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WORLD ARCHERY CONGRESS COPENHAGEN (DEN) - 24-25 July 2015 MINUTES

SESSION 1 - FRIDAY 24 JULY 2015

Session began at 9:00am.

1. OPENING OF CONGRESS

World Archery President Prof Dr Ugur Erdener opened the 51st World Archery Congress in Copenhagen, Denmark at 9:00 am on Friday 24 July 2015.

The floor was then given to World Archery Honorary President Mr Francesco Gnecchi-Ruscone, who expressed his pleasure and pride at being a part of the archery family, an example of forward-thinking organisation, managing a clean sport and with good governance.

President of the Congress 2015 Organising Committee Mr Rolf Lind then welcomed all delegates to the City of Copenhagen, gave details about Congress and the World Archery Championships that followed.

The World Archery President introduced a video from International Olympic Committee President Dr Thomas Bach. According to the IOC President, Congress 2015 arrived at an important moment of change for the Olympic Movement. The President said archery had always been at the forefront of change throughout history.

Olympic archery evolved and adapted itself to the new challenges of sport and technology, said President Bach. It was one of the first sports to include women in competition at the Olympic Games and was the first international federation to elect a female President.

The IOC President added that the World Archery Excellence Centre in Lausanne was expected to be a great facility, a tool for research and communicating the Olympic values – and that the project matched the values of Olympic Agenda 2020: credibility, sustainability and youth.

President Bach thanked the World Archery President, who chairs the IOC's Medical and Scientific Commission, for being part of the fight against doping in sport.

Regarding the Rio 2016 Olympic Games, President Bach said the IOC expects archery to deliver a great event for its athletes.

President Bach closed by thanking the World Archery President for his contributions to the development of the Olympic Movement, and archery within the Olympic Movement. He wished delegates a stimulating and productive Congress and asked them to remember that sport is about joy in life.

2. REPORT OF REGISTRATION

Member Associations in attendance:





ALG, ARG, AUS, AUT, AZE, BAH, BAN, BEL, BHU, BLR, BRA, BUL, CAN, CHI, CHN, CRC, CRO, CUB, CYP, CZE, DEN, ECU, EGY, ESA, ESP, EST, FIN, FPO, FRA, FRO, GBR, GEO, GER, GRE, GUA, GUY, HON, HUN, IND, IRI, IRL, ISL, ISR, ISV, ITA, JPN, KAZ, KEN, KGZ, KOR, KOS, KSA, KUW, LAT, LTU, LUX, MAR, MAS, MAW, MDA, MGL, MRI, NAM, NED, NOR, NZL, PER, PHI, POL, POR, PRK, PUR, ROU, RSA, RUS, SIN, SLO, SRB, SUD, SUI, SVK, SWE, TGA, THA, TJK, TPO, TTO, TUR, UAE, UGA, UKR, URU, USA, UZB.

Proxies given as follows:

BAR to BAH, CRC to GUA, CUB to CAN, DOM to VEN, ECU to BRA, ESA to COL, GUY to ISV, HON to RSA, KEN to EGY, NIG to CIV, PAR to CHI, PER to PUR, SUI to GER, TTO to USA, URU to ARG.

Voting Delegates received a voting tablet at registration. Tablets were used for accessing the documents (no paper hand-outs) and voting.

Member Association delegates in attendance are listed in APPENDIX 1. World Archery Executive Board Members and other registered Congress delegates are listed in APPENDIX 2.

3. APOLOGIES FOR ABSENCE

The Secretary General gave apologies for absence received from World Archery Honorary President Mr James Easton, Chairman of Finance and Audit Board Mr Robert Smith and also from the Member Association of Malta.

A moment of silence was observed to honour the memory of all officials, athletes and other members of the World Archery Family who had passed away since the previous Congress in Belek, Antalya in 2013. In particular:

- Mr Laxman Kumar Shrestha (NEP) Nepal Archery Association President
- Coach Shin Hyeon Jong (KOR) Korea Compound Coach at Belek-Antalya 2013
- Mr Henry Jonson (SWE) Former International Judge
- Ms Vigdis Landskaug (NOR) International Judge and former World Archery Norway President
- Mr Louis Comte (SUI) Swiss Coach and creator of Swiss Youth Cup
- Mr Alan Weyers (RSA) South Africa Coach
- Mr Werner Beiter (GER) Recipient of the Golden Arrow Award
- Ms Nancy Myrick (USA) Coach, athlete (first 1200 in USA)
- Ms Tania Forni (SUI) Medallist World Championships / TV commentator London Olympic Games
- Ms Rosario (Charito) Trujillo (VEN) Rosario competed at the 1983 Pan American Games in Caracas, Venezuela, and in the 1986 Central American and Caribbean Games in Santiago de los Caballeros, Dominican Republic
- Mr Badamkhatan Tsogt (MGL) Mongolian Archery Association Head Coach

4. THE PRESIDENT'S OPENING REMARKS

The President opened the session and welcomed delegates.





5. NOMINATIONS OF SCRUTINEERS – VOTING PROCEDURE

Congress appointed Ms Evelyn Papadopoulou (GRE), Mr James Larven (AUS) as scrutineers, Mr James Larven would not act as scrutineer when an Australian delegate was standing for election.

Voting Procedure:

All votes were cast by electronic voting unless mentioned otherwise. A test was made to see if the voting system worked and Congress Delegates did not object to the use of the system, which conforms to the World Archery Constitution.

6. AFFILIATIONS

6.1 New Members

The following countries were accepted as full Member Associations of World Archery:

- Albania
- Bolivia
- Guyana
- > Liberia
- Mali
- United Arab Emirates

The following country was reinstated as a full Member Association of World Archery:

Zimbabwe

The Member Association of Zimbabwe was given the right to vote following its reinstatement.

6.2 Exclusion of Non-financial Members

Some Member Associations were inactive or had not paid their membership fees to World Archery for 2015, and/or made a misuse of visas granted to attend World Archery events.

After investigation, World Archery proposed that the following countries be issued a final warning.

Cuba, Nicaragua, Somalia.

A vote was made "en bloc" and the motion passed. Congress agreed that if within the two years following Congress there was no clear sign of activity, these members will be proposed for expulsion in 2017, except for Cuba as warning was given for non-respect of Visa issuance.

The following Member Associations were expulsed from World Archery membership following an individual vote for non-activity, misuse of visas and/or non-payment of World Archery membership fees for several years, and after having received a final warning at Congress 2013.





