in summary (TEUR):

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operational net income</td>
<td>584</td>
<td>423</td>
</tr>
<tr>
<td>Grants</td>
<td>40</td>
<td>50</td>
</tr>
<tr>
<td>Result for the year</td>
<td>-65</td>
<td>-19</td>
</tr>
<tr>
<td>Equity</td>
<td>45</td>
<td>110</td>
</tr>
<tr>
<td>No of employees</td>
<td>5</td>
<td>4</td>
</tr>
</tbody>
</table>
Future developments
Due to the trend in the financial results, cost reduction actions were implemented in the last few months of 2016, primarily via a reduction in staff and staff costs. Focus continues to be placed on increasing external financing through sponsorship agreements for IOF events and for the World Orienteering Day project. The introduction of the external communications platform LIVE Orienteering in early 2017 provides new opportunities for communicating effectively with members, stakeholders and the global orienteering community, as well as for the sales of advertising and sponsorships.

The federation's financial result and standing are given in detail in the attached Profit and loss and Balance statements, with additional information. All amounts are in Euro unless otherwise noted.
## Profit and Loss Statement

<table>
<thead>
<tr>
<th>NOTE</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net income from operations</td>
<td>583 833</td>
<td>422 684</td>
</tr>
<tr>
<td>Grants</td>
<td>40 104</td>
<td>49 995</td>
</tr>
<tr>
<td>Membership fees</td>
<td>172 646</td>
<td>164 199</td>
</tr>
<tr>
<td>Other income</td>
<td>2 595</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>799 178</td>
<td>636 878</td>
</tr>
<tr>
<td><strong>Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other external costs</td>
<td>-571 135</td>
<td>-386 980</td>
</tr>
<tr>
<td>Staff costs</td>
<td>-296 228</td>
<td>-257 460</td>
</tr>
<tr>
<td>Depreciation</td>
<td>-1 954</td>
<td>-3 256</td>
</tr>
<tr>
<td><strong>Total Costs</strong></td>
<td>-869 317</td>
<td>-647 696</td>
</tr>
<tr>
<td><strong>Profit/Loss</strong></td>
<td>-70 139</td>
<td>-10 818</td>
</tr>
</tbody>
</table>

### Investments and financing

<table>
<thead>
<tr>
<th>Note</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest income and similar items</td>
<td>5 000</td>
<td>-8 291</td>
</tr>
<tr>
<td>Interest costs and similar items</td>
<td>-142</td>
<td>-8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4 858</td>
<td>-8 299</td>
</tr>
</tbody>
</table>

### Result after investments and financing

-65 281

### Result prior to dispositions

-65 281

### Profit/loss for the year

-65 281

### Use of targeted funds

0

### Reserves to targeted funds

0

### Result for the year

-65 281
**BALANCE STATEMENT**

**ASSETS**

<table>
<thead>
<tr>
<th>NOTE</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Tangible assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Machinery and equipment</td>
<td>7</td>
<td>7,814</td>
</tr>
<tr>
<td></td>
<td>7,814</td>
<td>9,768</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Inventory etc.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inventory</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Short-term debt</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade debtors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other debtors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepayments and accrued income</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cash in hand and at banks</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**BALANCE STATEMENT**

**EQUITY AND DEBTS**

<table>
<thead>
<tr>
<th>NOTE</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balanced gains</td>
<td>8</td>
<td>110,303</td>
</tr>
<tr>
<td>Result for the year</td>
<td></td>
<td>-65,281</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Short-term debt</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade creditors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other creditors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accruals and deferred income</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EQUITY AND DEBTS</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Items on line | | |
| Pledged assets | | None | None |
| Contingent liabilities | | None | None |
**International Orienteering Federation**  
**Organisation no. 802498-9603**

**ADDITIONAL INFORMATION (Notes)**

**Note 1  Accounting and valuation principles**
The Annual Report/Financials has been compiled in accordance with Swedish accounting law and the Swedish Accounting Standards Board recommendations for non-profit organisations. Applied principles are unchanged from prior year.

**Income accounting**
Income is accounted at actual value acquired or to be acquired. Grants are accounted for on a cash basis. If a grant applies to a set period in time, the grant is booked on an accrual basis over the period of time.

**Membership fees**
Membership fees include payments for membership in the federation.

**Grants**
Grants are constituted by cash items received by the federation from a body governed by public law. A conditional grant is constituted by having terms which require re-payment if the conditions are not fulfilled.

Bodies governed by public law are national states, regional organisations, municipalities and the EU. Support which is received in the form of a grant for the purchase of tangible assets reduces the assets initial value. This means that such assets are accounted for at the net value, which is also the value used for the calculation of depreciation. Information about the gross value and size of the grant are included in a note.

**Non-current assets**
Tangible and intangible assets are valued at the initial purchase value reduced by planned depreciation. Depreciation is done systematically over the estimated lifetime of the asset. The following depreciation periods are standard:

- Office equipment: 5 years

**Debts receivable**
Debts receivable are accounted for at the value which is expected to be paid after individual examination.

**Foreign currency**
Debts and receivables in foreign currency are valued per the exchange rate on the balance sheet day.

**Inventory**
Inventory is valued in accordance with the first-in-first-out principle, at the lowest of purchase value and actual value, on the balance sheet day.

**Note 2  Net income**
The net income is distributed as follows:  

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income from sports activities</td>
<td>469 215</td>
<td>378 843</td>
</tr>
<tr>
<td>Administrative income</td>
<td>10 630</td>
<td>96</td>
</tr>
<tr>
<td>Sponsoring/Advertising</td>
<td>64 047</td>
<td>43 744</td>
</tr>
<tr>
<td>Anti-doping fund</td>
<td>39 941</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>583 833</strong></td>
<td><strong>422 683</strong></td>
</tr>
</tbody>
</table>
### Note 3 Grants

<table>
<thead>
<tr>
<th>Grants</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal and municipal</td>
<td>4,727</td>
<td>28,937</td>
</tr>
<tr>
<td>IOC</td>
<td>22,460</td>
<td>21,058</td>
</tr>
<tr>
<td>Other grants</td>
<td>12,916</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>40,103</td>
<td>49,995</td>
</tr>
</tbody>
</table>

### Note 4 Information on Other external costs

<table>
<thead>
<tr>
<th>Costs</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costs of sports activities</td>
<td>415,415</td>
<td>293,544</td>
</tr>
<tr>
<td>Administrative costs</td>
<td>110,989</td>
<td>88,717</td>
</tr>
<tr>
<td>Sponsor/Advertising costs</td>
<td>4,071</td>
<td>4,719</td>
</tr>
<tr>
<td>Anti-doping costs</td>
<td>40,659</td>
<td>0</td>
</tr>
<tr>
<td><strong>Summa</strong></td>
<td>571,134</td>
<td>386,980</td>
</tr>
</tbody>
</table>

### Note 5 Average no. of employees, remuneration and social costs

<table>
<thead>
<tr>
<th>Average no. of employees</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of employees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>male</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federation employees in Sweden</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>60%</td>
<td>50%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Remuneration and social costs</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and other remunerations</td>
<td>211,689</td>
<td>199,621</td>
</tr>
<tr>
<td>Social costs (of these remunerations)</td>
<td>83,297</td>
<td>53,820</td>
</tr>
<tr>
<td>(of these pension)</td>
<td>(8,570)</td>
<td>(1,506)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Remuneration distribution between Council members/management and employees</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration Council and Secretary General</td>
<td>70,788</td>
<td>80,160</td>
</tr>
<tr>
<td>Other employees</td>
<td>140,902</td>
<td>119,461</td>
</tr>
</tbody>
</table>

### Council members and management

<table>
<thead>
<tr>
<th>Council members and management</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>Male</td>
<td>Male</td>
</tr>
<tr>
<td>Council members</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Secretary General</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
### Note 6  Interest income and similar items

<table>
<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effects of foreign currency exchange</td>
<td>5,000</td>
<td>-8,291</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,000</td>
<td>-8,291</td>
</tr>
</tbody>
</table>

### Note 7  Office equipment

<table>
<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning valuation</td>
<td>9,768</td>
<td>13,024</td>
</tr>
<tr>
<td>Investments for the year</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Ending accumulated valuation</strong></td>
<td>9,768</td>
<td>13,024</td>
</tr>
<tr>
<td>Beginning depreciation to plan</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Depreciation for the year</td>
<td>-1,954</td>
<td>-3,256</td>
</tr>
<tr>
<td><strong>Ending accumulated valuation</strong></td>
<td>-1,954</td>
<td>-3,256</td>
</tr>
<tr>
<td>Booked value</td>
<td>7,814</td>
<td>9,768</td>
</tr>
</tbody>
</table>

### Note 8  Changes to equity

<table>
<thead>
<tr>
<th>Description</th>
<th>Balanced gains</th>
<th>Targeted funds</th>
<th>Total equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning balance</td>
<td>110,303</td>
<td>0</td>
<td>110,303</td>
</tr>
<tr>
<td>Result for the year</td>
<td>-65,281</td>
<td></td>
<td>-65,281</td>
</tr>
<tr>
<td><strong>Ending balance</strong></td>
<td>110,303</td>
<td>0</td>
<td>45,022</td>
</tr>
</tbody>
</table>

### Note 9  Accruals and deferred income

<table>
<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued vacation costs</td>
<td>20,327</td>
<td>0</td>
</tr>
<tr>
<td>Accrued social costs for vacation</td>
<td>6,387</td>
<td>0</td>
</tr>
<tr>
<td>Other items</td>
<td>52,782</td>
<td>24,874</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>79,496</td>
<td>24,874</td>
</tr>
</tbody>
</table>
International Orienteering Federation
Organisation no. 802498-9603

Madrid
31 March 2017

Leho Haldna, President

Astrid Waaler Kaas, Sr Vice President

Michael Dowling, Vice President

Mikko Salonen, Vice President

Owe Fredholm

Vincent Frey

Tatiana Kalenderoglu

Niklaus Suter

Mária Silvia Viti

Ting-wang "Dominic" Yue

Laszlo Zentai

Auditors signature:

Our Audit Report has been given 2017-

Nils Bergström
Ernst & Young AB
Auktoriserad revisor

Göran Larsson
Governance Auditor
Governance Auditor’s Report for the International Orienteering Federation 2016-2017

I, the undersigned Governance Auditor, appointed by the IOF General Assembly in 2016, have examined the International Orienteering Federation’s activities for 2016 and 2017.

The Council and the Secretary General/CEO are responsible for conducting the business in accordance with the applicable Statutes, General Assembly decisions and the regulations governing the organisation.

The Governance Auditor shall review the proper functioning of the federation’s activities and whether the internal control of the federation is sufficient.

I have continuously monitored the IOF, by studying the Minutes of the General Assembly 2016, the Minutes of Council meetings, and the Council’s working practices, in order to ascertain whether given assignments in the form of, for example, General Assembly and council decisions have been carried out or commenced in accordance with the documented decisions.

My assessment is that, overall, the business has been managed effectively, that internal control has been sufficient, and that the Annual Reports have been prepared in a fair and representative manner.

This report is an overall assessment for 2016-2017 made in connection with the final review prior to the General Assembly 2018.

I recommend that the Council and the Secretary General/CEO be granted discharge for the financial years 2016 and 2017 and that the Council's Annual Reports for 2016-2017 be approved.

Sala 2018-04-04

Göran Larsson
Governance Auditor
Report concerning audit of annual accounts

International Orienteering Federation
Financial year 2017
Date 5 April 2017
To The Board of directors of International Orienteering Federation
From Nils Bergström

In this report, we have compiled the results of our review of the International Orienteering Federations operations for the financial year 2017 and the key observations we made in connection with the audit. We have no uncorrected misstatements in the financial statements or significant issues related to internal control to report in this PM and therefore our preliminary assessment is that the audit report will be unmodified. This report summarizes the areas we have been focusing on and the conclusions reached.

1 Bookkeeping and administration

This is the second year that the bookkeeping is held in Sweden after the move from Finland. The bookkeeping is held in an electronic format in the software Webbhero. We have been granted access to the software, meaning that we had access to all invoices and bookings for the period of 2017-2018. We have, through samples of invoices, verified that the authorization process for invoices is in place and we have no findings to report related to bookkeeping.

We have also been given all information that we have requested in order to perform our audit such as minutes of meetings and significant contracts.

2 Annual report

As described in the Annual Report the accounting principles are based on Swedish accounting standards for federations (Bokföringsnämndens allmänna råd BFNAR 2016:10 Årsredovisning i mindre företag).

Our opinion is that the information in the annual report is relevant and sufficient and of course in accordance with Swedish standards.
3 Result of the year

Revenues have decreased from 7 608 TSEK to 7 305 TSEK. The decrease is mainly related to other sales. Revenues are 500 TSEK lower than budget.

The federations costs have been reduced and the biggest change is related to personnel costs that have been reduced with 900 TSEK, in total the costs have been reduced with 1 178 TSEK. This gives a profit before currency effects of 208 TSEK (prior year deficit of 668 TSEK), currency loss amounts to 45 TSEK and net profit (EBIT) amounts to + 162 TSEK (prior year -621 TSEK).

The improvement in the financial situation for the federation is significant and important to maintain a healthy balance in the federation. We recommend management to keep focusing on budget and maintaining a net profit and a steady cash flow in the business. The equity in the federation amounts to 593 TSEK after 2017 profit.

4 Balance sheet

In the balance sheet the most significant posts are related to accounts receivable, other receivables and accruals.

Regarding accounts receivable there has been some improvement regarding uncollectable receivables and at year end the amount of uncertain accounts receivable is lower than prior year. We have together with local management assessed the reserves for bad debt and the conclusion is that the accounts receivable as a total is in all significant respects regarded as collectable even if some members are late in their payments.

5 Conclusion

We have no findings that affect our audit opinion and no indications that the PNL is not in accordance with the Accounting Act and relevant regulations. We have not found any issues that raise concerns regarding the financial statements giving a true and fair view of the federations result from operations and financial position. We plan to issue an unmodified Auditors report.

Karlstad 5 April 2018

Ernst & Young AB

Nils Bergström
Authorized public accountant
ANNUAL FINANCIAL STATEMENT
2017

Annual Report for the accounting period 1 January 2017 to 31 December 2017

The Council of the International Orienteering Federation (Organisation number 802498-9603 (Sweden)) hereby releases the following Annual Report.

Contents

Management Report
Profit and loss statement
Balance statement
Additional information

Unless otherwise noted, all amounts are in EUR for comparison purposes. Information within parentheses denote prior year. This Financial Statement is a translational of the signed original, and uses the exchange rate 9.8497 SEK/EUR from the original financial statements in SEK.
Management Report

General information about the operations
The International Orienteering Federation (IOF) is the global governing body for the sport of orienteering. The IOF is recognized by the International Olympic Committee (IOC) and is a member of the Association of IOC Recognized Sports Federations (ARISF) and the Global Association of International Sports Federations (GAISF). The mission of the IOF is to spread orienteering globally and to create and manage a program of international competitions in four orienteering disciplines. For this purpose the IOF shall sanction World Orienteering Championships and other major orienteering events, shall create, monitor and update a set of international rules and shall rule in any conflicts. The organisation shall also represent its members interests in the global sporting community and shall follow The Olympic Charter, the World Anti-doping Code, IOC Agenda 21 and shall work for equality in participation and representation in the sport of orienteering.

2. To strengthen orienteering among youths, the IOF once again organised World Orienteering Day and achieved increased global participation. The RYDC has also worked with a number of projects, among them making more educational materials available via the IOF webpage. The Memorandum of Understanding signed with the International School Sports Federation has developed positively. Official IOF youth championships have been decided and organised in several of IOFs regions. In total, the IOFs investments in development projects increased 15% from 2016.

3. To strengthen the IOFs position within international sports, the implementation of the new event program which was decided at the General Assembly, has started. The IOF has strengthened ties to partner organisations among others through successful participation at The World Games in Wroclaw, Polen, and the World Masters Games in New Zealand. The implementation of the IOF Anti-doping strategy in accordance with the revised World Anti-doping Code 2015 has continued with investments in Out-of-Competition testing and Athletes Biological Passports. The work of the Ethics Commission, also decided at the General Assembly 2016, has started with a review of IOF processes and policy documents.

