



Secretary General Report

Tom Dielen / 26 May 2023

Introduction

This Secretary General Report was authored by Tom Dielen and published on 26 May 2023.

It is my pleasure to present this report to the 2023 World Archery Congress, on behalf of World Archery, covering the period from September 2021 until May 2023. This report provides an overview of the key activities and events that have taken place during this time, including the financial, human resources, meetings information, and other relevant information. This report aims to showcase the progress made by World Archery during this period and highlights the achievements, challenges, as well as future plans.

I am finalising this report just after the Hyundai World Cup Stage in Shanghai which highlights the fact that we can state that we have finished the pandemic. Last time we met for Congress, we were all wearing face masks and had to complete tests to travel. This doesn't mean that we are 'back to normal' and we face now new challenges.

The financial implications of the pandemic are still very real and affect many of our member associations in their membership. It is also clear that competitions at national level suffer from this reduction in membership and that it will take some time to recover. The good news is that we hear from many member associations that the request for introduction courses has never been so high and that therefore many new persons are coming to the sport. This makes the future of archery look very bright.

While writing this report we reach the final steps of the 2028 Olympic Programme application process and by the time we meet in Congress we will know the situation for compound's bid. Whatever the outcome will be, we have done the maximum to have a new discipline included.

1. Key events since last Congress

- 2021 Hyundai World Archery Championships – Yankton, South Dakota, USA
- 2021 Hyundai Archery World Cup Final – Yankton, South Dakota, USA
- 2021 Junior Pan American Games – Cali, Colombia
- 2021 World Archery Executive Board Meeting (hybrid) – Lausanne, Switzerland
- 2022 Sud de France Nimes Archery Tournament (IWS) – Nimes, France
- 2022 Vegas Shoot and Indoor Archery World Series Finals – Las Vegas, Nevada, USA
- 2022 World Archery Para Championships – Dubai, UAE
- 2022 Hyundai Archery World Cup stage 1 – Antalya, Türkiye
- 2022 Hyundai Archery World Cup stage 2 – Gwangju, Korea
- 2022 Hyundai Archery World Cup stage 3 – Paris, France
- 2022 Executive Board Meeting (postal vote)
- 2022 World Games – Birmingham, Alabama, USA
- 2022 Hyundai Archery World Cup stage 4 – Medellin, Colombia
- 2022 World Archery 3D Championships – Terni, Italy
- 2022 World Archery Field Championships – Yankton, South Dakota, USA
- 2022 Hyundai Archery World Cup Final – Tlaxcala, Mexico
- 2022 GT Open (IWS) – Strassen, Luxembourg
- 2022 Taipei Open (IWS) – Taipei, Chinese Taipei
- 2022 Joint Committees Meeting (online October-December)

- 2022 World Archery Coaching Conference – World Archery Excellence Centre, Lausanne, Switzerland
- 2022 Executive Board Meeting – Antalya, Türkiye
- 2023 Sud de France Archery Tournament (IWS) – Nimes, France
- 2023 Vegas Shoot and Indoor Archery World Series Finals – Las Vegas, Nevada, USA
- 2023 Hyundai Archery World Cup stage 1 – Antalya, Türkiye
- 2023 Executive Board Meeting (hybrid) – Antalya, Türkiye
- 2023 World Archery World Cups stage 2 – Shanghai, PR China
- 2023 World Archery World Cup stage 3 – Medellin, Colombia
- 2023 World Archery Youth Championships – Limerick, Ireland
- 2023 World Archery Para Championships – Pilsen, Czech Republic
- 2023 Executive Board Pre-Congress Meeting

On top of these world events, many continental championships and world ranking events took place, more and more supported by World Archery staff.

1. World Archery Office

Since the 2021 Congress, the office underwent the following changes. **Gwenael Massot** left the communications department and was replaced by **Ollie Smith**. In the events department, **Cecile Tosetti** left early 2023 and is not yet replaced. **Karim Sidaoui**, who was working for us through an external company (GPS), was hired as employee following his departure from his previous employment. **Fernando Suarez** is working again for World Archery as a contractor. The social media team is composed of two external contractors.

Following the request of World Archery Africa, who did no longer wanted to have a regional development officer, the agreement with **Khaled Lamande** was initially changed to an educational role but was ended in early 2023. We currently have two staff that are shared between the centre and the office who are assisting in member services and communication. There is a plan to hire additional staff in education and administration later this year.

We had a successful audit by the social security services showing that we are following all Swiss labour laws.

We currently employ people in the office and the centre from Great-Britain, Estonia, France, Switzerland, Korea, Italy, Bolivia, Senegal, Germany and Belgium making ours a truly global organisation with staff from four continents.