- Cambodia
- Democratic Republic of Congo
- Gabon
- > Sierra Leone
- Togo

At the conclusion of these votes, World Archery had 153 Member Associations.

7. MINUTES OF THE CONGRESS 2013 IN BELEK ANTALYA

The minutes were approved unanimously.

8. MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

9. REPORTS

9.1 President's Report

"Dear Friends,

"We are together again in Copenhagen for the 51st World Archery Congress. As you know very well, we had a very successful Archery World Cup Final in the heart of this beautiful city in 2009 and I believe that we will have another unforgettable event, Outdoor World Archery Championships, immediately after our Congress. Unfortunately I will not be able to be here together with you and our athletes during our important event due to the IOC Executive Board Meeting and the IOC Session which will be held in Kuala Lumpur exactly on the same dates.

"As we all know, World Archery Congresses are very good opportunities for all of us, for sharing ideas and informing our friends about main activities. I am happy that we gathered here one more time for our great sport. I would like to inform you about some of our activities and related matters very briefly.

"As you know there was a management change in the IOC in 2013 and Dr Thomas BACH was elected as the President of the IOC in Buenos Aires on 10 September, just before our last Congress which was held in Belek-Antalya on 27-28 September. Dr. BACH had attended our previous World Championships with many other IOC Members. This was the new President's first participation in a major sports event and it was a great honour for us, for our great sport.





"President BACH declared two important projects immediately after his participation in our World Championships; first one was related to clean athlete, especially regarding fight against doping and second project was very vital for the Olympic Movement; it was Olympic Agenda 2020. After having one year process time, IOC Session unanimously approved all 40 recommendations in Monaco last December as the new roadmap of the Olympic Movement. During the one year process time period, IOC received more than 40 thousand interventions and comments from all and nearly 220 observations from the IOC members in the IOC Session which was held in Sochi during the Winter Games. And then, all comments and ideas were discussed in 14 different Working Groups with the participation of IOC members and experts. I was also a member of Protecting Clean Athletes Working Group. Now we are in the implementation phase of all 40 decisions. I do not want to take too much of your time, but I can inform you about some headlines of the main decisions concerning Olympic Agenda 2020; Evaluate bid cities, key opportunities and risks, Sustainability of the Olympic Games and Olympic Movement, Move from a sport-based to an event-based programme, Foster gender equality, Protecting clean athletes, Launch an Olympic Channel, Comply with basic principles of good governance, Support autonomy, Increase transparency etc.

"Another important approach from the IOC President was related to protecting clean athletes and Dr. Bach reserved USD 10 million for supporting anti-doping projects and another USD 10 million for preventing illegal betting and match fixing.

"We are very happy and very proud that our great sport archery has a very strong position in the Olympic Movement and our relations with all our stakeholders are very efficient. In this point I want to inform you about a chaotic problem which we lived it together with almost all Olympic sports. As you know there is an umbrella organisation for all sports federations (Olympic, Non-Olympic, recognised by IOC, not recognised by IOC) and it is SportAccord. World Archery is also a member of this organisation. There was a SportAccord General Assembly in Sochi last April, and in the opening part of the General Assembly its President (He is also a President of an Olympic sport) made an unfortunate speech and he insulted the IOC President. Of course it was a big shock for everyone in the hall, including Russian President Vladimir PUTIN. Almost all Summer Olympic Federations and ASOIF displayed immediate reactions after this problem and they left this organisation. As the World Archery, we showed the first reaction toward this unacceptable and impolite situation and almost all other





Federations followed us. Finally SportAccord President resigned from his position and there will be an extraordinary general assembly in the upcoming months and most probably this mission will finish.

"I am personally very happy and proud that, as the representative of this great family -that is, you- I was elected the Executive Board Member of the IOC in 2014 during the Sochi Winter Games and as the Council Member of ASOIF last year again. Of course my main goal is to contribute some ideas to the Olympic Movement. In addition, I was appointed by the IOC President as the Chair of IOC Medical and Scientific Commission in the last year. I am also a member of Olympic Foundation Board in Lausanne. Meanwhile I carry on my jobs in WADA.

"Together with our Secretary General, we will inform you about the details of our important Project during the Congress but I would like to say some few words about it now. As you know World Archery Excellence Centre is under construction now and this Project was one of our dreams especially in the last four or five years. We organised its First Stone Ceremony with the participation of the IOC President, IOC Directors and all important Cantonal and City Authorities in Lausanne, on 9 April. We believe that this is a very prestigious Project not only for World Archery but also city of Lausanne and the IOC President and all authorities expressed us their appreciations several times regarding the World Archery Excellence Centre. Of course we are building this Centre with some important supports and at this point, I would like to thank our Honorary President Jim EASTON and our friend Greg EASTON very much for their great contribution through Easton Sports Foundation. Again I thank the IOC President and cantonal and city authorities for their supports.

"Our World Cup series continue very successfully and as you know this is a very favourable competition system, not only for our archers, but also for TV. Especially in the last two years we regularly had good coverage on Eurosport and it will be the same this year as well. I would like to thank our prestigious sponsor Longines for their support for broadcasting of our events. And also I thank World Archery TV Team; Cedric Roger and his team members.

"Another important opportunity for our great sport will be the Olympic Channel. It was decided by the IOC in the Olympic Agenda 2020 Project and its budget also reserved. This Channel will start towards the end of this year on digital platform and it will cover all sports.

"Once more I have to mention that World Archery sponsorship programme is very important





and very vital for sustainability of our activities. Without enough sponsor income we cannot have a successful operation in different areas and I would like to thank all our sponsors for their great contribution to World Archery. As you know this is a win-win situation and we also have to support them in different areas. This year we have a new arrangement concerning our sponsorship process and our Secretary General will inform you about the details.

"I am very happy to inform you that World Archery has a very good harmony in the office operations and all of our staff, under the leadership of our Secretary General Tom Dielen, always do their best in accordance with our mission which was set many years ago. As the World Archery President, I thank our Secretary General Tom DIELEN very much for his great contribution to our organisation and also I thank our staff Pascal COLMAIRE, Juan Carlos HOLGADO, Caroline MURAT, Chris MARSH, Chris WELLS, Thomas AUBERT, Ludivine Maitre WICKI, Dega NIAMKEY, Séverine DERIAZ, Jenny BRUGGER, Jae Kyung LEE and Laurent HADORN for their great efforts. My special thanks go to Juan Carlos HOLGADO who was the leader of our great Event Team and now he has to reserve most of his time for the World Archery Excellence Centre. I believe that he will do his best for our Centre. Chris MARSH took over his job and I believe he will also have a successful event operations all over the world. I happily point out that World Archery event standards are continuously improving and now our Organisers' Manual is available for all our event organisers for observance of our good standards. In this part I would like to thank Matteo PISANI, George TEKMITCHOV, Andreas LORENZ and our official photographer Dean ALBERGA for their great contributions to our successful Event Team.