4. The IOF has worked with increasing the visibility of orienteering by establishing and distributing high quality TV productions. The World Orienteering Championships 2017 in Estonia were successful with productions distributed to 142 countries. The quality of productions from the World Ski Orienteering Championships and the Orienteering World Cup was also improved and achieved wide distribution. Improvements in event quality were once again in focus. Targets for social media and digital communications were reached during the year. The spreading of IOF events globally was also improved including the institution of a number of new regional championships.

5. To improve the management and financial position of the IOF has been a major area of focus during 2017. Through new sponsorship agreements, cash sponsoring increased 11% over 2016, and additionally number of sponsorship agreements for in-kind products and services were signed. Through the introduction of the LIVE Orienteering platform external income from events increased 42%. The IOF structure and working methods have been documented and communicated during the year to improve internal control processes. The development of new IT tools, excepting the introduction of LIVE Orienteering, have not been prioritised during the year to contain costs.
**Significant activities during the year and after its completion**

Focus has been on continuing to implement the General Assembly decided Activity Plan and Strategic Directions while implementing a cost savings program primarily focused on the federations fixed costs. A reduction in personnel costs which was implemented towards the end of 2016 gained full effect, and personnel costs have been reduced by 32%. The move of the IOF office from Helsinki to Karlstad has also come into full effect and fixed office costs have been reduced 17%. After the end of the financial year additional sponsor agreements have been signed which will improve the federations finances. At the IOF General Assembly to be held in Prague, Czech Republic in October 2018, and following an extensive consultation period with member federations, the Strategic Directions for the period 2018 - 2024 will be presented and decided. Here decisions will be made also about the financing of the federations operations based upon the Strategic Directions.

**Members**

At the beginning of 2017 the IOF had 65 Members and 5 Provisional Members. At the end of the year, 67 Members and 4 Provisional Members, as Orienteering Federation of Singapore was added as a Member and the member federation in Iran has become Member. All members have been offered education in event organisation and targeted developmental education based upon member needs.

**The federations financials in summary (TEUR):**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operational net income</td>
<td>548,1</td>
<td>564,3</td>
<td>408,5</td>
</tr>
<tr>
<td>Grants</td>
<td>24,3</td>
<td>38,8</td>
<td>48,3</td>
</tr>
<tr>
<td>Result for the year</td>
<td>16,7</td>
<td>-63,0</td>
<td>-18,5</td>
</tr>
<tr>
<td>Equity</td>
<td>60,2</td>
<td>43,6</td>
<td>106,6</td>
</tr>
<tr>
<td>Solidity %</td>
<td>26,4%</td>
<td>15,2%</td>
<td>79,2%</td>
</tr>
</tbody>
</table>
## PROFIT AND LOSS STATEMENT

<table>
<thead>
<tr>
<th>NOTE</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net income from operations</td>
<td>2</td>
<td>548 150</td>
</tr>
<tr>
<td>Membership fees</td>
<td>3</td>
<td>169 300</td>
</tr>
<tr>
<td>Gifts</td>
<td>3</td>
<td>62</td>
</tr>
<tr>
<td>Grants</td>
<td>3</td>
<td>24 272</td>
</tr>
<tr>
<td>Other income</td>
<td></td>
<td>-97</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td></td>
<td><strong>741 687</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Costs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Costs of operations</td>
<td>4</td>
<td>-454 888</td>
</tr>
<tr>
<td>Other external costs</td>
<td>4</td>
<td>-69 284</td>
</tr>
<tr>
<td>Staff costs</td>
<td>5</td>
<td>-194 422</td>
</tr>
<tr>
<td>Depreciation</td>
<td>5</td>
<td>-1 888</td>
</tr>
<tr>
<td><strong>Total costs</strong></td>
<td></td>
<td><strong>-720 482</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Profit/Loss</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Profit/Loss for the year</strong></td>
<td></td>
<td><strong>16 675</strong></td>
</tr>
</tbody>
</table>

**Investments and financing**

<table>
<thead>
<tr>
<th>NOTE</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest income and similar items</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Interest costs and similar items</td>
<td>7</td>
<td>-4 530</td>
</tr>
<tr>
<td><strong>Result after investments and financing</strong></td>
<td></td>
<td><strong>16 675</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Result prior to dispositions</strong></td>
<td></td>
<td><strong>16 675</strong></td>
</tr>
</tbody>
</table>

**Profit/loss for the year**

<table>
<thead>
<tr>
<th>NOTE</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use of targeted funds</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Reserves to targeted funds</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Result for the year</strong></td>
<td></td>
<td><strong>16 675</strong></td>
</tr>
</tbody>
</table>
## Balance Statement

### Assets

**Non-current assets**

**Tangible assets**

<table>
<thead>
<tr>
<th>Item</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Machinery and equipment</td>
<td>5,664</td>
<td>7,552</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td>5,664</td>
<td>7,552</td>
</tr>
</tbody>
</table>

### Current assets

**Inventory etc.**

<table>
<thead>
<tr>
<th>Item</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inventory</td>
<td>10,460</td>
<td>5,363</td>
</tr>
</tbody>
</table>

**Short-term debt**

<table>
<thead>
<tr>
<th>Item</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade debtors</td>
<td>18,833</td>
<td>30,195</td>
</tr>
<tr>
<td>Other debtors</td>
<td>469</td>
<td>8,444</td>
</tr>
<tr>
<td>Prepayments and accrued income</td>
<td>35,192</td>
<td>50,587</td>
</tr>
<tr>
<td><strong>Cash in hand and at banks</strong></td>
<td>54,494</td>
<td>89,226</td>
</tr>
</tbody>
</table>

**Total current assets**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total current assets</strong></td>
<td>221,952</td>
<td>279,417</td>
</tr>
</tbody>
</table>

**Total assets**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total assets</strong></td>
<td>227,616</td>
<td>286,970</td>
</tr>
</tbody>
</table>

## Balance Sheet

### Equity and Debts

**Equity**

<table>
<thead>
<tr>
<th>Item</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balanced gains</td>
<td>43,512</td>
<td>106,603</td>
</tr>
<tr>
<td>Result for the year</td>
<td>16,675</td>
<td>-63,091</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td>60,187</td>
<td>43,512</td>
</tr>
</tbody>
</table>

**Short-term debt**

<table>
<thead>
<tr>
<th>Item</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors</td>
<td>51,008</td>
<td>158,151</td>
</tr>
<tr>
<td>Other creditors</td>
<td>6,676</td>
<td>8,444</td>
</tr>
<tr>
<td>Accruals and deferred income</td>
<td>109,746</td>
<td>76,829</td>
</tr>
<tr>
<td><strong>Total short-term debt</strong></td>
<td>167,429</td>
<td>243,457</td>
</tr>
</tbody>
</table>

**Total equity and debts**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total equity and debts</strong></td>
<td>227,616</td>
<td>286,970</td>
</tr>
</tbody>
</table>

**Items on line**

<table>
<thead>
<tr>
<th>Item</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pledged assets</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Contingent liabilities</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>
ADDITIONAL INFORMATION (Notes)

Note 1  Accounting and valuation principles
The financial statement has for the first time been established in accordance with Swedish accounting law and the Swedish Accounting Standards Board recommendations (BFNAR 2016:10), Accounting in Smaller Businesses, which can lead to a lack in being able to compare these accounts with the prior year.

Depreciation

Tangible and intangible assets are valued at the initial purchase value reduced by planned depreciation. Depreciation in done systematically over the estimated lifetime of the asset. The following depreciation periods are standard:

Office equipment 5 years

Definitions

Solidity
Equity as a percentage of the Total Assets

Memberships fees

Membership fees include payments for membership in the federation.

Note 2  Net income

Net income is distributed as follows

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income from sports operations</td>
<td>308 418</td>
<td>299 151</td>
</tr>
<tr>
<td>Sponsoring, advertising</td>
<td>77 171</td>
<td>61 899</td>
</tr>
<tr>
<td>Sales income</td>
<td>103 241</td>
<td>164 598</td>
</tr>
<tr>
<td>Anti-doping fund</td>
<td>59 320</td>
<td>38 601</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>548 150</strong></td>
<td><strong>564 249</strong></td>
</tr>
</tbody>
</table>

Note 3  Gifts and Grants

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gifts</td>
<td>62</td>
<td>0</td>
</tr>
<tr>
<td>Federal and municipal</td>
<td>0</td>
<td>4 569</td>
</tr>
<tr>
<td>IOC</td>
<td>24 272</td>
<td>21 707</td>
</tr>
<tr>
<td>Other grants</td>
<td>0</td>
<td>12 483</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24 334</strong></td>
<td><strong>38 758</strong></td>
</tr>
</tbody>
</table>
Note 4  Information about operational costs

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costs of sports operations</td>
<td>303 027</td>
<td>275 862</td>
</tr>
<tr>
<td>Sponsor and advertising costs</td>
<td>120</td>
<td>3 934</td>
</tr>
<tr>
<td>Cost of sales</td>
<td>91 378</td>
<td>141 933</td>
</tr>
<tr>
<td>Anti-doping costs</td>
<td>60 363</td>
<td>39 296</td>
</tr>
<tr>
<td>Total</td>
<td>454 888</td>
<td>461 025</td>
</tr>
</tbody>
</table>

Note 5  Average no. of employees, remuneration and social costs

Average no. of employees

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. Of Employees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>male</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federation employees in Sweden</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>60%</td>
</tr>
</tbody>
</table>

Remuneration and social costs

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and other remun-</td>
<td>142 979</td>
<td>204 588</td>
</tr>
<tr>
<td>erations (of these pension)</td>
<td>(3 705)</td>
<td>(8 283)</td>
</tr>
<tr>
<td>Social costs</td>
<td>51 041</td>
<td>80 503</td>
</tr>
</tbody>
</table>

Remunerations distribution between Council members/management and employees

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remuneration Council and</td>
<td>54 911</td>
<td>68 413</td>
</tr>
<tr>
<td>Secretary General</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other employees</td>
<td>88 068</td>
<td>136 175</td>
</tr>
</tbody>
</table>

Council members and management

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council members</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>Secretary General</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>
### Note 6  Interest income and similar items

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effects of foreign currency exchange</td>
<td>0</td>
<td>4 832</td>
</tr>
<tr>
<td>Total</td>
<td>0</td>
<td>4 832</td>
</tr>
</tbody>
</table>

### Note 7  Interest costs and similar items

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest costs</td>
<td>50</td>
<td>138</td>
</tr>
<tr>
<td>Effects of foreign currency exchange</td>
<td>4 480</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>4 530</td>
<td>138</td>
</tr>
</tbody>
</table>

### Note 8  Office equipment

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning valuation</td>
<td>7 516</td>
<td>9 440</td>
</tr>
<tr>
<td>Investments for the year</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Ending accumulated valuation</strong></td>
<td><strong>763</strong></td>
<td><strong>958</strong></td>
</tr>
<tr>
<td>Beginning depreciation to plan</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Depreciation for the year</td>
<td>-1 925</td>
<td>-1 925</td>
</tr>
<tr>
<td><strong>Ending accumulated valuation</strong></td>
<td><strong>-195</strong></td>
<td><strong>-195</strong></td>
</tr>
<tr>
<td><strong>Booked value</strong></td>
<td><strong>568</strong></td>
<td><strong>763</strong></td>
</tr>
</tbody>
</table>

### Note 9  Changes to Equity

<table>
<thead>
<tr>
<th></th>
<th>Balanced gains</th>
<th>Targeted funds</th>
<th>Total equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning balance</td>
<td>43 512</td>
<td>0</td>
<td>43 512</td>
</tr>
<tr>
<td>Result for the year</td>
<td>16 675</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Ending balance</strong></td>
<td><strong>43 512</strong></td>
<td>0</td>
<td><strong>60 187</strong></td>
</tr>
</tbody>
</table>
Namur, Belgium 2018-04-06

Leho Haldna, President
Astrid Waaler Kaas, Senior Vice President

Michael Dowling, Vice President
Mikko Salonen, Vice President

Owe Fredholm, Council Member
Vincent Frey, Council Member

Tatiana Kalenderoglu, Council Member
Niklaus Suter, Council Member

Maria Silvia Viti, Council Member
Ting-wang "Dominic" Yue, Council Member

Laszlo Zentai, Council Member

Auditors signature

Our audit report has been given 2018-
Ernst & Young AB

Nils Bergström
Certified Auditor

Göran Larsson
Governance Auditor
5. Applications for IOF Membership

- Singapore
- Venezuela
Orienteering Federation Singapore

Blk 196 Pandan Loop
#07-28
Pantech Business Hub
Singapore 128384

June, 28, 2017

Dear Mr Tom Hollowell

Orienteering Federation Singapore would like to request to be a member of the International Orienteering Federation.

Orienteering Federation Singapore (T14SS0006G) was set up in January 2014. Over the past three years, the founding members of the Federation had been working closely with Sport Singapore and Ministry of Education to promote Orienteering in Singapore. The Federation has been actively participating both local and International training visit such attending the inaugural Asian Youth Orienteering race in December 2015, Asian Championship Training camp Taiwan, January 2016 and attending ORINGEN Academy in July 2016.

Singapore is a small country with limited forest area. We strive to make Sprint Orienteering both accessible and exciting to our youths and that Singapore known for our urban jungle can be a firm promoter for the sport of Orienteering.

We look forward to favourable reply and the beginning of a mutually beneficial relationship.

Sincerely,

Sebastian Wong
Directed A/A of:
Mr. Tom Hollowell
General Secretary of the
INTERNATIONAL ORIENTEERING FEDERATION

Dear Sir:

First of all receive a cordial sports greeting from the Venezuelan Orienteering to which I represent, at the time we appreciate the support received by the International Federation and that have served to recover the orienteering movement in the country.

This support and work has as resulted, the creation and development of a sports project with a broad calendar of courses, competitions and activities throughout the country, seeking the overcrowding and benefits that the Orienteering provides.

This work has been recognized by the National Sports Institute of Venezuela, the highest sporting institution in the country, and from which we received the support to continue growing. All this has been developed with the advice of the Regional Coordinator of the IOF, Mr. José Ángel NIETO POBLETE.

In view of the above, we are writing to you at the opportunity to APPLY for the provisional MEMBERSHIP to resume the affiliation of Venezuela to the INTERNATIONAL ORIENTEERING FEDERATION.

We attach to the present application, the corresponding documentation required by the IOF.

With no other particular reference to make, waiting for the attention you can give to this request.

Sincerely,

MSc. DENISY RAMOS
+ 58 412-6835496 / + 58 412-0451830
ramden7@gmail.com
NATIONAL DEVELOPMENT COORDINATOR
OF THE ORIENTEERING IN VENEZUELA
DIRECTOR OF THE ATHLETE AND SPORT RESEARCH AND DEVELOPMENT CENTER (CIDAD)

Objetivo: Ser reconocida como Federación Venezolana de Deporte de Orientación por parte de la IOF en el año 2018
6. Proposals to the XXIX IOF Ordinary General Assembly

From the Council

• Amendments to the Code of Ethics
• Amendments to the IOF Statutes

From Member Federations

• NOR: Amendment to the IOF Statutes regarding gender balance in the IOF Council
• NOR: Amendment to the IOF Statutes regarding an Independent Chairperson for the IOF General Assembly
• NOR: Program change proposal for the Junior World Orienteering Championships
• DEN: Regarding IOF Anti-doping work
• DEN: Regarding IOF work with sub-regional bodies
  • DEN: Regarding VIP services concept for the World Orienteering Championships
THE IOF CODE OF ETHICS

Final proposal 9 July 2018

1 Persons and Organizations Subject to this IOF Code of Ethics

1.1 This IOF Code of Ethics (hereinafter referred to as “the Code”) applies to all federations (members or provisional members) and all elected, appointed or contracted IOF employees, functionaries, volunteers and organizing committees for IOF events and their officials and volunteers. The Code also applies to officials and volunteers at IOF-sanctioned member events, athletes, coaches, trainers, doctors, team staff, team officials, all other persons claiming or seeking standing as present or prospective participants in any IOF activity, and persons without status or title who engage in any activity in relation to the IOF that is covered by this Code of Ethics.

2 Preamble

2.1 The IOF is committed to the highest standards of conduct in sport administration and competition. To meet this commitment, the IOF has developed the Code of Ethics to express the core values of both the organisation and the sport of Orienteering in general. Such values and ethics underpin the IOF’s policies, procedures and rules. Observance of the code is vital to the integrity of orienteering.

2.2 The IOF Code of Ethics comprises four principles based on the fundamental values of Orienteering (Equality, Fair Play, Respect of others and Integrity). The Code imposes obligations in terms of respect and responsibility upon everybody involved in orienteering - competitors, spectators, officials and all other accredited persons engaging in IOF activities.

2.3 Persons involved in the IOF and in Orienteering must not act in a manner likely to tarnish the reputation of the IOF or the sport of Orienteering generally, nor act in a manner likely to bring the sport into disrepute.

2.4 All persons subject to the Code are required to adhere to the standards set out in the Olympic Movement Code on the Prevention of the Manipulation of Competitions.

3 The IOF Ethics Panel

In accordance with Article 12 of the IOF Statutes, the IOF Ethics Panel (hereinafter referred to as “the Panel”) is an independent judicial body in the IOF consisting of up to five members that are appointed by the General Assembly. Its competences are as follows:

- To review regularly all business and operations covered by the Code.
- To adjudicate upon violations of the Code.
- To report findings to the Council or GA and impose sanctions for violations of the Code.
43. Conflicts of Interests

3.1 All those acting on behalf of the IOF must make decisions in the interests of the IOF. All those whose personal interests might reasonably be perceived as being affected by a decision or policy concerning an IOF matter (including receiving material benefits) shall refrain from the decision-making process.

43.12 All elected, appointed or contracted IOF employees and officials having an elected or appointed position, which may be permanent or long-term, in an IOF member federation or partner organization (such as, but not limited to, IOC, IWGA, FISU and CISM), who have or may have a conflict of interest, must report a conflict of interest to the IOF Office, who is responsible for keeping a register of conflict of interests. This will be available for inspection by the Panel if appropriate.

4.2 If a person is seeking election, appointment or employment with IOF, it is the responsibility of the IOF Office to check, if there are conflicts of interests that may make the election, appointment or employment in question inappropriate/impossible. If required the IOF Ethics Panel is consulted on this matter.

43.33 All elected, appointed or contracted IOF employees and officials shall avoid any contacts that might lead to or suggest a conflict of interest between personal activities and the business of the IOF. They shall pledge to behave in a dignified manner. They shall behave and act with complete credibility and integrity. They may not abuse their position as part of their function to take advantage of their function for private aims or gains, or in any other way. Direct or indirect receipt or provision of money or the equivalent such as, and not limited to, bribes, gains, gifts and other advantages shall be offered or accepted only in accordance with the standards and levels deemed appropriate to the general working of the IOF. A formal policy on the acceptance of gifts and hospitality will be agreed by the IOF Council. Business gifts or hospitality shall be offered or accepted only in accordance with local legislation and business practices.

4.4 All those acting on behalf of the IOF must make decisions in the interests of the IOF. All those whose personal interests might reasonably be perceived as being affected by a decision or policy concerning an IOF matter (including receiving material benefits) shall refrain from the decision-making process.

54. The four Ethical Principles of the IOF

54.1 Equality

Discrimination and harassment against others on grounds of, amongst others, race, disability, marital status, sex, sexuality, age, political or religious conviction are not condoned in Orienteering. All forms of harassment, be they physical, mental, professional, or sexual or other, are strictly prohibited. Orienteering promotes the inclusion of men and women equally.

54.2 Fair Play

Fair play is the guiding principle in the sport of Orienteering. It is expected that all persons taking part in orienteering shall behave with fairness and honesty. All persons
shall operate within and abide by the rules of the sport. Orienteering is committed to being a drug free sport.

54.3 Respect
Orienteering shall be characterised by mutual respect and self-responsibility. All persons involved in orienteering shall be treated with dignity and consideration. The contribution that people make to the sport shall be recognised. In pursuing the sport’s goals, the governance of Orienteering shall be mindful of the physical and psychological wellbeing of its athletes. Violence and abusive behaviour are not to be tolerated. Orienteering respects the natural environment.

54.4 Integrity
All persons subject to this code shall use due care and diligence in fulfilling their roles for, and on behalf of, the IOF or Orienteering generally. Decisions by the IOF will be made in accordance with established procedures, objectively, fairly and with honesty and integrity. In using resources, personnel will strive for economy, efficiency and environmental friendliness. Conflicts of interest are to be avoided.

65 Compliance and Whistle-blowing
65.1 Each person as described in section 1.1 are encouraged to report violations of the Code by reporting misconduct to the Panel. All allegations of potential violations of the Code that are made in good faith will receive a swift, fair and comprehensive investigation conducted by the Panel.

65.2 The IOF Council has ownership of the Code of Ethics and performs regular content and compliance reviews. Each person as described in section 1.1 is responsible for acting in accordance with the Code of Ethics, and is encouraged to voice concerns and to highlight examples of good practice.

65.3 All business and operations covered by the Code of Ethics will be regularly reviewed by the IOF Ethics Panel. Acts that are inconsistent with the Code of Ethics must be promptly corrected and are subject to disciplinary action up to termination of election, appointment, contraction or employment. Each person as described in section 1.1 are encouraged to report violations of the Code of Ethics by reporting misconduct to the IOF Ethics Panel. All allegations of potential violations of the Code of Ethics that are made in good faith will receive a swift, fair and comprehensive investigation conducted by the IOF Ethics Panel.

76 Good Governance
76.1 The IOF is an international organization with global activities. The IOF Council is therefore responsible in maintaining a Policy involving Delegation of Authority and Rights of Signature that provides flexibility for the organization to manage contractual and financial matters in a timely manner, while maintaining good financial control in accordance with applicable laws and standards.
It is the responsibility of all statutory institutions of the IOF to conduct good governance in business and all operations, and have well-structured, documented and transparent decision-making processes.

Procedure for managing possible ethical violations

87.1 A report of a possible ethical violation may be filed with the IOF Office or directly with the Ethics Panel. Such a report may be filed by a member federation, the IOF Council, or an individual with an interest in the dealings of the IOF. The IOF Office shall refer any report it receives to the IOF Ethics Panel.

87.2 The IOF Ethics Panel shall consider the report and gather additional information if required. The IOF Ethics Panel shall decide whether to proceed with a hearing.

87.3 If a hearing is to be held, the IOF Ethics Panel shall determine the procedure to be followed.

Hearings shall normally be conducted in English.

The hearing process shall respect the following principles:

a) the right of each party to be represented (at the party’s own expenses) or to be accompanied by a person chosen by each party;

b) the right to respond to the asserted ethical violation;

c) the right of each party to present evidence, including the right to call and question witnesses;

d) the right to an interpreter at the hearing if required.

The IOF Ethics Panel shall have jurisdiction to determine which party shall bear the responsibility for the cost of the interpreter.

87.4 The IOF Ethics Panel shall propose the way in which the hearing is to be held, taking into account the severity of the possible ethical violation, whether the circumstances of the possible ethical violation are disputed, the wishes of each party, any time constraints, the geographical locations of each party and the expenses that would be incurred. Options include:

- A face-to-face hearing where all parties are physically gathered in one location
- An electronic meeting using software such as Skype
- A meeting discussion conducted by email

87.5 The IOF Ethics Panel shall appoint the members of the Hearing Panel in each case. Normally that will consist of all or some members of the IOF Ethics Panel, excluding any for whom there would be a conflict of interest. Exceptionally, and with the approval of IOF Council, other people who are not members of the IOF Ethics Panel may be appointed to the Hearing Panel.

87.6 Decisions shall be taken by a majority of the Hearing Panel.

87.7 The Hearing Panel shall announce its decision in writing, with reasons, as soon as possible after the conclusion of the hearing. The written decision shall contain the
composition of the Hearing Panel, the names of the parties, the date of the decision, a summary of the facts, the grounds of the decision, the provisions on which the decision was based, the terms of the decision, any sanctions to be applied and notice of the provisions for appeal. The decision shall be published on the IOF web site. The IOF Council is responsible for enforcing the decision.

98 Sanctions

98.1 Sanctions may be applied to an individual, a group of individuals or a member Federation.

98.2 Possible sanctions include:

- A caution
- Temporary suspension from competitions and/or IOF activities
- Exclusion for life from competitions and/or IOF activities
- An appropriate fine
- Removal of any previously obtained honours
- Any other appropriate sanction that the Hearing Panel decides

109 Appeals

109.1 Decisions may be appealed to the Court of Arbitration for Sport (CAS).

This IOF Code of Ethics was approved by the XXIX IOF Ordinary General Assembly in Prague, Czech Republic, on 6 October 2018.
Amendments to the IOF Statutes
A proposal from Council to the General Assembly

Council proposes a number of changes to the IOF Statutes approved by the XXVIII Ordinary General Assembly held on 26 August 2016, in Strömstad, Sweden.

I. The Aims of the IOF to reflect new mission

If the General Assembly is agreeing on the new strategy of the IOF, the aims of the IOF should be updated accordingly in Statutes. Instead of “To spread the sport of orienteering and to promote its development” Council proposes to say in 2.1.1 the following: “To promote the global growth of orienteering and develop competitive and recreational orienteering”.

II. Working towards gender equality

The IOC published earlier this year recommendations based on the IOC Gender Equality Review Project. Twenty-five recommendations include a concrete commendation for NOC and IF Electoral Processes. Recommendation #20 states that “The Olympic Movement partners review their electoral processes with a view to developing strategies for gender-balanced representation in their governance bodies”. Hence the Council proposes in 7.10.1 to increase the minimum requirement of each genders represented in Council from two to three and have a Vice President of each gender elected, nominations permitting.

III. Easing the decision making requirements in special situations

Council has reviewed the Statutes regarding the required vote to make amendments to the Statutes, to elect honorary members, to appoint honorary president, to have Council meeting with a short notice in urgent matters and to decide on dissolution of the IOF, currently expressed as “three-quarters majority of votes expressed”. Council has compared this with the requirements of other relevant bodies, including other international sports federations, and has found the IOF requirement to be more stringent than in the majority of other bodies. Council proposes that a formulation of “two-thirds majority of votes expressed” is more appropriate to the governance of the IOF and asks for member approval to this change.

IV. Clarifying Remits of the IOF Council

In current Statutes it is not defined who is responsible for finding an organiser and a place of the next Ordinary General Assembly or how a Senior Vice President is elected. However, it has been a practise of the Council to conduct these tasks, hence Council proposes the following additions to clauses 8.2.6 and 8.2.9:

8.2.6 To find an organiser and a place of the next Ordinary General Assembly. To oversee the arrangements of the IOF Congress and to prepare the business of the General Assembly.
8.2.9 To elect after each General Assembly a Senior Vice President from among the Vice Presidents.

In current Statutes it is said in two instances that the Council is determining the seat of the IOF, thus Council proposes to delete the chapter 5 (Seat of the IOF) and keeping that responsibility of determining the seat of the IOF in Council’s Remits (deleting chapter 5 means that all subsequent numbering is changed).

V. Honorary President and Honorary Members

Clauses of electing an Honorary President and Honorary Members, and how they can attend General Assemblies are not logically placed in current Statutes. Council proposes to say in 7.3 that “the Honorary President and Honorary Members may attend General Assemblies but shall not have the right to vote and shall not pay any fees” and in 7.10.11 that “a two thirds majority of votes expressed shall be required for the election of Honorary Members or appointment to the position of Honorary President”. The same sentences should then be deleted under clause 14 as proposed.

V. Appeals

In case of a member considering a decision of a Jury of an international orienteering event to violate the IOF Code of Ethics, Council proposes, with a new clause 8.4.2, establishing a formal way of presenting an appeal:

8.4.2 Should a member consider a decision of a Jury of an international orienteering event to violate the IOF Code of Ethics, an appeal may be presented to the Ethics Panel.

VI. Other changes

In addition to the above proposals for amendments, Council proposes to make seven (7) other minor Statute amendments, namely,

- To add a requirement for adding map examples in membership application (3.2.1).
- To clarify in 3.2.2 and 3.2.3 duties and rights of members to cover both (full) members and provisional members.
- To adjust timeframe (in 7.1) for the Ordinary General Assembly to the second half of the year (from 1st of July to 31st of December) as is the current practise (previously was defined from 1st of June until 31st of December).
- To adjust the Ordinary General Assembly Agenda related items in 7.4: presidium to consist of a Chairperson and a Secretary (7.4.4) and a report by the Ethics Panel on the activities since the last Ordinary General Assembly to be dealt (new 7.4.11).
- To say (in 7.4.12) instead of “report” “reports” as there are both Financial and Governance Auditors reports that should be presented.
• To add (in 7.10.1), based on Member feedback in previous Ordinary General Assembly, a clause to say that in conjunction with the Ordinary General Assembly a possibility for Members to hear presentations of nominated Council candidates shall be organised.

• To clarify (in 7.9.2), based on Member feedback in previous Ordinary General Assembly, voting procedure in Council elections and when secret ballot is required.

Members are asked to support the proposed changes to the Statutes.
Amendments to the IOF Statutes

Strikethrough = Delete current wording
Underlined text = Proposed new wording

STATUTES OF THE INTERNATIONAL ORIENTEERING FEDERATION (IOF)

1. NAME, AUTHORITY AND DEFINITION

1.1 Name

The name of the organisation is the International Orienteering Federation, henceforward IOF, registered in Sweden.

1.2 Authority and definition

The IOF, recognised by the International Olympic Committee (IOC), is, amongst its members, the supreme authority on all matters relating to international orienteering. Orienteering is a sport involving non-motorised (with the exception of wheelchairs) navigation with a map. The recognised orienteering disciplines are foot orienteering, ski orienteering, trail orienteering and mountain bike orienteering.

1.3 Statutory institutions

The statutory institutions of the IOF are:

The General Assembly
The Council
The IOF Office
The Presidents’ Conference
The Ethics Panel

2. AIMS, TASKS and OBLIGATIONS

2.1 The aims of the IOF shall be:

2.1.1 To promote the global growth of orienteering and develop competitive and recreational orienteering. To spread the sport of orienteering and to promote its development.

2.1.2 To create and maintain a world event programme.

2.2 The tasks of the IOF shall be:

2.2.1 To commission and supervise World Championships and other IOF events.

2.2.2 To maintain universal rules and guidelines for orienteering events under its auspices and to supervise their proper application.
2.2.3 To act as the final authority in controversies other than those coming within the jurisdiction of the jury of an international orienteering event.

2.2.4 To maintain cordial relations with other international sports organisations and to represent the interests of its members and international orienteering in its dealings with such organisations.

2.3 The obligations of the IOF are:

2.3.1 To respect and abide by the Olympic Charter.

2.3.2 To respect and abide by the provisions of the World Anti-Doping Code.

2.3.3 To respect and implement the Olympic Movement’s Agenda 21 on protection of the environment and sustainable development.

2.3.4 To respect the autonomy of its members and not intervene in their internal affairs.

2.3.5 To ensure that only countries that can guarantee freedom of participation on an equal basis to all IOF members shall be commissioned with the organisation of a Congress, IOF event, course or conference held under the auspices of the IOF.

3. MEMBERSHIP

3.1 Structure and obligations

3.1.1 The IOF is made up of the national orienteering federations that have been admitted to membership. Only one legally constituted orienteering organisation from any one country, defined as an independent member of the IOC, may be admitted as a member.

3.1.2 The IOF may provide for provisional membership of a national organisation when first admitted to membership.

A provisional member may retain that status for two Congress periods during which time the provisional member must, in the view of the IOF Council, have actively developed the sport of orienteering in that country.

The IOF Council may determine to extend further the period of provisional membership by one Congress period.

A provisional member having such membership terminated by the IOF Council or the General Assembly may not reapply for membership until after one Congress period has lapsed.

A national federation having once attained the designation member rather than that of provisional member may not, voluntarily, revert to provisional membership.
3.1.3 Members undertake to abide by these Statutes, the IOF Anti-Doping Rules, the IOF Code of Ethics, the IOF Environmental Policy, other IOF Rules and the decisions of the General Assembly and Council. Members undertake to stage national championships.

3.1.4 As soon as an IOF General Assembly has decided to admit an organisation to membership, the delegates of the organisation, except in the case of provisional membership, are entitled to participate in the General Assembly with all rights and duties, provided the membership fee has been paid.

3.1.5 Members commit themselves to a dope-free sport and agree that the provisions of the World Anti-Doping Code apply to all persons and competitors under the jurisdiction of the IOF and its members.