"As I have always mentioned, World Archery has many well prepared and printed publications for sharing our activities with all our stakeholders and we use all social media platforms efficiently. Our team works very well for this important activity and I would like to thank Chris WELLS as the Communications Manager of our organisation and our friend Bob SMITH as well. I thank Uğur Korkmaz and Hakan BALCI from Ankara Office too.

"As the President of World Archery, I would like to thank all my Friends in our Executive Board for their great contributions to our activities and ensuring a very good harmony in our great family. Of course I thank all our Committee Members very much for their great activities for our great sport.





Phone: +41 (0)21 614 30 50 Fax: +41 (0)21 614 30 55 E-mail: info@archery.org www.archery.org

"All together, we have an incredible improvement in our great sport. This success belongs mainly to you, because we have prepared our very dynamic Archery World Plan together. Your contributions have always been very important and very valuable for us. We are very proud that we have reached all our goals during the first stage of our plan and now we are ready for a new breakthrough in the coming years. I strongly believe that we will do everything together and I thank you very much."

9.2 Secretary General's Report including the Ad Hoc Committees Reports

The Secretary General made some remarks additional to the report submitted as part of the Congress documents.

- Number of active Member Associations growing (153). Also serious growth within Member Associations. Secretary General reminded Member Associations to update the information on their membership numbers regularly.
- Increasing number of countries participating in World Championships, reaching almost 100 in 2015.
- Compound women participation increasing. Necessary way forward if an application for compound to be included in the Olympic Programme is considered.
- Regarding staff, Chris Marsh now Events Director, Juan-Carlos Holgado will be World Archery Excellence Centre Director and also Olympic Games Development Projects Director. On the marketing side, sponsor research outsourced to GPS Performance.
- Archery TV, our YouTube channel, saw increase from 27,000 subscribers in 2013 to 58,000 in 2015. World Archery the number two international sports federation on YouTube, with 26,000,000 video views.
- Facebook reached 115,000 fans, with 20,000 followers on Twitter. Most important communication tools.
- New website, enhanced for new ways of consuming the internet, launched: 50% of visits coming from portable devices.
- New mobile applications with new functionalities launched.

A video showing events since Congress 2013 was shown.

9.3 FIDTA - Report

The Secretary General informed Congress on the activities of the International Foundation for the Development of Archery (FIDTA). FIDTA is funded primarily by revenue from the interest generated by the capital of the foundation, and therefore only runs projects where other





partners are involved, such as Olympic Solidarity, Easton Sports Foundation, Global Sport development, and so on.

In 2014, FIDTA's activities were only related to funding the World Archery Excellence Centre in Lausanne and the seminar for the Member Associations. All expenses in 2015 went to the development of Centre, with the help of the Easton Sports Foundations. The construction of the Centre will not impact the finances of World Archery directly.

The Secretary General gave the floor to World Archery Excellence Centre Director Juan-Carlos Holgado to present the project, the realisation and the structure of the Centre.

10. FINANCES

10.1 Finance and Audit Board Report 2013 and 2014

The Secretary General presented the Financial Statements of 2013 and 2014, which were audited by Price Waterhouse Coopers. No questions were raised on the Finance and Audit Board reports.

10.2 2013 Audited Accounts / Auditor's Report

Accounts and Auditor's Report for 2013 approved by Congress by a raise of hands.

10.3 2014 Audited Accounts / Auditor's Report

Accounts and Auditor's Report for 2014 approved by Congress by a raise of hands.

10.4 Financial Programme 2015-2024

The balance of reserves at the end of 2014 was 5,367,789.00 fr. (expected 6,096,090 CHF)
Budget 2015 income 2,482,000.00 fr.
Budget Expenditures 2015 -6,253,000.00 fr.

Total Reserves at the end of 2015 1,596,789.00 fr.

Budget Income 2016 2,800,000.00 fr.

IOC Income 2016 17,346,000.00 fr.

Expenses 2016 -5,770,000.00 fr.

Contribution 1st part to World Archery Excellence Centre-2,000,000.00 fr.

Total Reserves at the end of 2016 13,972,789.00 fr.

Budget 2017 Income 2,800,000.00 fr. Budget 2017 Expenses -6,300,000.00 fr. Total Reserves at the end of 2017 10,472,789.00 fr.

Budget 2018 Income 2,800,000.00 fr.

Budget 2018 Expenses -6,000,000.00 fr.

Total Reserves at the end of 2018 7,272,789.00 fr.





Budget 2019 Income 2,800,000.00 fr. Budget 2019 Expenses -6,300,000.00 fr. Total Reserves at the end of 2019 3,772,789.00 fr.

Budget 2020 Income 2,800,000.00 fr.

IOC Income 2020 19,306,000.00 fr.

Budget 2020 Expenses -5,770,000.00 fr.

Contribution 2nd part to World Archery Excellence Centre -2,000,000.00 fr.

Total Reserves at the end of 2020 18,108,789.00 fr.

Budget 2021 Income 3,000,000.00 fr.

Budget 2021 Expenses -6,500,000.00 fr.

Total Reserves at the end of 2021 14,608,789.00 fr.

Budget 2022 Income 3,200,000.00 fr.

Budget 2022 Expenses -6,800,000.00 fr.

Total Reserves at the end of 2022 11,008,789.00 fr.

Budget 2023 Income 3,200,000.00 fr.

Budget 2023 Expenses -6,800,000.00 fr.

Total Reserves at the end of 2023 7,408,789.00 fr.

Budget 2024 Income 3,200,000.00 fr.
IOC Income 2024 19,600,000.00 fr.
Budget 2024 Expenses -6,500,000.00 fr.
Contribution 3rd part to World Archery Excellence Centre-3,000,000.00 fr.
Total Reserves at the end of 2024 20,708,789.00 fr.

The financial programme was adopted as presented.

10.4 Member Association fees

No changes were made to Member Association fees.