3.2 Application Procedure, Rights and Duties of Members

3.2.1 A national organisation desiring membership shall lodge with the IOF Office a written application together with evidence of recognition by the relevant national authority, a copy of the organisation’s constitution and competition rules, a report on the development of orienteering in the country including map examples and a statement of current membership figures. If the IOF Council approves the application, the organisation shall be accepted as a member or provisional member. To be final, the Council’s decision must be ratified by the next General Assembly.

3.2.2 Rights of Members and Provisional Members

- To send delegates to and vote at IOF General Assemblies, except that Provisional Members may participate in the General Assembly, but not vote, nor nominate candidates to Council.

- To make proposals and to express views to the General Assembly and to Council.

- To send delegates to the Presidents’ Conference.

- To participate in IOF events in all recognised orienteering disciplines.

- To organise IOF events in all recognised orienteering disciplines.

- To organise and participate in Congresses, courses, seminars and other activities of the IOF.

- To receive all official IOF material.

- To publicise their activities via the IOF.

3.2.3 Duties of Members and Provisional Members

Members and Provisional Members that are not responsible at the national level for all the orienteering disciplines practised in the country concerned shall:
• maintain constructive relations with the body or bodies responsible at the national level for other orienteering disciplines.

• give their approval, which may not be unreasonably withheld, before the body or bodies responsible for other orienteering disciplines at the national level may apply to organise IOF events, send teams to IOF events or provide members of IOF bodies.

• act as an umbrella organisation for such bodies in relation to the IOF.

3.3 Termination of Membership

3.3.1 Membership shall end one month after the receipt by the IOF Office of a notice of resignation. The resigning member shall fulfil its financial and other obligations as stipulated in these Statutes by the end of the ongoing calendar year.

3.3.2 If a member fails to meet its financial obligations towards the IOF, despite a warning sent to the member’s official contact address, the following IOF General Assembly may decide to expel the member.

3.3.3 The IOF General Assembly may decide to expel a member that fails to meet its Statutory obligations, that violates the IOF Statutes or other rules issued by the IOF. If necessary, the IOF Council may immediately deprive an offending member of its membership rights or impose temporary limitations upon the exercise of its rights.

3.3.4 A member that has been expelled under 3.3.2 or 3.3.3 may only be re-admitted to the IOF when it has complied with its undertakings.

3.4 Designation

Members shall be designated by the IOC's standard three letter abbreviation of the country's name.

4. MEMBERSHIP FEES

4.1 The fee applicable to a member and a provisional member shall be fixed by an IOF Ordinary General Assembly and shall cover the two calendar years following the General Assembly.

4.2 The membership fee for the current year shall be payable to the IOF Office by March 1st.

4.3 If a member fails to pay its fee within two months of the due date, despite a warning sent to the member’s official contact address, it shall lose the rights detailed under articles 3.2.2 and 8.8.1.

4.4 A newly admitted member shall pay its first fee before being allowed to exercise the rights of membership.
5. **SEAT OF THE IOF**

The Council shall determine the seat of the IOF.

5. **FINANCIAL PERIOD**

The financial period of the IOF shall be one calendar year.

6. **OFFICIAL LANGUAGE**

The official language of the IOF is English.

7. **THE GENERAL ASSEMBLY**

The decisive body of the IOF is the members in General Assembly. A General Assembly may be either Ordinary or Extraordinary.

7.1 **Ordinary General Assembly**

The Ordinary General Assembly shall meet biennially between 1 June and 31 July. Written invitations shall be sent out to the members at least six months, and the agenda at least two months, before the beginning of the Ordinary General Assembly.

7.2 **Extraordinary General Assembly**

The President shall call an Extraordinary General Assembly if it is requested by a two-thirds majority of the Council, or by 40% of the members entitled to vote. Such a request shall be accompanied by a draft agenda. The Council shall determine the place and date of an Extraordinary General Assembly. It shall be held within three months of the receipt of the request by the President. The invitation and agenda for an Extraordinary General Assembly shall be sent out to the members at the latest one month before the meeting. Only those agenda items included in the invitation shall be dealt with at an Extraordinary General Assembly.

7.3 **Representation**

Each IOF member shall have the right to send three delegates to a General Assembly. Delegates shall be citizens or residents of the country represented.

*The Honorary President and Honorary Members may attend General Assemblies but shall not have the right to vote and shall not pay any fees.*

7.4 **Agenda**

At least the following items shall be included on the agenda of an Ordinary General Assembly:
7.4.1 Opening of the General Assembly.
7.4.2 Roll call of delegates.
7.4.3 Establishment of the number of voting members present.
7.4.4 Election of a General Assembly presidium consisting of a Chairperson and a Secretary.
7.4.5 Election of two persons to check the minutes.
7.4.6 Election of three tellers to count votes and observe elections.
7.4.7 Approval of the agenda, and ruling on the urgency of any items not included.
7.4.8 Decision whether the sessions should be open. If the sessions are open, then in special cases the public may be excluded from specific items on request.
7.4.9 Approval of the minutes of the previous General Assembly.
7.4.10 Report by the Council on the activities of the IOF since the last Ordinary General Assembly, and approval of same.
7.4.11 Report by the Ethics Panel on the activities since the last Ordinary General Assembly, and approval of same.
7.4.12 Auditors’ reports, approval of the accounts for the two previous calendar years and discharge of the Council.
7.4.13 Applications for membership and decisions regarding expulsions.
7.4.14 Proposals.
7.4.15 Membership fees, budget and activity plan for the two calendar years following the General Assembly.
7.4.16 Appointment of two auditors and one substitute auditor for the current and the following financial period.
7.4.17 Appointment of up to five members to the Ethics Panel.
7.4.18 Election of the Council.
7.4.19 Announcement of place and approximate dates of the next Ordinary General Assembly.
7.4.20 Any other business.
7.4.21 Closure of the General Assembly.
7.5 Proposals

Proposals may be tabled by a member or by Council. Proposals shall reach the IOF Office in writing at least four months before the General Assembly. Proposals shall be communicated to the members at least two months before the beginning of the General Assembly.

7.6 Urgent business

Proposals or matters of which the IOF Office has not been notified at least four months before the Ordinary General Assembly can only be included in the agenda if they are deemed urgent by the General Assembly. Amendments to the Statutes and the assignment of IOF assets shall not be considered as urgent business.

7.7 Procedure at General Assemblies

Delegates, members of Council and the Secretary General have automatic right to speak at the General Assembly. Others present may speak only with the approval of the General Assembly.

7.8 Voting rights

7.8.1 Each member present at the General Assembly and possessing voting rights shall have one vote.

7.8.2 A member that has not paid all its fees may send delegates to the General Assembly, but may not vote.

7.9 Voting

7.9.1 Voting, other than in elections for the IOF Council, is open, by roll call or by show of hands using a supplied voting card. When voting by roll call, the members shall be read out in alphabetical order of the standard abbreviations.

7.9.2 A member, present at the General Assembly, may propose that the vote, other than in elections for the IOF Council, be determined by secret ballot.

7.9.3 Decisions shall be approved by the General Assembly by simple majority of votes expressed, subject to the exceptions mentioned below.

7.9.4 The Chairperson of the General Assembly shall, with the exception of the elections for the IOF Council, determine the outcome of a tied vote.

7.9.5 A proposal to declare a matter urgent in order to have it included on the agenda shall require a two thirds majority of votes expressed.

7.9.6 An amendment to the Statutes shall require a two thirds three quarters majority of votes expressed.
7.10 Elections

7.10.1 The Ordinary General Assembly shall elect the IOF Council.

The Council shall consist of
1. The IOF President
2. Three IOF Vice Presidents
3. Seven other IOF Council members

The elected Council, excluding the President, shall include at least two persons of each gender and at least 2 persons from outside Europe, nominations permitting. The elected Council shall include a Vice President of each gender, nominations permitting.

In conjunction with the Ordinary General Assembly a possibility for Members to hear presentations of nominated Council candidates shall be organised.

7.10.2 The President, the Vice Presidents and the Council Members are elected for a four year term. A system of rotation ensures that approximately half (as defined in 7.10.3 and 7.10.4) of the Council positions are declared vacant every two years.

7.10.3 The election for the position of President is held every fourth year at the IOF Congress held in the year of the Olympic Summer Games.

At the same Congress one Vice President and four Council Members shall also be elected by the General Assembly.

7.10.4 Two Vice Presidents and three Council Members shall be elected by the General Assembly at the IOF Congress held in the year of the Olympic Winter Games.

7.10.5 The President may seek re-election for only one further four-year term and only to the position of President.

A Vice President may seek re-election for only one further four year term.

A Council Member having attained the position of Vice President is not eligible to seek re-election to the position of Council Member.

Council Members may seek re-election to the same position for only one further four year term.

7.10.6 Should a person resign from a Council position during the course of the elected term, a successor will be elected at the next General Assembly for the remainder of the term until the next statutory election.

The period until the next statutory election is not counted in relation to the maximum total period of service under 7.10.5.

7.10.7 A member federation failing to re-nominate a current member of Council by the statutory deadline of six months prior to the General Assembly (as defined in 8.10.8)
cannot then nominate the said person at the general call for nominations scheduled by the Statutes to reach the Secretary General four months before the General Assembly.

7.10.8 Not later than six months before the General Assembly, a member having a person on the current Council shall announce, in writing, its intention or not to re-nominate that person. The Secretary General shall send out advice regarding this intention together with the call for nominations for election to the IOF Council.

Nominations for the Council are to be received, in writing, by the IOF Secretary General not later than four months before the General Assembly.

A member may propose candidates only from its own country. No member federation shall be represented on the IOF Council by more than one person.

At a particular General Assembly, a member federation may, with due observance of the provisions in 7.10.5 and 7.10.8, nominate the designated candidate for more than one Council position.

Should the Statutory requirements not be met, the Secretary General shall call for supplementary nominations not later than 7 days after the date of the deadline for nominations.

Supplementary nominations are to be received, in writing, by the Secretary General not later than three months before the General Assembly.

The list of candidates shall be sent out to the members together with the General Assembly agenda.

7.10.9 Voting shall be by secret ballot, unless the General Assembly decides unanimously to the contrary or unless the number of candidates does not exceed the number of places available.

The election of the Council shall be in three stages corresponding to the three levels indicated in 7.10.1. At each stage, voting shall be preceded by announcement of candidates.

7.10.10 The ballot paper shall state the number of names to be chosen for the position in question. To be valid, a completed ballot paper must indicate a name for each available seat. A candidate may only appear once on the completed ballot paper. Candidates obtaining the greatest number of votes shall be elected. If voting is equal between the candidates for the last seat available, a second ballot shall be taken between the tied candidates. If there is still a tie, lots shall be drawn.

7.10.11 A two thirds three quarters majority of votes expressed shall be required for the election of Honorary Members or appointment to the position of Honorary President.

7.11 Minutes

Minutes of the General Assembly shall be compiled, and shall be checked by two witnesses and signed by the Chairperson.
7.12 **Decisions**

Decisions of the General Assembly, other than those made in accordance with 3.1.4 shall come into force at the end of the General Assembly.

7.13 **Procedure**

In case of a disagreement about procedure, the Chairperson shall, if the point is not covered in the Statutes, proceed in a manner consistent with standard rules for the conduct of formal meetings.

8. **THE COUNCIL**

8.1 **Meetings**

8.1.1 The Council shall lead the IOF between General Assemblies. The Council shall meet at least 3 times a year.

8.1.2 The Council may invite others to participate in its meetings.

8.1.3 As a general rule, the IOF shall not pay for travel and subsistence of members of the Council or Council appointed bodies for attendance at meetings. The relevant national organisations are expected to assist their representatives.

8.2 **Remit**

The Council organises its own work in accordance with the Statutes and the decisions of the General Assembly. The work of the Council shall include the following:

8.2.1 To initiate measures to further the aims of the IOF and to implement the resolutions of the General Assembly for the development and spread of orienteering according to the activity plans for each election period.

8.2.2 To verify observance of the Statutes and IOF Rules.

8.2.3 To confirm and supervise observance of decisions and documentation (e.g. minutes) of the IOF.

8.2.4 To appoint an Honorary Legal Adviser and form such permanent or temporary commissions or groups as it deems appropriate to assist it in carrying out its work and in fulfilling tasks assigned to it by the General Assembly or specified in an agreed long term plan. The Council is responsible to the General Assembly for the work of all such groups.

8.2.5 To prepare the Statutes, material for Congress and the General Assembly, and other basic documentation of the IOF, and to approve IOF competition rules for each recognised orienteering discipline and communicate them to members.
8.2.6 To find an organiser and a place of the next Ordinary General Assembly. To oversee the arrangements of the IOF Congress and to prepare the business of the General Assembly.

8.2.7 To admit new members of the IOF. Such a decision shall be ratified by the General Assembly.

8.2.8 To determine the seat of the IOF and appoint a Secretary General.

8.2.9 To elect after each General Assembly a Senior Vice President from among the Vice Presidents.

8.2.10 To adjudicate in controversies arising during IOF approved international events, where the matter does not come within the jurisdiction of the jury of the event.

8.2.11 To establish special financial regulations for the events that it commissions.

8.2.12 To co-operate with those international organisations and institutions contributing to the development and support of orienteering.

8.2.13 To maintain, where appropriate, direct communications with orienteering organisations, at national level, not administered by the member concerned.

8.3 Taking decisions

8.3.1 Notice of a Council meeting, except for a meeting under 8.3.4, shall be sent out at least 4 weeks prior to the meeting by circulating a provisional agenda.

8.3.2 Decisions shall be taken by simple majority.

8.3.3 Six members shall constitute a quorum. The President shall have a casting vote.

8.3.4 The Council may hold a meeting by using recorded electronic communication or other documentary method if all Council members are in agreement. In case of an urgent matter, and with the agreement of two thirds three quarters of the members of Council, the President may waive the statutory notice provisions in 8.3.1.

8.4 Objections and appeals

8.4.1 Should a member consider a decision of the IOF Council (other than one taken under 8.2.10) to violate its rights or to be contrary to these Statutes, an objection or appeal may be presented to an IOF General Assembly.

8.4.2 Should a member consider a decision of a Jury of an international orienteering event to violate the IOF Code of Ethics, an appeal may be presented to the Ethics Panel.

8.4.3 Any appeal with respect to an IOF decision on sanctions relating to doping must be submitted to the Court of Arbitration for Sport. Any such appeal to the Court of Arbitration for Sport shall not delay the implementation of the said IOF sanction.
8.5 **Vacancy**

If the President is unable to carry out his/her duties, the Senior Vice President shall take over.

9. **IOF OFFICE**

9.1 The Secretary General is the connecting link between the IOF, its members, Council members, Council appointed groups and outside organisations and individuals.

9.2 The Secretary General shall be responsible for the IOF Office, and for other tasks and functions allocated by Council. He/she shall attend General Assemblies, the Presidents’ Conference, and shall call and attend the meetings of the Council.

9.3 The detailed duties of the Secretary General shall be specified in a job description approved by the Council.

10. **PRESIDENTS’ CONFERENCE**

10.1 The Presidents’ Conference is an advisory body in the IOF. As a minimum, the following shall be invited to the Presidents’ Conference:

- The Council
- The Secretary General
- The President of each member organisation (or his/her representative)

10.2 The Presidents’ Conference meets at least every second year. The agenda shall be sent out at least two months before the meeting.

11. **ETHICS PANEL**

11.1 The Ethics Panel is an independent judicial body in the IOF consisting of up to five members that are appointed by the General Assembly.

11.2 **Remit**

11.2.1 To review regularly all business and operations covered by the Code of Ethics.

11.2.2 To adjudicate upon violations of the Code of Ethics.

11.2.2 To report findings to the Council or GA and impose sanctions for violations of the Code of Ethics.
12. **HONORARY LEGAL ADVISER**

12.1 **Remit**

12.1.1 To support the Council with issues requiring comprehensive understanding of legislation, governance and international business matters.

13. **DISPUTES**

Any unresolved sports related dispute between members of the IOF or between a member and the IOF, which the IOF Council considers cannot be settled by reference to the Statutes, Regulations or Rules, shall be settled definitively by a Court set up in accordance with the Statutes and Regulations of the Court of Arbitration for Sport in Lausanne, Switzerland.

14. **AWARDS OF HONOUR, HONORARY PRESIDENT, HONORARY MEMBERS**

14.1 Awards of honour may be made.

14.2 Those persons who have given special service to the IOF may be appointed Honorary Members of the IOF or be appointed to the position of Honorary President. Such appointments may be made by the General Assembly on a proposal by the Council.

A three quarters majority of votes expressed shall be required for the election of Honorary Members or appointment to the position of Honorary President.

14.3 The Honorary President and Honorary Members may attend General Assemblies but shall not have the right to vote and shall not pay any fees.

15. **DISSOLUTION OF THE IOF**

15.1 A two thirds three quarters majority of the IOF Council may propose the dissolution of the IOF. The dissolution becomes effective on approval of the proposal by a two thirds three quarters majority of those voting at the General Assembly, providing that at least two thirds three quarters of the members entitled to vote are represented at the General Assembly.

15.2 The disposal of the assets of the IOF shall be decided by the General Assembly dissolving the Federation and shall be in keeping with the aims of the IOF.

*These Statutes were approved by the XXIX IOF Ordinary General Assembly in Prague, Czech Republic on 6 October 2018.*
Proposal to the IOF General Assembly
Change of article 8.10.1

The Norwegian Orienteering Federation wants to make a proposal regarding change of IOF Statutes, article 8.10.1.

Additional phrase:
“There shall within the IOF Council at all times be a Vice President of each gender.”

There is no doubt that male and female, regardless of political conviction, race, religion or sexual orientation, watch the world with different eyes. Any discussion would therefore be wider with both genders present. In many cases, there is a need for written rules to make important and maybe obvious improvements. We therefore strongly recommend the IOF to get along with the society in general in extending this rule, not only for gender equality, but for a better future for orienteering as a global sport.

Astrid Waaler Kaas (s)                     Lasse Arnesen (s)
President                               Secretary General
Council's view on the NOR proposal regarding gender balance in the IOF Council:

Council is in support of the proposal from NOR.

Council has therefore included in its proposal presented to the General Assembly, amendments to the IOF Statutes to increase the minimum requirement for each genders' representation in Council from two to three, and to include a requirement to have a Vice President of each gender elected, nominations permitting.
Proposal to the IOF General Assembly
Change of article 8.4.4

The Norwegian Orienteering Federation wants to make a proposal regarding change of IOF Statutes, article 8.4.4.

Existing article:
“Election of a General Assembly presidium”

To be replaced by:
“Election of a General Assembly Meeting Chair person of non-Council members and non-delegates.”

In quite many decisive assemblies, appointing of persons for the chair is done from outside the voting delegates. It is of great importance for the democratic compliance and trustworthy, that the assembly is held absolutely neutral, without any subjective or political influence on the implementation.

To ensure all participant’s political engagement and objective democratic values to be held, we strongly recommend the IOF to establish this routine, by taking the decision into the IOF Statutes.

Astrid Waaler Kaas (s)       Lasse Arnesen (s)
President        Secretary General
Council's view on the NOR proposal regarding an Independent Chairperson for the IOF General Assembly:

Council is in support of the principal expressed in the proposal from NOR and supports that this principle should be instituted for future General Assemblies.

However, Council does not support adding the requirement to the IOF Statutes.
Proposal to the IOF General Assembly
Competition Rules for Foot Orienteering Events
Change of article 3.6

The Norwegian Orienteering Federation wants to make a proposal regarding change of the IOF Competition Rules, article 3.6.

The JWOC programme has today three forest disciplines and only one sprint discipline. We can see that the urban disciplines are easier for less developed and less financial powerful member federations to join. There are more nations involved in the sprint disciplines, and it is also easier to close the gap in performance level to the world leading member federations. We think that changing the event programme already in the junior age, will affect the extension of the orienteering family. We also think that this will increase the value of Sprint Orienteering on a global basis, as it will force an equalising of the two genres “urban” and “forest”

As we suggest to remove the Middle distance qualification race from the JWOC event programme, it will be no change in the number of race days, and thus no problem in keeping the programme within 7 days.

New proposal:
“The Junior World Orienteering Championships is an annual event. The programme shall include a single-race Sprint competition, a Sprint Relay in the format WMMW, a single-race Middle distance competition, a single-race Long distance competition and a Relay as well as an opening ceremony, a closing ceremony and adequate rest and model events. The programme shall be kept within no more than 7 days.”

Astrid Waaler Kaas (s)       Lasse Arnesen (s)
President        Secretary General
Council's view on the NOR proposal regarding the program of the Junior World Orienteering Championships:

Council has asked the IOF Foot Orienteering Commission to evaluate the NOR proposal and prepare a recommendation for Council discussion prior to the General Assembly. Council will therefore present its view on this proposal in connection with the General Assembly.
Proposal for the General Assembly in IOF, October 2018

”5 milestones in IOF Anti Doping”
1. All member Federations must sign an agreement with IOF and with their domestic Anti Doping Agencies (NADA) regarding the exchange of where-about information on their WOC relevant Athletes.

2. More top Athletes must appear on the IOF primary attention list (than is the case today).

3. More Athletes reports where-abouts either to the IOF or their NADA
4. IOF must state a clear policy towards member Federations where their NADA does not comply with WADA codes. Leading to:

a) IOF will not grant IOF events to those Federations
b) Candidates for Council or IOF Commissions are not eligible from those Federations
c) National Teams from those Federations will be subject to increased control and higher frequency of OCT and ICT
5. All member Federations shall instruct their top Athletes in doping issues and prevention including the understanding of Fair Play.
Council's view on the DEN proposal regarding the Anti-doping work within the IOF:

Council is of the opinion that the proposal from Denmark merits serious discussion among all member federations at the General Assembly. As a preface to the discussion, a background presentation regarding the World Anti-doping Code and the current Anti-doping work within the IOF will be given in connection with the Pre-General Assembly. Council believes it is important that all members have this background information prior to giving its views about the proposal from DEN and the consequent General Assembly discussions.

Council will therefore present its view on the DEN proposal in connection with the General Assembly.
**Strengthening the regional structures in IOF**

DOF acknowledge the fact that IOF has taken initiative to define sub-regional activity development plans including the goals and activity descriptions in all regions.

We find it necessary that IOF take stronger responsibility for forming regions on each Continent – in particular, as we have no European Organization any longer. IOF must ensure that sub-regions are established within a limited timeframe and based upon equal principles that can be comparative though differentiated according to local premises and traditions.

We propose that the formation of sub-regions should be based on these general principles:

- IOF (via the RYDC) plays a key role in defining and establishing 4-5 sub-regions in Europe and a relevant number of sub-regions on other Continents (where applicable).
- IOF will evaluate the set-up (structure, rules, format) of existing regions in order to identify and spread good practice.
- All sub-regional groups should follow the same general statutes (local amendments are possible)
- Sub-regional groups are consultative and take no decisions with obligations for member federations
- Sub-regional groups meet regularly and at a minimum twice a year
- All member Federations in these groups have one vote and represented by up to two persons.
- These representatives should be both political elected and staff executives
- The chairperson of the regional group should rotate on a one-year basis
- Sub-regions are obliged to assist RYDC in describing sub-regional development plans and in executing those
- Sub-regions should appoint sub-regional coordinators – in cooperation with RYDC

Submitted by: Danish Orienteering Federation
Council's view on the DEN proposal regarding IOF sub-regional work:

Council has asked the IOF Regional and Youth Development Commission to evaluate the DEN proposal and prepare a recommendation for Council discussion prior to the General Assembly.

Council will therefore present its view on the DEN proposal in connection with the General Assembly.
VIP services at WOC – focus on differentiated services

IOF Council decided the principles for the VIP services for the “IOF Family” in April 2018. However having studied the new concept we feel that a number of amendments are needed in order to fulfil the ambition of creating a viable and effective alternative to the existing practice. Also we find it necessary for the federations to be heard on this issue because it affects all our delegates during every WOC now and in the future.

DOF therefore propose General Assembly to discuss and adopt a wider perspective on the VIP services including new initiatives for the VIP Guests and differentiating the services properly.

Ten proposed amendments

1. The concept should not be named “IOF Family” because the concept covers much more than this. Call the concept “VIP concept and guidelines”.

2. We suggest an extra goal added: "Secure a standardized qualitative level for VIP services at all major IOF events"

3. In order to reduce the complexity further we suggest only two levels: a) IOF Delegates (covering delegates and officials, staff and b) Guests. We think the word “family” is misleading and not easy to understand.

4. Guests are NOT only IOF guests but also invites sponsors and guests on the initiative of the organizers

5. The fees should be reduced for those few federations and delegates who cannot afford it. For the rest of the federations the fee should remain more or less at the current level. The purpose is NOT to have more delegates in general under VIP treatment but to ensure that all delegates can afford and get in.

6. On site - organizers should also provide free internet service in the VIP tent

7. Maps, drinks and food should not be purchased – they are included in the accreditation fee. Organizers shall make no profit on the VIP services.

8. The terminology “True VIP” is wrong. Why not stick to the category approved; “Guests”
9. These VIP services should only apply for WOC – on a longer time perspective maybe other events

10. The VIP tents can in NO way be opened for others. We have seen bad examples in the recent years where organizers and IOF invited groups of staff and officials to the VIP tent causing congestion and making it impossible for the delegates to work. The IOF Delegates tent is our “office” during WOC. We need space and time to talk, meet and discuss.

We expect IOF to further detail these principles in practical guidelines for the organizers having in focus that services on the Arena for delegates should include:

- Cakes, snacks, cold drinks, real coffee/tea, water on a free and self service based set-up.
- A lunch meal during the longer competition days (mainly forest LONG)
- Competition maps and on-line results/streaming via large screen/TV monitor
- VIP-race, primarily (if possible) on the competition map, secondarily in another terrain
- Drinks, snacks and sandwiches after the VIP race

VIP services for guests (new):

The current VIP concept lacks ideas and description on the services provided for Guests. We therefore propose that Guests defined as:

- Main sponsors
- Government and municipal executives, members of Royal Family, Ambassadors etc.
- Large landowners
- Important decision makers, influent politicians, NGO spokesmen etc.

Invited by either IOF or the organizers (in a limited number of 10-15 persons) are offered the following services:

During one or two competitions in the WOC week a separate pavilion, tent or venue is established to accommodate these guests. This area will be clearly separated from the IOF Delegates tent. In this Guest area there will be representatives from IOF and the organizers having full responsibility for informing and accommodating these guests and hosting this event.

Services should or may include:

- Cakes, snacks, cold drinks, real coffee/tea, water
- Sandwiches or meal when appropriate
- Competition maps and on-line results/streaming via large screen/TV monitor
- “Meet the athletes” event where top-athletes will appear for a short de-briefing on the days race and challenges
- “Meet the organizers” event where IOF in conjunction with the organizers explain the complexity and anxiety in organizing this event
- “Walk through the city” after the race with the possibility of having a competition map and realizing the reflections and analysis that takes place in the head of the athletes while making hundreds of fast decisions.
- Whatever else may be approved and agreed upon in the respective sponsor packages
Council's view on the DEN proposal regarding VIP services concept at WOC:

Council has, during the past Congress period, been working on the creation of a new concept for differentiated levels of VIP and IOF member services at IOF Events, including in connection with the World Orienteering Championships. The intention of the Council work is to implement a VIP and member services concept which is less of a burden to organisers than the current standard, while also improving the concept for external partners. The proposal from DEN provides good input into the further development of the concept and Council is appreciative.

However, Council does not support the adoption of the Danish proposal. If approved by the GA, the proposal would place unnecessary restrictions on the final implementation of the concept and some parts of the DEN proposal may drive cost increases for IOF organisers.

Council would instead ask that the General Assembly give the mandate to Council to develop the VIP and member services concept in connection with IOF major events.
7. **Strategic Directions 2018-2022, Activity Plan for the Congress Period 2018–2020 and Membership Fees and Budget for 2019 and 2020**

- Strategic Directions for 2018 – 2022
- Activity Plan for 2018–2020
- Membership Fees for 2019–2020
- IOF Budget for 2019–2020
STRATEGIC DIRECTIONS
2019-2022

and

FOCUS AREAS UNTIL
GENERAL ASSEMBLY 2020
VISION
Orienteering is the most attractive adventure-based sport for all ages

MISSION
We promote the global growth of orienteering and develop competitive and recreational orienteering

MAIN GOAL
Our main goal is to increase the attractiveness of orienteering:

- to participants
- to external partners

so as to be included in the Olympic and Paralympic Games.

VALUES

Sustainable
Orienteering provides mental and physical challenge, builds life-skills and self-confidence and promotes a healthy lifestyle. We are respectful of the natural environment and promote environmental good practice. Orienteering events require limited infrastructure and a low threshold for participation. We are progressive in our response to changes in society.

Inclusive
We equally include people from all ethnic, religious and social backgrounds. Success by women and men is equally recognised. Orienteering is a sport for people across all generations and with varying physical abilities.

Ethical
We are characterized by good governance, democracy and transparency. We are committed to fair play - characterised by the spirit of friendship. Everyone shall conduct themselves with the highest ethical standards of fairness, honesty and respect for the rules and for one another. We are committed to being a doping free sport and support the enforcement of the World Anti-Doping Code.

IMPLEMENTATION
Member Federations, the IOF Council, the IOF Commissions and the IOF Office work together to achieve the main goal. Council has the responsibility to implement the Strategic Directions and reports to the General Assembly.
FOCUS AREAS UNTIL GENERAL ASSEMBLY 2020

Table of Contents

MAIN GOAL: INCREASE ATTRACTIVENESS TO PARTICIPANTS (MEMBER FEDERATIONS, CURRENT AND NEW PARTICIPANTS) ....................................................... 3
MAIN GOAL: INCREASE ATTRACTIVENESS TO EXTERNAL PARTNERS ...................... 6
AMBITION: TO BE INCLUDED IN THE OLYMPIC AND PARALYMPIC GAMES .......... 8
AMBITION: GOVERNANCE .......................................................................................... 9

Abbreviations:
ARISF – Association of IOC Recognised International Sports Federations
CISM – International Military Sports Confederation
FISU – International University Sports Federation
GAISF – Global Association of International Sports Federations
GDPR – General Data Protection Regulation (EU regulation)
IMGA – International Masters Games Association
IOC – International Olympic Committee
ISF – International School Sports Federation
IWGA – International World Games Association
TWG – The World Games
WOC – World Orienteering Championships
WMOC – World Masters Orienteering Championships
WADA – World Anti-Doping Agency
MAIN GOAL: INCREASE ATTRACTIVENESS TO PARTICIPANTS (MEMBER FEDERATIONS, CURRENT AND NEW PARTICIPANTS)

Challenges

Some Member Federations need more support to become sustainable. We need to increase awareness and access to our sport. Orienteering needs to develop ways to be more attractive to young people. We have an unrealized potential when it comes to recreational activity. Our event program needs to become more stable, in number of bids, event quality and financial performance.

REGIONAL DEVELOPMENT

Goal 2020:

✓ The number of IOF Member Federations has increased to 80.
✓ Regional and sub-regional structures are functioning on all continents.
✓ 55 countries participate at WOC.
✓ 80% of Member Federations experience growth in activity.

Route Choice:

✓ Establish regional coordinators in each region/sub-region
✓ Increase cooperation between Member Federations and individuals interested in Regional Development
✓ Establish active sub-regional groups
✓ Organise development clinics in all disciplines.
✓ Cooperate with CISM in regional development initiatives

YOUTH DEVELOPMENT

Goal 2020:

✓ 80% of Member Federations report growth in youth participation.
✓ At least one person under 30 years of age in each discipline commission.
✓ Have an IOF representative appointed to the International School Sports Federation (ISF) Technical Commission for Orienteering.

Route Choice:

✓ Involve young people in commission work in Member Federations and in the IOF
✓ Establish Youth Championships in all regions where development allows
✓ Encourage Member Federations to work towards having orienteering included in school curriculums
✓ Define and publish guidelines for school maps
✓ Grow and maintain a network of people working with School Orienteering
✓ Cooperate with the ISF in technical and youth development matters.
✓ Create basic instructional and promotional material for youths.
FOCUS AREAS UNTIL GENERAL ASSEMBLY 2020

WORLD ORIENTEERING DAY (WOD)

Goal 2020:

✓ Maintain WOD as the largest global orienteering event, measured by number of participants.
✓ Records 500 000 participants in 90 countries and territories.