10.5 Approval of the Auditors Firm

It was proposed to keep Price Waterhouse Coopers as the auditing firm. However, Congress was informed that a study was planned to determine whether it was financially prudent to retain an international firm.

Price Waterhouse Coopers was approved as auditor by Congress by a raise of hands. A possible change, if the offer is acceptable, can be made before next Congress.

11. INTERPRETATIONS

Since no questions were raised in relation to the interpretations they were submitted for approval "en bloc".

Congress approved the interpretations unanimously by a raise of hands





The Secretary General thanked the committee members for their hard work in providing the interpretations.

12. BYLAWS

The Secretary General informed Congress that no request was made to discuss a particular bylaw by the deadline provided in the Constitution. Therefore, the bylaws would be voted upon "en bloc".

Congress approved the bylaw decisions of Executive Board unanimously by a raise of hands.

The Secretary General thanked the Executive Board and Committee members for their hard work on the bylaws during the preceding two years.

13. BOARD OF JUSTICE AND ETHICS REPORT

No questions or additional comments were made on Board of Justice and Ethics report.

14. PERMANENT COMMITTEES REPORTS AND GOALS

14.1 Athletes Committee

No comments were raised by the chair or the Congress delegates.

14.2 Coaches Committee

No comments were raised by the chair or the Congress delegates.

14.3 Constitution & Rules Committee

No comments were raised by the chair or the Congress delegates.

14.4 Field Archery Committee

No comments were raised by the chair or the Congress delegates.

The Secretary General thanked outgoing Chairman Mr Derrick Lovell for his years of service, as he retires from the committee, as well as Mr Tom Green, committee member.

14.5 Judges Committee

Mr Morten Wilmann, chair of the Committee took the floor and expressed the need for judging talents to be discovered by Member Associations. He asked for cooperation with the judges committee to enhance judges' formation and reminded delegates of the importance of coaches and athletes knowing the rules.

Ms Viktoriya Koval, Chair of the Athletes Committee, thanked the judges on behalf of athletes.





14.6 Medical and Sports Sciences Committee

No comments were raised by the chair or the Congress delegates.

14.7 Para Archery Committee

Ms Carole Hicks, Chair of the Para Archery Committee, informed Delegates that the next World Archery Para Championships would set a record in terms of participation.

She stressed that an upcoming motion regarding the composition of the Para Archery Committee and the Athletes Committee was important for betterment of both committees and invited Member Associations to vote for that motion.

No comments were raised by the chair or the Congress delegates.

14.8 Target Archery Committee

No comments were raised by the chair or the Congress delegates.

14.9 Technical Committee

No comments were raised by the chair or the Congress delegates.

17. MOTIONS & PROPOSALS FOR LAWS

There were six motions. Discussions raised are detailed below.

Motion 1

Book 1, Article 1.3.1

Add as objective for World Archery in Article 1.3.1:

"To protect clean athletes and the integrity of sport, by substantially contributing to the fight against doping and by taking action against all forms of manipulation of competitions and related corruption;"

Voting on Motion 1: Passed

Motion 2

Book 1, Article 1.4.2.3

Revise existing language from:

"No discrimination shall be allowed against any country, association or person on grounds of gender, disability, race, religion or politics."

To read as follows:

"No discrimination of any kind shall be allowed such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status."



Voting on Motion 2: Passed

Motion 3

Book 1, New Article 1.4.2.5

"Member Associations must have an archery activity to remain as member. A Member association that is no longer active will be expelled by Congress."

ISV raised a question regarding the definition of number of competing athletes, asking to know whether activity regarding number of archers related to international or national competitors. Secretary General confirmed that the matter would be adapted depending on the size of the federation and that the part of the text would be discussed by the Executive Board.

Voting on Motion 3: Passed

Motion 4

Book 1, Article 1.17.8

Revise existing language from:

"A Coaches Committee of three shall bring to the attention of the relevant Committees matters which, as coaches, they consider to require attention. Candidates for the Coaches Committee shall have represented a Member Association in a coaching or team captain capacity on at least one occasion during the previous four years, at the time of the election."

To read as follows:

"A Coaches Committee of three shall consider matters relating to acting as a Team Manager or Coach on the field of play at International Events. Candidates for the Coaches Committee shall have represented a Member Association in a coach or manager capacity on at least one occasion at an International Event during the previous four years, at the time of the election."

GBR raised a question on when this motion will come into effect. Secretary General to answer that without any request for another date, it will come into effect as of 1 April 2016.

Voting on Motion 4: Passed

Motion 5

Book 1, Article 1.17.9

Amendment to Motion 5:

Amendment to Book 1, Article 1.17.7

Book 1 article 1.17.7 be amended to read:

"An Athletes Committee of five shall bring to the attention ---"

Voting on Amendment to Motion 5: Passed

Related Motion:

Book 1 article 1.17.9 (first sentence) be amended to read:





"A Para-Archery Committee of <u>six (five</u> elected and one appointed) deals with all matters concerning athletes with disabilities and shall work in coordination with other relevant Committees."

The remainder of the article to remain the same with an additional provision as follows:

"Four members of the Committee will be elected at the appropriate Congress with the fifth member to be elected by athletes at the appropriate year of the World Para-Archery Championships."

Voting on Motion 5: Passed

Motion 6

Book 1 - Chapter 2 - Appendix 1

Congress resolves to de-couple the Congress from the World Championships, and further resolves to seek an appropriate time and venue for Congress bearing in mind the demands of the competitive archery season.

IRL took the floor to present the motion. The reason for this proposal was that small countries may not be able to organise a World Archery Championships but may have the facilities to welcome a Congress, and this way show that archery is active in the host country. IRL also proposed that it would be an opportunity for World Archery to schedule Congress at a time that may be more appropriate than when the World Archery Championships are held. .

Finally, IRL stated that for small countries, people may have different functions at World Archery Championships which can make attending Congress difficult (for example, a President may also be the team manager who may have team responsibilities during Congress).

TGA worried that this decision may have an incidence on the quality of governance and democratic function of World Archery as many small countries may not be able to attend both events separately.

The World Archery President reminded Congress that most of the International Federations in the Olympic movement hold their congress separately, and he also suggested that World Archery could accommodate delegates for two or three days if such a motion would pass.

Ms Viktoriya Koval stated that it is important for the athletes to have the support of the Member Associations during a World Archery Championships, which might not be the case if Congress was detached from World Championships.

Voting on Motion 6: Rejected

With the exception of Motion 5, which comes into effect immediately after Congress, all changes come into effect on 1 April 2016.