Route Choice:

✓ The IOF finances and provides dedicated project management.
✓ Member Federations actively promote and organise WOD activities
✓ Cooperate with ISF to promote WOD to schools

RECREATIONAL ORIENTEERING

Goal 2020:

✓ The number of recreational orienteers worldwide has risen to more than 2 000 000

Route Choice:

✓ Member Federations include, implement and measure recreational orienteering as part of their Federations’ strategy.
✓ Identify and share successful recreational orienteering concepts among Member Federations

EVENTS

Goal 2020:

✓ Complete the implementation of the 2016 Competition Review decisions
✓ More than one event application for each WOC and WMOC
✓ At least one event application for all other events
✓ Event Quality Index established and first measurements made
✓ Raise the measured quality of IOF events

Route Choice:

✓ Describe and clarify requirements and opportunities in IOF Events for potential organisers
✓ Implement differentiated requirements levels for IOF Events to improve sustainability
✓ Create Event Quality index to measure and continuously improve the overall quality of IOF events
✓ Create an education plan, including on-line learning, to support long-term event quality development
✓ Educate and support technical officials (mappers, event advisers and jury members)
✓ Strengthen the organisation and marketing of regional championships and World Ranking Events
INNOVATION AND INFRASTRUCTURE

Goal 2020:

✓ A study of technology trends which affect our sport, and a strategy for introduction, is completed
✓ Sustainable process improvements that benefit the IOF and Member Federations have been achieved

Route choice:

✓ Review IOF processes and refine IT Strategy and plan
✓ Strengthen the IT commission
✓ Strengthen IT system maintenance processes
✓ Invest in the development of IT tools and services to support process improvements
✓ Harmonise and simplify IOF rules
MAIN GOAL: INCREASE ATTRACTIVENESS TO EXTERNAL PARTNERS

Challenges

We need to further improve the presentation and knowledge of our sport for the general public and the media. Our athletes deserve greater recognition. The value we can add to sponsors is not well known. IOF and Member Federations have few sponsors and income is primarily based on internal sources. We can improve our ability to capitalise on our sport’s values.

PRESENTATION

Goal 2020:

✓ Increase attractiveness to the media and the general audience with a simplified presentation of orienteering

Route choice:

✓ Cooperate with external experts to find the best method of presentation
✓ Adapt our events with flexibility and innovation

TV

Goal 2020:

✓ Increase the net value of TV rights sales with 25% from WOC and the Orienteering World Cup
✓ Orienteering is broadcast live in at least 10 TV markets

Route choice:

✓ The IOF takes responsibility for TV product quality and sales of rights
✓ The IOF further develops TV productions in cooperation with producers

LIVE ORIENTEERING/WEB STREAMING

Goal 2020:

✓ Develop LIVE Orienteering to be the primary channel for following orienteering among our dedicated fan base
✓ The number of registered LIVE Orienteering users is more than 20 000
✓ Increase the income from LIVE Orienteering by 20 %.

Route choice:

✓ Develop and implement cost effective streaming offerings for IOF events
✓ Promote to Member Federation event organisers to include their events on LIVE Orienteering
✓ Add non-event content to LIVE Orienteering
✓ Implement the commercial plan for LIVE Orienteering
SOCIAL MEDIA

Goal 2020:
✓ Establish and implement a revised social media strategy

Route Choice:
✓ Use external experts to understand social media trends and how to increase impact
✓ Establish accurate measurements of social media activity within orienteering
✓ Encourage member federations to have a social media strategy and to be active in social media

PROFILE BUILDING

Goal 2020:
✓ IOF have established a program for profile building of athletes in cooperation with Member Federations
✓ Communications programs to promote the social and lifelong aspects of orienteering have been developed

Route choice:
✓ Develop framework and tools for building athlete profiles
✓ Use world ranking system to promote athlete achievement and status
✓ Build the orienteering brand based upon our values

SPONSORS

Goal 2020:
✓ Growth in external sponsorships to 180 000 EUR
✓ Increase grant funding to IOF by 50%

Route choice:
✓ Invest in resources for the growth of external funding
✓ Closer cooperation between Member Federation and IOF for event sponsoring
✓ Promote WOD and recreational orienteering to Corporate Social Responsibility (CSR) sponsors and grant providers
✓ Encourage Member Federations to seek institutional and governmental financing
AMBITION: TO BE INCLUDED IN THE OLYMPIC AND PARALYMPIC GAMES

Challenges

Orienteering needs to become more visible and more actively involved in the global sports community. We need to continue selectively working with multisport events to support our ambition to become an Olympic Sport.

COOPERATION WITHIN SPORTS (IOC, ARISF, GAISF)

Goal 2020:

✓ Inclusion as an optional sport for the Olympic Games in Paris 2024,
✓ Inclusion as an optional sport to Youth Olympic Games 2022 (FootO) and 2024 (SkiO)
✓ Be elected or appointed to a position in one of our stakeholder organisations

Route choice:

✓ Plan and implement for Olympic inclusion (Paris 2024 and Winter Games 2026)
✓ Actively participate in the program of SportAccord and other international sports conferences
✓ International networking and lobbying
✓ Seek board position and membership in working groups in stakeholder organisations

EVENT COOPERATION (FISU, ISF, CISM, IWGA, IMGA)

Goal 2020:

✓ Have contributed to and been part of the success of our partners’ events
✓ Gained participation in FISU Universiades 2021 (winter and summer)
✓ Secured The World Games (TWG) as the most important external event for presenting our sport
✓ Have gained appointed positions in IWGA and FISU organizations
✓ Have been included in the program of the ISF Gymnasiade
✓ Have been included in the program of the World Urban Games

Route choice:

✓ Seek participation in FISU Universiades 2021 (winter and summer)
✓ Establish plan for TWG 2021 including visibility and contractual improvements
✓ Assist ISF in improving World School Championships in Orienteering
✓ Cooperate with our partners regarding event calendar planning
✓ Develop our partnership and offer technical support for our partners’ events.
✓ Promote partner events amongst our members
✓ Promote orienteering globally via our partners’ events
✓ Support inclusion to Continental Regional Games held under IOC umbrella
FOCUS AREAS UNTIL GENERAL ASSEMBLY 2020

AMBITION: GOVERNANCE

Challenges

We need to continue the transformation of the IOF in recent years with increasing Member Federation involvement and transparency. The IOF organisation needs to progressively evolve in line with societal changes, increased inclusivity and legal requirements. Our limited resources for Anti-Doping work need to be used effectively to support our values of fair-play and to keep our sport doping free.

GOOD GOVERNANCE

Goal 2020:

✓ At least 70% of the Member Federations are represented at the General Assembly 2020
✓ The gender balance and age composition in the IOF organisation has improved
✓ The IOF structure has evolved in alignment with the Strategic Directions
✓ The IOF working processes have evolved with increased transparency and Member Federation influence in decision making
✓ Our values regarding fair-play and being a doping free sport have been strengthened
✓ A new Sustainability Policy has been introduced and implemented
✓ A Policy for Prevention of Harassment and Abuse in Orienteering has been introduced and implemented

Route Choice:

✓ Survey Member Federations regarding IOF working processes
✓ Review and modify the IOF organisation in accordance with the Strategic Directions
✓ Measure gender balance and age composition and act to align with participation in our sport
✓ Actively seek new candidates in accordance with our inclusivity values
✓ Implement the results of the 2018 WADA Compliance Review
✓ Implement IOF Anti-Doping Information and Education Plan
✓ Implement GDPR compliance
✓ Strengthen the Environment and Sustainability Commission
MEMBERSHIP FEES IN 2019 and 2020
Council’s proposal to 2018 General Assembly

The table below is the application of the existing system for determining membership fees. 16 members will change fee-level between 2018 and 2019. This is shown in **Bold**.

<table>
<thead>
<tr>
<th>Fee level</th>
<th>Allocation of members to fee groups for 2019 &amp; 2020</th>
<th>Fees in EUROS (€)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>1</td>
<td>FIN, NOR, SWE, SUI (4)</td>
<td>14770</td>
</tr>
<tr>
<td>2</td>
<td>DEN, <strong>FRA</strong>, <strong>GBR</strong> (3)</td>
<td>8440</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>GBR</strong> 12075</td>
</tr>
<tr>
<td>3</td>
<td>AUS, AUT, <strong>CZE</strong>, <strong>GER</strong>, ITA, <strong>RUS</strong> (6)</td>
<td>4820</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>CZE</strong>, <strong>GER</strong>, <strong>RUS</strong> 4060</td>
</tr>
<tr>
<td>4</td>
<td><strong>BUL</strong>, <strong>CAN</strong>, ESP, HUN, LAT, LTU, IRL, <strong>NZL</strong>, <strong>POR</strong>, USA (12)</td>
<td>2760</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>BUL</strong>, <strong>CAN</strong>, <strong>HKG</strong>, <strong>NZL</strong> 2320</td>
</tr>
<tr>
<td>5</td>
<td>BEL, <strong>BLR</strong>, <strong>BRA</strong>, <strong>CHN</strong>, CRO, ISR, JPN, POL, SVK, <strong>TUR</strong>, UKR (11)</td>
<td>1580</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>BLR</strong>, <strong>BRA</strong>, <strong>CHN</strong>, <strong>TUR</strong> 1325</td>
</tr>
<tr>
<td>6</td>
<td>COL, CYP, KOR, NED, ROU, RSA, SLO, SRB, TPE (9)</td>
<td>900</td>
</tr>
<tr>
<td>7</td>
<td>All provisional members and lowest members’ category: ARG, AZE, BAR, CHI, CUB, ECU, EGY, GEO, INA, IND, IRI, <strong>KAZ</strong>, KGZ, <strong>LIE</strong>, MAS, MDA, MKD, MNE, MOZ, <strong>PRK</strong>, SGP, URU CMR**, DOM**, NEP**, UGA**, VEN** (27)</td>
<td>300</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>KAZ</strong>, <strong>LIE</strong>, <strong>PRK</strong> 600</td>
</tr>
</tbody>
</table>

Total income from membership fees EUR 177530 190865 198110

(*) The principle in the fee system where the fees for members changing fee-levels increases or decreases progressively: 50% in 2019 and 100% in 2020.

- GBR (from group 1 to 2),
- FRA (from group 3 to 2)
- CZE/GER/RUS (from group 4 to 3),
- BUL/CAN/HKG/NZL (from group 5 to 4),
- BLR/BRA/CHN/TUR (from group 6 to 5),
- KAZ/LIE/PRK (from group 6 to 7)

(**) Denotes Provisional Members
## INTERNATIONAL ORIENTEERING FEDERATION

### BUDGET FOR 2019-2020

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2017 RESULT</th>
<th>2018 FORECAST</th>
<th>2019 BUDGET</th>
<th>2020 BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees</td>
<td>165,618</td>
<td>168,084</td>
<td>190,865</td>
<td>198,110</td>
</tr>
<tr>
<td>Major Events - FootO</td>
<td>121,752</td>
<td>288,295</td>
<td>268,500</td>
<td>266,000</td>
</tr>
<tr>
<td>TWG</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>WOC/Foot</td>
<td>59,891</td>
<td>58,587</td>
<td>60,000</td>
<td>60,000</td>
</tr>
<tr>
<td>WorldCup/FootO</td>
<td>52,755</td>
<td>36,342</td>
<td>58,500</td>
<td>36,000</td>
</tr>
<tr>
<td>JWOC/FootO</td>
<td>2,000</td>
<td>2,019</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>WMOC/FootO</td>
<td>51,767</td>
<td>115,220</td>
<td>101,000</td>
<td>101,000</td>
</tr>
<tr>
<td>Regional Championships</td>
<td>1,488</td>
<td>31,547</td>
<td>1,000</td>
<td>21,000</td>
</tr>
<tr>
<td>WREs</td>
<td>28,071</td>
<td>28,902</td>
<td>31,000</td>
<td>31,000</td>
</tr>
<tr>
<td>Bid fees, WOC &amp; WMOC</td>
<td>7,895</td>
<td>11,640</td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>Prize money, World Cup</td>
<td>6,886</td>
<td>4,038</td>
<td>9,000</td>
<td>9,000</td>
</tr>
<tr>
<td>Major Events - SkiO</td>
<td>30,045</td>
<td>13,013</td>
<td>23,050</td>
<td>22,250</td>
</tr>
<tr>
<td>WSOC, WorldCup/SkiO</td>
<td>14,001</td>
<td>4,137</td>
<td>10,000</td>
<td>11,000</td>
</tr>
<tr>
<td>WMSOC</td>
<td>6,262</td>
<td>2,549</td>
<td>5,500</td>
<td>5,500</td>
</tr>
<tr>
<td>JWSSOC</td>
<td>993</td>
<td>976</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Regional Championships</td>
<td>4,222</td>
<td>4,150</td>
<td>5,050</td>
<td>3,250</td>
</tr>
<tr>
<td>WREs</td>
<td>4,567</td>
<td>1,201</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>Major Events - MTBO</td>
<td>27,397</td>
<td>25,660</td>
<td>24,000</td>
<td>24,000</td>
</tr>
<tr>
<td>WMTBOC</td>
<td>9,972</td>
<td>10,095</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>WorldCup/MTBO</td>
<td>3,973</td>
<td>4,038</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>JWMTBOC</td>
<td>1,003</td>
<td>1,010</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>WMMTBOC</td>
<td>3,963</td>
<td>4,038</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Regional Championships</td>
<td>4,513</td>
<td>4,543</td>
<td>3,500</td>
<td>3,500</td>
</tr>
<tr>
<td>WREs</td>
<td>3,973</td>
<td>1,937</td>
<td>2,500</td>
<td>2,500</td>
</tr>
<tr>
<td>Major Events - TrailO</td>
<td>1,000</td>
<td>2,073</td>
<td>2,000</td>
<td>2,250</td>
</tr>
<tr>
<td>WTOC</td>
<td>1,000</td>
<td>976</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Regional Championships</td>
<td>-</td>
<td>264</td>
<td>-</td>
<td>250</td>
</tr>
<tr>
<td>WREs</td>
<td>-</td>
<td>833</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>AD Fund</td>
<td>59,884</td>
<td>55,523</td>
<td>60,000</td>
<td>60,000</td>
</tr>
<tr>
<td>Other sources</td>
<td>214,793</td>
<td>469,847</td>
<td>464,500</td>
<td>470,500</td>
</tr>
<tr>
<td>Sponsorships</td>
<td>79,658</td>
<td>107,615</td>
<td>100,000</td>
<td>100,000</td>
</tr>
<tr>
<td>IOC</td>
<td>20,264</td>
<td>28,185</td>
<td>28,000</td>
<td>28,000</td>
</tr>
<tr>
<td>Other external sources</td>
<td>5,551</td>
<td>512</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>TV rights</td>
<td>63,475</td>
<td>253,797</td>
<td>250,000</td>
<td>250,000</td>
</tr>
<tr>
<td>LIVE Orienteering</td>
<td>42,344</td>
<td>79,738</td>
<td>86,000</td>
<td>92,000</td>
</tr>
<tr>
<td>Liability insurance</td>
<td>3,502</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>709,489</td>
<td>1,022,497</td>
<td>1,032,915</td>
<td>1,043,110</td>
</tr>
</tbody>
</table>
## BUDGET FOR 2019-2020

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>2017 RESULT</th>
<th>2018 FORECAST</th>
<th>2019 BUDGET</th>
<th>2020 BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Council administration</td>
<td>14 010</td>
<td>20 190</td>
<td>17 500</td>
<td>17 500</td>
</tr>
<tr>
<td>Travel (repr &amp; business)</td>
<td>7 746</td>
<td>15 143</td>
<td>10 000</td>
<td>10 000</td>
</tr>
<tr>
<td>Council meeting expenses</td>
<td>6 264</td>
<td>5 048</td>
<td>7 500</td>
<td>7 500</td>
</tr>
<tr>
<td>Council projects</td>
<td>55 960</td>
<td>29 275</td>
<td>29 000</td>
<td>29 000</td>
</tr>
<tr>
<td>- World Orienteering Day</td>
<td>17 663</td>
<td>20 190</td>
<td>20 000</td>
<td>20 000</td>
</tr>
<tr>
<td>- World Games project</td>
<td>29 306</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>- International work</td>
<td>8 991</td>
<td>9 085</td>
<td>2 000</td>
<td>2 000</td>
</tr>
<tr>
<td>Development</td>
<td>9 993</td>
<td>33 919</td>
<td>43 000</td>
<td>43 000</td>
</tr>
<tr>
<td>Regional and Youth development</td>
<td>9 307</td>
<td>20 695</td>
<td>30 000</td>
<td>30 000</td>
</tr>
<tr>
<td>Foot orienteering</td>
<td>154</td>
<td>7 470</td>
<td>5 000</td>
<td>5 000</td>
</tr>
<tr>
<td>MTB orienteering</td>
<td>366</td>
<td>2 625</td>
<td>3 000</td>
<td>3 000</td>
</tr>
<tr>
<td>Ski orienteering</td>
<td>-</td>
<td>1 010</td>
<td>2 000</td>
<td>2 000</td>
</tr>
<tr>
<td>Trail orienteering</td>
<td>-</td>
<td>101</td>
<td>1 000</td>
<td>1 000</td>
</tr>
<tr>
<td>Support Commissions</td>
<td>166</td>
<td>2 019</td>
<td>2 000</td>
<td>2 000</td>
</tr>
<tr>
<td>Communications</td>
<td>18 336</td>
<td>26 752</td>
<td>24 000</td>
<td>24 000</td>
</tr>
<tr>
<td>External communications</td>
<td>6 352</td>
<td>10 095</td>
<td>10 000</td>
<td>10 000</td>
</tr>
<tr>
<td>Internal communications</td>
<td>3 054</td>
<td>8 076</td>
<td>5 000</td>
<td>5 000</td>
</tr>
<tr>
<td>Publications (OW etc...)</td>
<td>8 930</td>
<td>8 581</td>
<td>9 000</td>
<td>9 000</td>
</tr>
<tr>
<td>Major Events</td>
<td>195 261</td>
<td>401 021</td>
<td>395 000</td>
<td>399 000</td>
</tr>
<tr>
<td>Evaluation of bids</td>
<td>3 010</td>
<td>11 274</td>
<td>6 000</td>
<td>6 000</td>
</tr>
<tr>
<td>Event advising - FootO</td>
<td>74 544</td>
<td>45 428</td>
<td>50 000</td>
<td>50 000</td>
</tr>
<tr>
<td>Event advising - SkiO</td>
<td>2 965</td>
<td>4 778</td>
<td>5 000</td>
<td>5 000</td>
</tr>
<tr>
<td>Event advising - MTBO</td>
<td>2 429</td>
<td>5 098</td>
<td>5 000</td>
<td>5 000</td>
</tr>
<tr>
<td>Event advising - TrailO</td>
<td>3 207</td>
<td>3 129</td>
<td>3 000</td>
<td>3 000</td>
</tr>
<tr>
<td>HLES</td>
<td>5 352</td>
<td>2 879</td>
<td>3 000</td>
<td>3 000</td>
</tr>
<tr>
<td>TV Rights</td>
<td>47 003</td>
<td>247 996</td>
<td>235 000</td>
<td>235 000</td>
</tr>
<tr>
<td>LIVE Orienteering</td>
<td>37 786</td>
<td>59 240</td>
<td>64 000</td>
<td>68 000</td>
</tr>
<tr>
<td>Medals, diplomas, etc.</td>
<td>14 033</td>
<td>14 133</td>
<td>15 000</td>
<td>15 000</td>
</tr>
<tr>
<td>Prize money, World Cup</td>
<td>4 932</td>
<td>7 067</td>
<td>9 000</td>
<td>9 000</td>
</tr>
<tr>
<td>AD Fund</td>
<td>60 936</td>
<td>55 523</td>
<td>60 000</td>
<td>60 000</td>
</tr>
<tr>
<td>Administrative services</td>
<td>333 867</td>
<td>410 968</td>
<td>413 000</td>
<td>423 000</td>
</tr>
<tr>
<td>Staff (salaries, expenses etc...)</td>
<td>241 476</td>
<td>267 518</td>
<td>270 000</td>
<td>280 000</td>
</tr>
<tr>
<td>Running costs of office</td>
<td>48 839</td>
<td>55 523</td>
<td>55 000</td>
<td>55 000</td>
</tr>
<tr>
<td>Meeting Services</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>IOF Eventor/WRS</td>
<td>28 897</td>
<td>60 570</td>
<td>60 000</td>
<td>60 000</td>
</tr>
<tr>
<td>Membership of int. bodies</td>
<td>5 045</td>
<td>5 552</td>
<td>6 000</td>
<td>6 000</td>
</tr>
<tr>
<td>Sponsor research&amp;service of partners</td>
<td>2 681</td>
<td>12 114</td>
<td>12 000</td>
<td>12 000</td>
</tr>
<tr>
<td>Support for meeting attendance</td>
<td>2 939</td>
<td>5 048</td>
<td>5 000</td>
<td>5 000</td>
</tr>
<tr>
<td>Liability insurance</td>
<td>3 989</td>
<td>4 644</td>
<td>5 000</td>
<td>5 000</td>
</tr>
<tr>
<td>EXPENDITURE, TOTAL</td>
<td>688 363</td>
<td>977 648</td>
<td>981 500</td>
<td>995 500</td>
</tr>
</tbody>
</table>
## Budget Scenarios

<table>
<thead>
<tr>
<th></th>
<th>2017 RESULT</th>
<th>2018 FORECAST</th>
<th>2019 BUDGET</th>
<th>2020 BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td>709 489</td>
<td>1 022 497</td>
<td>1 032 915</td>
<td>1 043 110</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td>688 363</td>
<td>977 648</td>
<td>981 500</td>
<td>995 500</td>
</tr>
<tr>
<td><strong>Result</strong></td>
<td>21 126</td>
<td>44 848</td>
<td>51 415</td>
<td>47 610</td>
</tr>
</tbody>
</table>

**Target for additional Sponsor income**

<table>
<thead>
<tr>
<th>Additional expenditures:</th>
<th>40 000</th>
<th>80 000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth Development projects</td>
<td>10 000</td>
<td>10 000</td>
</tr>
<tr>
<td>World Orienteering Day - staff</td>
<td>10 000</td>
<td>10 000</td>
</tr>
<tr>
<td>Sponsor Service/External Income - staff</td>
<td>20 000</td>
<td>40 000</td>
</tr>
<tr>
<td>Communications projects</td>
<td></td>
<td>20 000</td>
</tr>
</tbody>
</table>

**Sum additional expenditures**

<table>
<thead>
<tr>
<th></th>
<th>40 000</th>
<th>80 000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
8. Election of the IOF Council

- Nominations for Council
  (To be elected for the period 2018–2022)

- Nominations and Curriculum Vitae
## Nominations for Council

To be elected for the Congress period 2018–2022

### For the position of Vice President – two persons to be elected

<table>
<thead>
<tr>
<th>Name</th>
<th>Country</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael Dowling</td>
<td>AUS</td>
<td>For re-election</td>
</tr>
<tr>
<td>Tatiana Kalenderoglu</td>
<td>RUS</td>
<td>For new election</td>
</tr>
</tbody>
</table>

### For the position of Member – three persons to be elected

<table>
<thead>
<tr>
<th>Name</th>
<th>Country</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stefano Bisoffi</td>
<td>ITA</td>
<td>For new election</td>
</tr>
<tr>
<td>Yunus Emre Ikinci</td>
<td>TUR</td>
<td>For new election</td>
</tr>
<tr>
<td>Hannu Kottonen</td>
<td>FIN</td>
<td>For new election</td>
</tr>
<tr>
<td>Tamer Mehanna</td>
<td>EGY</td>
<td>For new election</td>
</tr>
<tr>
<td>Graham Teahan</td>
<td>NZL</td>
<td>For new election</td>
</tr>
<tr>
<td>Dusan Vystavel</td>
<td>CZE</td>
<td>For new election</td>
</tr>
<tr>
<td>Ting-wang ‘Dominic’ Yue</td>
<td>HKG</td>
<td>For re-election</td>
</tr>
</tbody>
</table>
Atten: Tom Hollowell,
IOF Secretary General/CEO

Dear Tom,

Thank you for your email of 30th March 2018 reminding Orienteering Australia (OA) of the need to formalise the re-nomination of Mike Dowling as an IOF Council Member by April 5th.

I am pleased to confirm that at the recent Orienteering Australia Board meeting that the Board approved Mike’s re-nomination. Please accept this letter as confirmation of the OA Board’s decision.

Please advise if the IOF require any additional information.

Yours Sincerely,

Paul Prudhoe
Executive Officer
Orienteering Australia

(+61) 0418 287 694
**Personal Statement**

**Personal Details**

Name: Michael Robert Dowling  
Date Of Birth: 7 April 1959  
Marital Status: Married with 2 daughters  
Address: 17 High Street  
Bellerive 7018  
Tasmania Australia  
Ph: +61 410 775 799  
Email: dowling.mike.tas@gmail.com (private)  
michael.dowling@education.tas.gov.au (work)

**Administrative & Technical Experiences**

Michael has been a member of the IOF Council for 8 years. He was elected at the 2010 General Assembly in Trondheim, Norway to Council and first elected as an IOF Vice President at the 2012 General Assembly in Lausanne, Switzerland. He is an active Council member with strategic responsibility for the global visibility of orienteering. He led review of the IOF competition program, is currently leading a review of the IOF World Ranking System and is a Council contact for the Foot O Commission. He has a particular interest in elite competition development, the global spread of our great sport, youth development strategies and sound operational governance. Prior to membership of Council, Michael was a member of the IOF Foot Commission from 2005 to 2009. In addition, he served as a member of the Jury for the 2010 World Championships in Trondheim, Norway and 2009 World Games in Kaohsiung, Chinese Taipei. At the 2013 World Games in Cali, Colombia, Michael was course setter for all events.

As a candidate for IOF Vice President, Michael strongly believes that the IOF, at the Executive level, needs to reflect the world-wide nature of our sport. The IOF requires Executive representation from a passionate and active current Vice President who brings a depth and breadth of knowledge of orienteering at multiple levels, in concert with a strong global perspective of strategic thinking.

Michael was the Director High Performance on the Board of Orienteering Australia from 2003 to 2009. During his tenure, Michael led the development & implementation of a revamped high performance strategic plan that saw Australian orienteering achieve unprecedented international competitiveness in both foot and MTB orienteering in that period. In addition, Michael played a key role in the restructure of administrative structures and activities in response to changed funding arrangements by government in 2005. As a member of the IOF Council, Michael serves as an ex officio member of the Orienteering Australia Board. He has been a past President of Orienteering Tasmania, one of the affiliated state associations of Orienteering Australia. Key activities Michael undertook during his Presidency was to lead the implementation of a new marketing and promotion strategy to build participation by individuals and by families in the 18 to 40 age demographic, engage in the development of participation programs targeting youth and restructured the Association’s governance procedures.

From 1993 to 1997 Michael was involved in the management of the Australian national team coordinating the administration of team affairs within and outside Australia; including entries, accommodation and management of the team for World Cup races & World Championships.

Michael also brings a strong understanding of the key technical requirements for the successful conduct of international competition. He has produced numerous maps for national and international events within his home state including World Cup and World Masters and many national competitions within Australia. Allied to this Michael has also been a key course setter in these international and national competitions.

He also has a strong interest in youth coaching, being an accredited coach under the Australian Sports Commission coaching scheme. Michael has coached several young Tasmanians to national representation in Australian Junior World Championship teams over the last 18 years and was coach of the Tasmanian Schools team for 6 years which were Australian state champions in 2011, 2012, 2014 and 2015 and 2nd in 2013. In 2017 his coaching efforts were acknowledged as the Orienteering Australia Coach of the Year.
Career & Education

Michael is a teacher at Rosny College, a senior secondary school in Hobart for 16 to 18 year olds. He has responsibility for Quality Assurance and Standards Compliance for assessment as the Liaison Officer between the College and the Tasmanian Assessment Authority and is Head of the Technologies faculty. He teaches computer graphics, animation, multimedia and architectural design in academic streams and is leading redevelopment of the College’s technologies learning spaces. He has undertaken post graduate part-time studies in curriculum development at the University of Tasmania focusing on collaboration in trans-disciplinary work environments. He has a Bachelor of Education with a major in Design & Technology, a Diploma of Multimedia and a Diploma in Vocational Training & Assessment. He has been a teacher for 29 years and has spent most of his teaching career working in schools in lower socio-economic environments. Prior to his teaching career, Michael worked as a Wilderness Guide, Professional Map Maker and was self-employed as a contract Civil Engineering draftsman.

Competitive Achievements

Australian representative in the 1986 and 1988 World Cup, the 1985 World Championships and 1986 World University Championships.

In addition, Michael was a Tasmanian Institute of Sport scholarship holder in 1987 and a recipient of a Mercury newspaper Star of Sport award in 1985.

Hobbies & Leisure Pursuits

Bushwalking, Photography, Music, Computer Graphics, Travel, Reading, Orienteering, Map Making, Reading and Cycling.
To Secretary General
Tom Hollowell

Dear Tom,

On behalf of Russian Orienteering Federation, we would like to inform you that we would like to nominate Tatiana Kalenderoğlu for the IOF Vice President position for the period 2018-2022.

Sincerely Yours,

Sergey Belyayev
President
Russian Orienteering Federation

IOF
Sweden
Karlstad

Russia, Moscow, May 2018

N° C5-114
APPLICATION FOR THE IOF VICE PRESIDENT
FOR THE PERIOD OF 2018–2022

<table>
<thead>
<tr>
<th>Last name</th>
<th>Kalenderoğlu</th>
<th>First name</th>
<th>Tatiana</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year of Birth</td>
<td>1972</td>
<td>Gender</td>
<td>Female</td>
</tr>
<tr>
<td>Postal Address</td>
<td>Russian Federation, Ramensky rayon, Udelnaya, Zelyony gorodok, 13-44 140140 Russia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-mail address</td>
<td><a href="mailto:tatiana@maceraakademisi.com">tatiana@maceraakademisi.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phone</td>
<td>+90533 467 13 11 / +7916 858 8023</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Education:

1979 - 1987  Primary school, completed with excellent marks.
1987 - 1989  High school, completed with silver medal (excellent marks).
1999 – 2000  One year of education in Moscow Aviation Institute (Technical University) Speciality “Manager in social sphere”.

Languages:

Russian : Mother tongue.
English : Fluent in speaking, writing and reading
Turkish : Fluent in speaking, writing and reading

Work experience:

Since 2004 partner -owner of company “Macera Akademisi” which organizes indoor and outdoor events, corporate trainings, marketing activities, adventure races, trail running as well as orienteering races for Turkish and international customers.

Orienteering background:

- Started orienteering more than 20 years ago. As a young competitor, was a member of USSR National Junior Ski-O team. After that participated in many international O events in many countries worldwide. After moving to Turkey in 2000 took an active role in development of orienteering among civilian sport structures in Turkey. Concentrated on Foot-O, but still does not give up hope for development of Ski-O and MTB-O in Turkey, as well as in the region.
- Now member of Istanbul Orienteering Sports Club, Turkey.
Organising O events and other related duties:

- Route planner and map controller for 5 days international orienteering events in Istanbul – “Istanbul 5 days”, from 2004 to 2017, including WREs 2007-2016.
- Member of organising team of Balkan Orienteering Championships 2007, Istanbul, Turkey
- Volunteer work at WSOC 2007, Moscow, Russia
- Volunteer work at WOC 2007, Kiev, Ukraine
- Route planner for Turkish Championships and WRE 2008, Niskar, Turkey
- Route planner and organizer of CIOR NATO Orienteering event 2008, Istanbul, Turkey
- Event Director SEEOC 2012 (South East European Orienteering Championships for Youth, Juniors, Elite and Masters), Bursa, Turkey
- Route Planner and organizer of Military Regional Aeronatical Pentathlon Championships (orienteering stage) Istanbul, Turkey 2013

Event Advisers and Senior Event advisers jobs done:

- Jury member WOC 2009, Miskolc, Hungary
- Senior Event Adviser, Ski-O World Cup 2010, Gabrovo, Bulgaria
- Jury member WOC 2010, Trondheim, Norway
- Event Adviser BOC 2010 (Balkan Orienteering Championships), Belogradchik, Bulgaria
- Event Adviser Antalya 4 days 2010, including WRE, Antalya, Turkey
- Event Adviser Antalya 4 days 2011, including WRE, Antalya, Turkey
- Assistant organizer of IOF EA seminar 2011, Antalya, Turkey, led by Unni Strand Karlsen
- Senior Event Adviser ESOC (European Ski Orienteering Championships) and WMSOC (World Masters Ski Orienteering Championships) 2013, Latvia

Positions held in orienteering:

- Chairman of Foreign Relation Committee of Turkish Orienteering Federation
- Current holder of IOF Foot-O and Ski-O Event Adviser licence.
- Active member of SEEOWG (South East European Orienteering working group) since 2009, and Vice President since March 2012 to 2017.
- Member of IOF European Working Group 2010-2012
- President of COMOF (Confederation of Mediterranean Orienteering Federations) since 2015.
- IOF Council member 2012-2018

Personal skills and competences:

Very good organisational, communication and social skills. Can be a leader, but also good when working in a team.