15. WORLD ARCHERY PLAN

The Secretary General informed Congress about the state of the World Archery Plan.





World Archery successfully achieved its vision of making archery internationally recognised as one of the important Olympic sports by the year 2012.

This brought about significant changes and results within the sport and World Archery over following number of years. This included the creation of the World Archery brand and spreading this brand to Continental and Member Associations.

It saw World Archery's events transformed to being staged in iconic locations in new and innovative ways, as well as the way the organisation communicates with fans, athletes and the outside world change with the times, using new platforms to reach these targets.

Ultimately, it improved World Archery's position in the Olympic Ranking, achieving World Archery's vision for Phase I, in place as an important Olympic Sport.

The vision of World Archery back in 2007 was built on the belief that a stronger position in the Olympic Games would create an even stronger platform for the entire sport to develop.

The success achieved in Phase I allowed us to build this platform, but what comes next? That is where Phase II of the Strategic Plan comes in.

In 2013, World Archery began Phase II of the Strategic Plan.

Having increased the level of recognition at the international level, the focus of the World Archery Plan turned towards doing the same on a national level.

The mission for the second phase was that: "Each World Archery Member Association would make Archery recognised as an important Olympic sport within its own country."

Delegates were informed they would participate in the establishment of the World Archery Plan through the different discussion groups that took place during the Congress.

SESSION 2 - FRIDAY, 24 JULY 2015

Session began at 2:00pm.

21. WORLD ARCHERY EVENTS

Rio Olympic Games 2016

Mr Agberto Guimaraes, Rio 2016 Sports Director, presented an update and video on the sibkect of preparation for the Olympic and Paralympic Games.

24. AWARDS

The Secretary General invited Ms Evelyn Papadopoulou to join him to and the President to present the World Archery Women in Sport Awards.

At each World Archery Congress, gender equity awards are presented to women for their





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outstanding contribution and remarkable services to archery.

Women in Archery Family Award

The 2015 Women in Archery Family Award was given to Mrs Khatuna Narimanidze (GEO), President of Georgian Archery Federation and active athlete, for her outstanding contribution and remarkable services to administrative structure and simultaneously to sport training contribution and performance as athlete of archery.

The 41 Trainer in Sport School in Batumi/Georgia, Mrs Narimanidze has recently achieved to be one of the few women Presidents of an Archery Federation by leading the Georgian Archery Federation to an administrative and competitive development. Mrs Narimanidze made her international debut for Georgia in 2008 and was still competing internationally in 2015.

Member Associations and Female Athletes Award

The Member Associations and Female Athletes Award is presented to the Member Association with the highest female athlete participation, by number, over the Archery World Cup stages in the two years preceding each World Archery Congress.

The 2015 Member Associations and Female Athletes Award for female participation over the Archery World Cup stages in 2013 and 2014 was presented to the following Member Associations:

- 1. United States of America (64 female entries)
- 2. India (63 female entries)
- 3. Mexico (59 female entries).

Nations Ranking World Cup

At the start of the Archery World Cup an international ranking for nations was also launched, measuring the success of national teams.

The Secretary General invited the President to join him to present awards for the 2014 Archery World Cup season to the following Member Associations:

- 1. United States of America
- 2. Korea
- 3. Mexico

• Bronze Plaquettes

The Executive Board awarded one Bronze Plaquette:

Ms Meriam EL Mahiri, organiser of the Indoor Archery World Cup Stage in Marrakesh (MAR).

Silver Plaquettes

By acclamation, Congress awarded Silver Plaquettes to the following seven persons:





Fax: +41 (0)21 614 30 55 E-mail: info@archery.org www.archery.org

Mr Kim Hyung Tak, retiring member of the Coaches Committee who has coached more than 2,000 archers from 50 countries.

Mr Derrick Lovell MBE, retiring Chair of the 3D and Field Committee, Chair of Judges at the Sydney 2000 Olympic Games and long-time international judge.

Mr Ken Bearman, Chair of the Coaches Committee, who has contributed to numerous coach education and development projects throughout his tenure.

Mr Olivier Grillat, Nimes Archery Club, who has contributed greatly to the growth of archery in his region, the Nimes Tournament and played a large role in the creation of the Indoor Archery World Cup.

Mr Bruce Cull, President of the NFAA, who was instrumental in the creation of the Indoor Archery World Cup, organised the World Archery 2012 Indoor Championships, the 2015 World Archery Youth Championships – and hosts the successful Vegas Shoot, which includes the World Archery Gala.

Mr Paul Charnvit, who organised the 2013 World Archery Para Championships in Bangkok, Thailand.

Mr Major Jamil Baharuddin, who served on the Board of Justice and Ethics for a long time and holds the title of Honorary First Vice President of World Archery Asia.

Continental Associations Award

The World Archery President received a unique award from the Presidents of World Archery's five continental associations thanking him for his contribution to making archery an important Olympic sport.

Session 3 - SATURDAY, 25 JULY 2015

Session began at 9:00am.

OPENING OF THE CONGRESS

The President invited the Secretary General to conduct roll call.

Member Associations in attendance:

ALG, ARG, ARM, AUS, AUT, AZE, BAH, BAN, BAR, BEL, BHU, BLR, BRA, BUL, CAN, CHI, CHN, CIV, CRC, CRO, CUB, CYP, CZE, DEN, ECU, EGY, ESA, ESP, EST, FIN, FPO, FRA, FRO, GBR, GEO, GER, GRE, GUA, GUY, HON, HUN, IND, IRI, IRL, ISL, ISR, ISV, ITA, JPN, KAZ, KEN, KGZ, KOR, KOS, KSA, KUW, LAT, LTU, LUX, MAR, MAS, MAW, MDA, MGL, MRI, NAM, NED, NIG, NOR, NZL, PAR, PER, PHI, POL, PRK, PUR, QAT, ROU, RSA, RUS, SIN, SLO, SRB, SUD, SUI, SVK, SWE, TGA, THA, TJK, TPO, TTO, TUR, UAE, UKR, URU, USA, UZB.

Proxies given as follows:







BAR to BAH, CRC to GUA, CUB to CAN, DOM to VEN, ECU to BRA, ESA to COL, GUY to ISV, HON to RSA, KEN to EGY, NIG to CIV, PAR to CHI, PER to PUR, SUI to GER, TTO to USA, URU to ARG.

= 100 Member Associations represented.

The Secretary General explained the voting procedure and asked if there were any concerns or objections. None were raised. The majority required for election in the voting of World Archery Officers was confirmed as 51, based on the World Archery Constitution.

18. ELECTIONS (scheduled at the opening of Congress on the morning of the 2nd Day)

One hundred voting tablets were distributed.

18.1 Election of First Vice-President

Participants 99 1 candidate Majority 51 Votes cast 96

Mario SCARZELLA (ITA)

95 votes (elected for the term 2015-2019)

Mr Mario Scarzella elected as First Vice President for the term 2015-2019.

18.2 Election of one (1) Vice-President

Participants 99 1 candidate Majority 51

Philippe BOUCLET (FRA)

90 votes (elected for the term 2015-2019)

Mr Philippe Bouclet elected as Vice President for the term 2015-2019.

18.3 Election of four (4) Executive Board Members

The Secretary General informed Congress that as Mr Philippe Bouclet was elected as Vice President; his candidature as Executive Board Member would be withdrawn. Mr Um Sung-Ho also withdrew his candidature before the opening of the vote.

Participants 100 6 candidates

Eva Thesen (NOR) Jörg Brokamp (GER) Kotaro Hata (JPN) Gao Zhidan (CHN) 82 votes (elected for the term 2015-2019) 76 votes (elected for the term 2015-2019) 73 votes (elected for the term 2015-2019) 58 votes (elected for the term 2015-2019)



Hilda Gibson (GBR) 44 votes Ibrahim Alsosadi (KSA) 32 votes

18.4 Election of Board of Justice and Ethics

Participants 100 9 candidates

John Chaplin (AUS)

Martin Swanson (USA)

Estanislao Osores Soler (ARG)

Jean-Michel Cleroy (FRA)

Mohammad Ali Shojaei (IRI)

Klaus Lindau (GER)

Kim Jin Ho (KOP)

73 votes (elected for the term 2015-2019)
74 votes (elected for the term 2015-2019)
75 votes (elected for the term 2015-2019)
76 votes (elected for the term 2015-2019)
77 votes (elected for the term 2015-2019)
78 votes (elected for the term 2015-2019)
79 votes (elected for the term 2015-2019)
70 votes (elected for the term 2015-2019)
71 votes (elected for the term 2015-2019)
72 votes (elected for the term 2015-2019)
73 votes (elected for the term 2015-2019)
74 votes (elected for the term 2015-2019)
75 votes (elected for the term 2015-2019)
75 votes (elected for the term 2015-2019)

Kim Jin Ho (KOR)

Mohammed Fakehy (KSA)

Dong Wenjin (CHN)

29 votes
21 votes
16 votes

19. ELECTION OF PERMANENT COMMITTEES

19.1 Election of Constitution & Rules Committee (3 positions)

Participants 100 4 candidates

Giuseppe Cinnirella (ITA) 91 votes (elected for the term 2015-2019)
Mark Miller (USA) 82 votes (elected for the term 2015-2019)
Kim Soonyung (KOR) 62 votes (elected for the term 2015-2019)

Wang Lian (CHN) 51 votes

19.2 Election of Field and 3D Committee (3 positions)

The Secretary General informed Congress that as Mr Mohammed Ali Shojaei was elected as member of the Board of Justice and Ethics; his candidature as Field and 3D Committee member would be withdrawn.

Participants 100 4 candidates

Cenneth Ahlund (SWE) 90 votes (elected for the term 2015-2019)
Hannah Brown (GBR) 88 votes (elected for the term 2015-2019)
Catherine Pellen (FRA) 80 votes (elected for the term 2015-2019)

Helmut Poell (AUT) 22 votes

19.3 Election of Judges Committee (3 positions)

Participants 100 5 candidates





Sergio Font (CUB)
Morten Wilmann (NOR)
Dion Buhagiar (MLT)
Jean Martens (BEL)
Qu Yinan (CHN)

84 votes (elected for the term 2015-2019) 78 votes (elected for the term 2015-2019) 67 votes (elected for the term 2015-2019)

29 votes 18 votes

19.4 Election of the Coaches Committee (3 positions)

Participants 100 4 candidates

Kisik Lee (USA) 83 votes (elected for the term 2015-2019)
Wietse van Alten (NED) 79 votes (elected for the term 2015-2019)
Oh Kyomoon (KOR) 76 votes (elected for the term 2015-2019)

Kenneth Bearman (GBR) 41 votes

19.5 Election of the Technical Committee (1 position)

Participants 100 1 candidate Majority 51 Votes cast 99

Susanne Womersley (AUS) 93 votes (elected for the term 2015-2017)

The President congratulated the newly elected officers and thanked the retiring officers for their contributions to World Archery.

16. REPORT ON COOPERATION WITH ASSOCIATE INTERNATIONAL FEDERATIONS AND OTHER COOPERATIONS

16.1 Report on the cooperation with the Commonwealth Games Federation

A report was given by the Secretary General.

16.2 Presentation on cooperation with International Field Archery Association (IFAA)

A report was given by the Secretary General.

16.3 Presentation on cooperation with Fédération Internationale du Sport Universitaire (FISU)

A report was given by the Secretary General.

16.4 Presentation on cooperation with GSD

A report was given by the Secretary General.





16.5 Presentation on cooperation with Archery Trade Association

The Secretary General gave the floor to Mr Jay McAninch, CEO of the Archery Trade Association, for a presentation of the ATA's organisation and its work.

Session 4 - SATURDAY, 25 JULY 2015

Session began at 2:15pm

21. WORLD ARCHERY EVENTS

• 2015 World Archery Para Championships in Donaueschingen (GER)

Mr Juergen Loechelt, member of the Organising Committee, gave an update of the organisation of the 2015 World Archery Para Championships.

2016 World Archery Field Championships in Dublin (IRL)

Mr Kevin McDermott presented the project and the location of the World Archery Field Championships, also mentioning the test event, scheduled for the end of September 2015.

2017 World Archery Championships in Mexico City (MEX)

Mr Gabriel Ramos presented the venues for the 2017 World Archery Championship, to be held in the city of México City, and also gave a few updates regarding the World Cup Final to be held end of October 2015.

• 2016 World Archery Indoor Championships in Ankara (TUR)

Mr Sirer Aydin presented the venue and the hotels, as well as practical information regarding the organisation of the event.

2017 World Archery Youth Championships in Buenos Aires (ARG)

Mr Estanislao Osores Soler presented the venue for the championships.