I see my role in future international orienteering work in a further help and developing of new orienteering countries, with a specific support and transfers of knowledge and skills, and of course financial assistance. To establish better connection between IOF, member federations and other regional and sub regional groups, in order to make more space for wider actions in all fields, to try to develop better understanding of common goals for sportsmen, organizers and officials within our international orienteering scene.

While serving for eight years in Council I was trying to concentrate to regional development work and especially help to develop orienteering in a new countries or countries with limited finance support from their government. I believe that regional cooperation is a very important for orienteering and by working together and helping to each other we can make further steps forward.

Currently I am a chair person in SkiO Commission. That’s why my primary concern is a development of SkiO worldwide, despite difficult weather and economical conditions.
Good morning,

the candidature of Mr. Bisoffi for the IOF Council is attached.

Kind Regards

Simonetta Malossini

Responsible Secretary General
Via della Malpensada 84 Trento 38123
www.fiso.it
e-mail: info@fiso.it
Stefano BISOFFI
CURRICULUM VITAE

Work
- Retired, 1 January 2018;
- Director of the International Relationships Unit of CREA (2012-2013) of the Evaluation and Technology Transfer Unit (interim) (2012-2013) and Information Systems Unit (2008-2012);

Other professional information
- President, Permanent Executive Committee, International Poplar Commission, Statutory Body of FAO (2000-2012); Member of the Executive Committee (since 2012);
- National Representative (alternate) in the Horizon 2020 Programme Committee for Societal Challenge 2 “Food Security, Sustainable Agriculture and Forestry, Marine, Maritime and Inland Water Research and the Bioeconomy” (since 2013);
- Italian Representative at the G20 MACS (Meeting of Agricultural Chief Scientists) in 2014 (Australia), 2015 (Turkey) and 2016 (P.R.China);
- Member of the International Panel for the periodical evaluation of INRA Institut National de la Recherche Agronomique (2015); Member of the International Panel for the evaluation of research of the Chinese Academy of Forestry (2011);

Awards

Languages
- Excellent knowledge of the English language; fair knowledge of German, French and Spanish.

Personal data
Born in Verona, Italy, 3 September 1954; married since 1979 with Maria-Elena LIVERANI, Pediatrician; three daughters: Elisa (1986), Martina (1989) e Anna (1996);

Orienteering
Member of the Italian National team (1981-1984); Bronze in the Italian Orienteering Championships (1980), Silver (1981 and 1982); Silver in the Italian Orienteering Relay Championships (1981); Italian Champion M35 Middle Distance (1998); Gold in the Italian Relay Championships M35 (2004); currently, Italian Champion Long M60 (2017).

Update 04 June 2018

Stefano BISOFFI
Via Napoleone Colajanni, 00191 ROMA, Italy
stefano@bisoffi.it
Mobile: +39-348-7468910
From: Turkish Orienteering Federation
To: International Orienteering Federation
Subject: IOF Council
Date: 05 June 2018

Dear Tom Hollowell
IOF Secretary General/CEO

RE: Council nominations to the 2018 IOF General Assembly

Turkish Orienteering Federation "TOF" wish to nominate Mr. Yunus Emre Ekinci as a member of the IOF Council via this letter according to Statutes of IOF, provision 8.10.8. Please find his CV as an attachment.
Sincerely yours.

Hacer AKYÜZ
President of Turkish Orienteering Federation

Attachment:
- CV of Mr Yunus Emre EKİNCİ
YUNUS EMRE EKİNCİ
100. Yıl İşçi Blokları mah. 1528 sok. no:27/3 Ankara
GSM: +90 534 433 51 79
yunus.ekinci@hacettepe.edu.tr

Personnel Information

Sex Male
Date of Birth 06.11.1986
Maritata Status Single
Nationality Turkish
Driving Licence B

Objective
To be a part of IOF and to support IOF in the direction of organization aim.

Education Information

- Political Science and Public Administration - Middle East Technical University (BS) (September 2005 - January 2012)
- Physical Education and Sport Teaching - Hacettepe University (BS) (September 2014 - August 2017)
- Sport Sciences and Technologies – Hacettepe University (MS) (September 2017- )

Work Experience

- Trainer (Orienteering) - ODTU SK (September 2012 – December 2016)
  Turkish Orienteering National Team (June 2015- )
- Trainer (Atlhetics) - Personel Training for Long Distance (August 2015 – )
  Turkish Athletics National Team (April 2018- )
- Trainer - Vizyon Ice Sports Club ( June 2018- )
- Instructor - Camp Wolftrack (June 2012- August 2012)
- Math Instructor - Freelance (September 2013 – June 2015)
Certificates

- Orienteering Trainer Certificate - Turkish Orienteering Federation (February 2017)
- Athletics Trainer Certificate - Turkish Athletics Federation (April 2016)
- Hyperthrophy Education Certificate - Yeditepe Sport Academy (May 2018)

Language Skills

- English - Reading: Advanced
  Writing: Good
  Speaking: Good

Computer Skills

- Word, Excel, Powerpoint, SPSS

References

- Ayşe Kin İşler - Hacettepe University / Professor / +90 312 2976890 / 131
- Hacer Akyüz - Turkish Orienteering Federation / Chairperson / +90 553 476 28 09
International Orienteering Federation

Nomination to the IOF Council

The Finnish Orienteering Federation nominates Mr. Hannu Kottonen to be elected to the council member of the International Orienteering Federation.

Please find more information about Hannu Kottonen from the attached CV.

Helsinki, the 28th of May 2018

Mika Ilomäki
Managing Director
Finnish Orienteering Federation
Background:
Language skills: Finnish (mother tongue), English (fluently spoken and written), Swedish (fluently spoken, understandably written) and German (basics)
Hobbies: Orienteering, hunting, cross country skiing, history, literature
Social media: Facebook, Linked-In, WhatsApp
Current positions of trust in orienteering: Finnish Orienteering Foundation; Supervisory Board Member

Career in Orienteering in Nutshell
I started orienteering in 1970 thanks to my late father; he was himself a Finnish national team level paddler. My father bought me a compass and fixed for me a course in orienteering organized by his employer, Wärtsilä shipyard. Orienteering won me over paddling, football, track&field etc.

The first international orienteering event was in 1971, when City of Turku sent young orienteers to Sweden for Gothenburg’s 360 year’s orienteering week.

I was in the Finnish National team year’s 1975-1984


Trainer: I was the trainer of Juha Peltola for 12 years (1991-2003) and I got the orienteering trainer of the year in Finland award in 1998. I was also the trainer of Jesse Laukkanen 2010-2013.

Chairman: I was the chairman of the orienteering club Liedon Parma between 1986–88 and I served as the Board member and later Vice Chairman of the Finnish Orienteering Federation during 2006-2013. My responsibilities were national teams and international orienteering. During those years we put together in NORD the new WOC program proposal, which was later approved by the IOF.

Nowadays I participate in H60 class, visiting actively in various O-festivals and O-weeks annually in different countries, approximately 5-10 countries per year.

Career in Business in Nutshell:
Board memberships:
Plc Uutechnic Group Oyj (Finland); Board member 4/2016-
Polarica Holding AB (Sweden); Chairman of the Board 2/2017-
Kinttuviljas Oy; Chairman of the Board 2/2016
A vast number of Board seats in mainly European companies or joint ventures and European industrial federations during the past decades
HKScan Oyj (3/2012-1/2016); President & CEO
Huhtamäki Oyj (1983-2003); Cash Manager, Treasurer, SVP Finance, President Fresh Food Packaging, CFO
From: Egyptian orienteering federation
Ti: IOF office

Dear ladies and gentlemen,

We are glad to inform you, the Egyptian orienteering federation nominate Dr. Tamer Mehanna (EOF president) for election to the IOF Council which will be held in the General Assembly, Prague Czech Republic 5-6 October 2018.

Thank you so much

Best regards,

Dr Tamer Mehanna

Egyptian Orienteering Federation President (EOF)

COMOF council member
C.V.

Name Tame Mehanna
Country : Egypt - Africa

Dare uf birth 21 October 1973 Cairo

Email : egyorienteering@outlook.com

Phone .what sup and viper +2 01143334946

Founder and president of Egyptian orienteering federation

COMOF council member

Colonel at Egyptian army (sport officer)

Master degree in sport training 2002 -
Ph.D in sport psychology 2009 -
- sport training source in China 2007 -
- Orienteering training course in Germany 2010 -
Member in Egyptian army orienteering team since 1996 -
Member in Egyptian national orienteering team -
Organized : -
- MCO 2018 in Alexandria -
- Egyptian international orienteering champion ships (Loxur 2016 – Sharm EL Shiekh 2017 – Alexandria 2018)
- -Egyptian international Trail orienteering champion ships (Sharm EL Shiekh 2017 – Alexandria 2018)
- championship for ( clubs – schools – universities – army) -
WORKING ON : -
- Developing Orienteering in Egypt – Africa – Arabic countries -
- establish Arabic orienteering federations -
- establish AWG African Working Group -
Increasing the number of IOF African and Arabic countries -
Establish training center for African countries in Egypt -
Helping to make orienteering more poplar and take apart in thr -
Olympic games
Hi Tom

Please find attached the CV for Graham Teahan. New Zealand would like to nominate him for the IOF Council Vacancies.

Cheers
Catriona

Catriona McBean
General Manager
Orienteering New Zealand

www.orienteering.org.nz
CV - Graham Teahan

Orienteering background:
Previous:
• Began orienteering in 1978, Taupo, NZ
• Organiser of numerous events including planner & controller for local, national and international events
• Event Adviser for various WRE events in NZ
• Event Director for Asia Pacific Orienteering championships 1994
• Event Director for World Masters Orienteering championships 2000 [NZ]
• EA for World Masters Orienteering championships [Australia] 2009
• EA for Oceania/World Cup Tasmania 2013
• Event Director for Oceania/World Cup 2015 [lower North Island, NZ]
• EA for Oceania/World Cup 2019
• Miscellaneous - Instigated the start of three orienteering clubs
  - Instigated Katoa Po [All night] Relays in 1979
  - Organised two Orienteering Holiday Camps in the 1980’s

Mapper since 1979 producing over 50 orienteering maps for local, national, international events

 Administrator:
• Treasurer, President for Taupo & Red Kiwi Orienteering clubs
• President NZ Orienteering Federation 1996-2000
• NZ Coaching Director
• NZ Technical Director
• NZ selector
• Manager/coach NZ JWOC team 2005

 Awards
• Life member Red Kiwi Orienteering club
• Life member NZ orienteering Federation
• NZ Silva national award for contribution to services to orienteering
• Regional sports administrator award 2001

 IOF General Assembly meeting attendance
• 1996 – Jerusalem, Israel
• 1998 – Sintra, Portugal

 International Events – attendance and/or competition
• 1985 World O champs Bendigo Australia
• Oringen 1990 & 1995
• World Masters championships 1998 [Arhus, Denmark] & 1997 [Minneapolis USA]
• Colorado Five day 1996
• Czech Five Day 1995
• Scottish Six Days 1995
• Various Australian National Championships
**Business/employment**

38 years serving local government as:

- County Clerk responsible for the administration of Oroua County Council
- Corporate Services Manager responsible for the management of IT, Finance, Administration, Civil defence, Customer Services, library of the Manawatu District Council
- Currently running a B&B

**Family:** married to Jenny with five children who have all competed in orienteering. Three of our sons have represented NZ
INTERNATIONAL ORIENTEERING FEDERATION IOF
Tom Hollowell
Secretary General / CEO
Drottninggatan 47
SE-65225 KARLSTAD
SWEDEN

Nomination of Dušan Vystavěl as the candidate for the forthcoming elections to the IOF Council in the period 2018 – 2022

The Czech Orienteering Federation (COF) nominates Mr. Dušan Vystavěl as the candidate to the IOF Council for the period 2018 – 2022.

Dušan Vystavěl has been very active in international orienteering for past 10 years as an organizer of important national and international events (for example WUOC 2014), but also as a functionary connected to the IOF (Rules Commission, Foot-O Commission, EWG Chairman, Central European Orienteering Cooperation coordinator)

The Council of the Czech Orienteering Federation supports the candidature of Dušan Vystavěl to the IOF Council.

Dušan´s Curriculum vitae is attached.

Prague, 4 June 2018

Jiří Šubrt
Secretary General
Czech Orienteering Federation
IOF COUNCIL MEMBER – CANDIDATE

CURRICULUM VITAE

Name Dušan VYSTAVĚL
Born 17 August 1963
Nationality Czech Republic
Home address Tylova 456, 751 03 Brodek u Přerova, Czech Republic
Occupation Director of company GEODETIKA Ltd., Prostějov
Status Married to wife Jitka, one child – Ondřej (born 1998)
Languages Czech, Slovak, Russian, English

Education, professional experience
1969 – 1987 studies – grammar school, secondary school, Technical University – graduated as the land surveyor´s engineer (Ing.)
1988 – 1995 worked as the land surveyor for the Czech State Railway Company
1996 - works as the director and owner of surveyor ´s company GEODETIKA ltd. (20 employees)

Orienteering experience
- active orienteer from 1976 (started with orienteering in the age of 13)
- national level runner (21st in the Czech Elite Class in 1991), silver medal from the Czech Universiade
- coach, mapper and organiser of many different orienteering events since 1990
- practised and organized orienteering in 38 countries over the world (incl. China, Korea, Thailand, Burma, Mongolia, Tunisia, .....)
- IOF Event Adviser since 2001, SEA from 2012, two times (2010,2015) EA Clinic organizer
- active functionary in the International Orienteering Federation (IOF)
  2007 – 2009 Rules Commission
  2009 – 2012 Foot-O Commission
  2012 – 2016 IOF – European Working Group Chairman
  2017 Central European Orienteering Cooperation coordinator
- Organizer of the following mayor orienteering events
  2008 – World Orienteering Championships, Olomouc (Czech Republic) – National Controller
  2014 – World University Orienteering Championships, Olomouc (Czech Republic) – Event Director and Organizing Committee Chairman
- Orienteering technical chair in European University Sports Association (EUSA) since 2016

Motivation to be the IOF Council Member
I have been active in international orienteering for more than 20 years in different positions – as a competitor, national team coach, training camps and international events organizer (mostly through PWT), IOF Event Advisor and the IOF commissions and groups member and in past two years also as a technical delegate for competitions in orienteering within the European University Sports Association (EUSA).

I was particularly successful in this area – the Czech Republic was chosen to organise the first ever European Universities Championships which will be held in July 2019 in Olomouc and together with IOF’s regional coordinator Zoran Milovanović we achieved to push orienteering into programme of the
European Universities Games which will be held in June 2020 in Beograd, Serbia.

Thanks to the 22-years long management of a company with the responsibility for 20 employees, I believe to have also experience and good skills in personal communication and financial literacy.

About my potential work in IOF Council. From IOF Strategic Directions for years 2019-2022, I will choose these: Youth Development and World Orienteering Day, Television broadcast and Cooperation within sports (mostly University sport). However, I am ready to work in whichever area I will be needed.

Prostějov, 31 May 2018

Contact: E-mail: dusanvystavel@seznam.cz
          Phone: +420 602 730 417
Dear Tom,

This is write to confirm that OAHK would like to seek re-election for Dominic.

Attached please find Dominic’s CV for information.

Gary
OAHK
**Curriculum vitae**

Name: YUE Ting Wang, Dominic  
Sex: M  
Telephone No: +852 2504 8111  
Address: Room 1014, Olympic House, 1 Stadium Path, Causeway Bay, Hong Kong  
E-mail Address: info@oahk.org.hk / u2gp@me.com

**Academic Qualification**

Diploma in Sociology (HKBC)  
Master of Economic and Social Studies in Criminology and Criminal Justice (Cardiff)  
Certificate in Sport Management (USSA)

**Working Experience**

Hong Kong Police Force (1980-2010)

**Orienteering**

Founding member of Orienteering Association of Hong Kong  
Member of OAHK Executive Committee (1980-1992, 1995 - Present)  
IOF Event Advisor since 1995  
President of OAHK since 2011  
IOF Council Member 2012 - Present