Tokyo Olympic Games 2020

Representatives of the Tokyo Metropolitan Government gave an update on the organisation of the Tokyo 2012 Olympic Games.

23. ANY OTHER PERMISSIBLE BUSINESS

The Secretary General presented a proposal from Latvia in relation to the number of teams at World Archery events.

He informed Congress that this matter would be brought to the next World Archery Congress, since with the current high participation figures it might be necessary that more teams participate in the team competition. (Currently a 16-team qualification cut.)





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22. PRESENTATION OF THE RECOMMENDATIONS OF THE DISCUSSION ON WORLD ARCHERY PLAN

Mr Lars Haue-Pedersen presented a short summary on workshops that were held during Congress regarding the next step of Archery World Plan.

The Secretary General made a final presentation on the next steps of the World Archery Plan and repeated the message that the plan would only be achieved if Member Associations made their own plans, saying that each and every person in the room was responsible for the future of our sport.

27. CLOSING OF THE CONGRESS

On behalf of the World Archery President, who had to leave early because of the IOC Executive Board meeting in Kuala Lumpur, the First Vice President, Mr Mario Scarzella thanked the Delegates for their participation and closed World Archery Congress 2015 at 5:00pm on Saturday 25 July 2015.

APPENDIX 1

Member Association Delegates in attendance:

NOC		
Code	Delegate	Function
ALG	BOUZID Rabah	Voting delegate
ARG	OSORES SOLER Estanislao	Voting delegate
ARM	VASILYAN Boris	Voting delegate
AUS	HYDE John	Voting delegate
AUS	LARVEN James	Delegate
AUS	WOMERSLEY Susanne	Delegate
AUT	MEDWED Trudy	Voting delegate
AUT	KRATZMüLLER Bettina	Delegate
AUT	PöLL Helmut	Delegate
AZE	GOSPODINOV Serghei	Voting delegate
AZE	FAZILOV Natig	Delegate
BAH	RAHMING David	Voting delegate
BEL	VANDERVELDEN Vincent	Voting delegate
BHU	RINCHENTshewang	Voting delegate
BHU	RINZIN Ugyen	Delegate
BLR	AMELYANOVICH Mikhail	Voting delegate
BRA	BLUMENSCHEIN Vicente Fernando	Voting delegate
BUL	PAVLOV Daniel	Voting delegate
CAN	WILLS Allan	Voting delegate
CHA	NGUELET Colombe	Voting delegate



WORLD ARCHERY FEDERATION FÉDÉRATION MONDIALE DE TIR À L'ARC

Maison du Sport International Avenue de Rhodanie 54 1007 Lausanne, Switzerland Phone: +41 (0)21 614 30 55 Fax: +41 (0)21 614 30 55 E-mail: info@archery.org www.archery.org

CHA	BORAYE Solkem Rachel	Delegate
CHA	MBAINDIGUIM Le Ndjerabe	Delegate
CHI	SMITH William	Voting delegate
CHN	ZHENG Lixun	Voting delegate
CHN	GAO Zhidan	Delegate
CHN	QU Yinan	Delegate
CIV	ESSIS Mi-Careme Moise	Voting delegate
CIV	TAGRO Lago Yo Elien	Delegate
CIV	DISSOU Abdou Rasac	Delegate
CIV	FRANGILLI Vittorio	Interpreter
COL	RUIZ GUITIERREZ Irma Lucia	Voting delegate
CRO	UIDL Darko	Voting delegate
CZE	HORACEK Zdenek	Voting delegate
CZE	PANIK Jaroslav	Delegate
DEN	LARSEN Kenn Romme	Voting delegate
DEN	LIND Rolf	Delegate
EGY	ROUSHDY Ahmed	Voting delegate
EGY	SWELAM Reham	Delegate
ESP	MARTÍNEZ ORGA Vicente	Voting delegate
EST	AGU Aivo	Voting delegate
FIN	ALAHUHTA Petteri	Voting delegate
FPO	MARTENS Jean	Voting delegate
FRA	CLEROY Jean-Michel	Voting delegate
FRA	OHLMANN Dominique	Delegate
FRA	GRILLAT Olivier	Delegate
FRA	LAFOREST Christian	Interpreter
FRO	VANG Schandorff	Voting delegate
FRO	ANDREASEN J	Delegate
GBR	SHERRATT David	Voting delegate
GBR	HARRISON David	Delegate
GBR	GIBSON Hilda	Delegate
GEO	NARIMANIDZE Khatuna	Voting delegate
GER	FISCHER Heinz-Helmut	Voting delegate
GER	LINDAU Klaus	Delegate
GRE	SYNADINOS Petros	Voting delegate
GRE	PAPADOPOULOU Evelyn	Delegate
GUA	PAIZ MADRID Federico Guillermo	Voting delegate
HUN	VáNKY Sebastian	Voting delegate
IND	MALHOTRA Vijay Kumar	Voting delegate
IND	KAMINENI Anil	Delegate
IND	SACHDEVA Virendra	Delegate



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IRI	SHOJAEI Mohammad Ali	Voting delegate	
IRI	KARIMI GHEZELGECHI Samad	Delegate	
IRI	NEMATINIA Davood	Delegate	
IRI	HAJI ANZEHAEI Mohammad Reza	Interpreter	
IRQ	AL MASHHADANI Saad	Voting delegate	
IRQ	FAYYADH Mohammed	Delegate	
IRQ	ALSHAI Falah	Delegate	
ISL	EINARSDOTTIR Margret	Voting delegate	
ISL	THORGEIRSSON Hlynur	Delegate	
ISR	BUBIS Victor	Voting delegate	
ISV	COLES Willliam	Voting delegate	
ISV	ABERNATHY Anne	Delegate	
ISV	ROWE Ruth	Delegate	
ITA	PISCIOTTI Marinella	Voting delegate	
ITA	SPIGARELLI Sante	Delegate	
JPN	SEKI Masatoshi	Voting delegate	
JPN	TAKEUCHI Nobutomo	Delegate	
KAZ	SHIN Vitaly	Voting delegate	
KGZ	MALIEV Arslanbek	Voting delegate	
KOR	UM Sung-Ho	Voting delegate	
KOR	KIM Jinho	Delegate	
KOR	OH Kyomoon	Delegate	
KOS	MALA Agron	Voting delegate	
KSA	ALDOSARI Ibrahim H.	Voting delegate	
KSA	FAQEHY Mohammed	Delegate	
KSA	DERBI Turki M.	Delegate	
KSA	ABUSHAL Abdullah S.	Interpreter	
KUW	ALOTAIBI Duaij	Voting delegate	
LAT	PODINS Arnis	Voting delegate	
LIB	TAMER Jack	Voting delegate	
LIB	FARAH Lina	Delegate	
LTU	BALTRUSAITE Ringa	Voting delegate	
LUX	DOLINSKI Jean-Claude	Voting delegate	
MAR	RAJA Adel	Voting delegate	
MAR	KOCKEL Daniel	Interpreter	
MAS	YAZID Mohamad Yahya	Voting delegate	
MAS	JOHARI Abu Bakar Delegate		
MAW	SAKALA Henry Voting delegate		
MAW	PARK Young Sook	Delegate	
MDA	CECANOVA Irina	Voting delegate	
MLT	BUHAGIAR Dion	Voting delegate	



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MRI	BAYJOO AI - Yousouf	Voting delegate
NAM	BOCKMUHL Frank	Voting delegate Voting delegate
NAM	REDDIG Heidi	Delegate Delegate
NED	VISSERS Agnes	Delegate
NED	TEN HAG Paul	Voting delegate
NGR	ADENIJI Niran	Voting delegate Voting delegate
NGR	OLATUNJI Olugbenga B.	Delegate
NGR	IZEKOR Lucky	Delegate
NOR	RISINGGAARD Steinar	Voting delegate
NOR	SKYTTESæTER Jan Roger	Delegate
NZL	MITCHELL Anne	Voting delegate
PAK	LT GEN RETIRED SYED ARIF Hasan	Voting delegate
PAK	WISAL Muhammad	Delegate
POL	TROJNAR Jacek	Voting delegate
POL	JURZAK Henryk	Delegate
PUR	MARTINEZ Adam	Voting delegate
QAT	AL-KAWARI Mohamed	Voting delegate
RSA	MOSKOVITZ Selwyn	Voting delegate
RUS	MARIYA Larkina	Voting delegate
RUS	KOSHELEV Vladimir	Delegate
RUS	MANKHANOV Zorigto	Delegate
SIN	HO Simon	Voting delegate
SLO	ROSA Irena	Voting delegate
SRB	SVILANOVIC Dragan	Voting delegate
SRI	SILVA H. U.	Voting delegate
SRI	ABEYSUNDARA Walter	Delegate
SUD	AMIRY Ahmed	Voting delegate
SUD	ABDALLA Mohamed	Delegate
SUD	BABIKER Magdi	Delegate
SVK	HURBAN Vladimir	Voting delegate
SWE	PALM Mr Bo	Voting delegate
SWE	AHLUND Mr Cenneth	Delegate
TGA	JENSEN Hans	Voting delegate
THA	WEE Simon	Voting delegate
TJK	LEKVEISHVILI Vladimir	Voting delegate
TPE	CHEN Yen-Lin	Voting delegate
TPE	CHEN Tai-Ling	Delegate
TUN	CHOUCHENE Samir	Voting delegate
TUR	TOPALOGLU Abdullah	Voting delegate
TUR	KOCAOGLU Husnu	Delegate
UAE	ALMUAINI Sarhan	Voting delegate





UAE	ALSHEHHI Jamal	Delegate
UGA	RICHARD MCBOND Asiimwe	Voting delegate
UGA	ANDREW Geno Omalla	Delegate
UGA	LAMECK Ssewanyana	Delegate
UKR	SIDOROUK Viktor	Voting delegate
UKR	SYDORUK Viktor	Delegate
USA	PARKER Denise	Voting delegate
USA	CULL Bruce	Delegate
USA	ROMERO Robert	Delegate
UZB	KHASANBAEV Otabek	Voting delegate
WAAf	KOURA Ahmed	Secretary general
WAO	JENSEN Hans	President
WAO	VERCOE Patsy	Secretary general

APPENDIX 2

World Archery Executive Board members, other registered Congress Delegates and guests in attendance:

TUR ERDE	NER Prof Dr Ugur	World Archery President
SUI DIEL	EN Tom	World Archery Secretary General
ITA SCAF	RZELLA Mario	World Archery First Vice President and Executive Board Member
FRA BOUG	CLET Philippe	World Archery Vice President and Executive Board Member
THA KOSA	AVINTA Sanguan	World Archery Vice President and Executive Board Member
COL GAVI	RIA Maria Emma	World Archery Vice President and Executive Board Member
CHN GAO	Zhidan	World Archery Executive Board Member
USA EAST	ON Greg	World Archery Executive Board Member
EGY GABF	R Aladin	World Archery Executive Board Member
JPN HATA	Kotaro	World Archery Executive Board Member
RUS ESHE	EV Vladimir	World Archery Executive Board Member
GER BROK	(AMP Jörg	World Archery Executive Board Member
NOR THES	EN Eva	World Archery Executive Board Member
UKR KOVA	AL Viktoriya	World Archery Executive Board Member
USA MILL	ER Mark	World Archery Executive Board Member
USA McA	NINCH Jay	CEO ATA
	IG Michelle	Director of Archery Programmes ATA
	ZUR Jennifer	Media & Education ATA
	NSON Teresa	PR Manager ATA
	MARAES Agberto	Rio 2016 Sport Director
	CHELT Juergen	Organising Committee World Para Championships
	STER Jeremy	ASOIF Observer
DEN HAU	JE-PEDERSEN Lars	TSE





GBR	O'TOOLE Daniel	TSE

ITA CINNIRELLA Giuseppe WA Honorary Secretary General NOR WILMANN Morten Chair of Judges Committee

AUS CHAPLIN John Chair of Board of Justice and Ethics

NZL HICKS Carole Chair of Para Committee

GBR BEARMAN Kenneth George Chairman of Coach Committee
USA MILLER Mark Chairman of C&R Committee

DEN LIND Rolf Finance & Audit Board
NOR PAULSEN Paul FITDA Vice President
ITA GNECCHI-RUSCONE Francesco WA Honorary President

GBR LOVELL Derrick Chairman of field and 3D Committee
USA RABSKA Don Chairman of Technical Committee

USA SMITH Robert Chairman of Finance and Audit Board Chairman

GBR GIBSON Hilda Finance & Audit Board meeting

BRA CASADO Paulo Rio 2016

JPN OKURA Yuko Tokyo 2020 Observer

ESP CHABOUK Rifaat Operations Manager World Archery Coaching Seminar