2. IOC relations and the Olympic Movement

World Archery's relationships with the International Olympic Committee and the Olympic Family continue to be excellent. Our President continued to attend many meetings especially in his role as Chair of the IOC Medical and Scientific Commission.

The President sits on the Board of ITA and the Executive Committee of WADA. He was recently elected to the Board of the International Master Games Association. He also continues to serve as Vice President of the Association of Summer Olympic International Federations and President of the Turkish National Olympic Committee.

My role as Vice President of the Association of Paralympic Sports Organisations (the Paralympic equivalent of ASOIF) continues and over time we experience improvement in communication and cooperation with the International Paralympic Committee. I remain on the drafting group of the new IPC Classification code which will come into effect in 2025. The ASOIF working group on para sport, of which I was a chair, was dissolved as a result of APSO's establishment.

I continue to serve on the ASOIF Working Group on Olympic and Multisport Games, which works on the relationship between ASOIF, its members and organising committees of Olympic Games.

At the latest General Assembly of the International World Games Association, I was elected Vice President for a period of three years which will cover the period of the Chengdu 2025 World Games.

Siret Luik is now on a working group on governance with ASOIF.

Matteo Pisani is member of the working group on technology of ASOIF.

I am in my last term on the special World Anti-Doping Agency Committee on Compliance Review. I attended several meetings of this committee, which plays an essential role in the fight against doping and is in the process of finalising the new international standard for compliance. The work done in this area could be transposed to other areas of our business such as good governance and development monitoring.

World Archery Executive Board Member Jörg Brokamp finished his term on the IOC Sport and Active Society Commission.

Regular meetings take place with the IOC and the key topic over the last two years has been the potential inclusion of the compound discipline in the LA 2028 Olympic Games. Several meetings have taken place at all levels at the IOC and with LA 2028 and maximum efforts have been spent to achieve a positive outcome.

In conclusion, it's clear that World Archery's relationship and position within the Olympic Movement remains strong and we keep on working to improve it in the future.

3. Development

3.1 General

At the end of 2021, we started to renew with development programs although in development there was a slower start than in events due to the restrictions still in place to travel as well as the high cost of logistics. During 2022, the equipment donation program was renewed and a new procedure put in place. This will be finetuned in 2023.

Another new exciting programme was put in place. The Knowledge Sharing Program opens the door for new activities encouraging the development of member associations of all sizes and we expect this initiative to be the cornerstone of future progress.

The World Archery Excellence Centre continues to contribute to the development of the sport worldwide. With recent changes to the structure and management, as well as the arrival in September of the new head coach, there will be further evolution that will bring a new direction to the development of the different programmes.

3.2 Member Associations

World Archery has continued to work closely with its active members to ensure good governance and transparency. The organisation is committed to promoting the principles of good governance and has established a number of guidelines and policies to support its members.

Federations that we will report on are grouped as following:

1. Temporary membership
2. Became member in two preceeding editions of Congress
3. Final warning received in previous two editions of Congress
4. Significantly late with 2023 membership fee payment (3+ months)
5. Other

3.2.1. Temporary membership – full membership to be put on vote in Congress

- **AFG – Afghanistan Archery Federation.** Temporary membership in 2022.

Women are not allowed to do archery together with men in the country, which adds difficulty to organising training, but they are trying to find solutions around it. Multiple archers have moved to neighbouring countries and continue training there. At the end of 2022, first participation to Asian Cup with one archer. Facing problems with visa, deadlines, and registering more people than eventual team size (and resulting in penalties).

- **CUW – Curacao Archery Federation.** Temporary membership in 2022.

Has participated to online calls and submitted applications to different support programmes. Participated in 2023 Copa Merengue with one archer. Federation is very responsive and has extranet updated. Territory under the Netherlands, therefore the National Olympic Committee is not recognised by the International Olympic Committee. Reporting 90 athletes.

- **MTN – Fédération Mauritanienne de Tir à l'Arc.** Temporary membership in 2023.

Application has been in process for some years but was finalised early this year. Around 50 people practising archery. Hosted the Junior Arab Championships in March 2022. Federation has an ambitious agenda for 2020-2024. Showing strong initiative to take part in various development projects, as relationship with the National Olympic Committee appears good.

- **PLE – Palestine Archery Federation.** Temporary membership in 2022.

Fully volunteer organisation working directly under the umbrella of the National Olympic Committee and using that organisation's offices. Leadership consists of people from various backgrounds (business, other sports and other). Showing strong interest in developing the sport. Currently using mostly donated traditional bows under the supervision of the Turkish Embassy. Little possibility to hold competitions in the territory. A total of around 40 archers in and outside of the country. Team has already participated in two world ranking events and plan to attend Asia Cup and World Archery Championships this year. Actively applying for support opportunities and participating in online calls. Applied for resident coach programme.

- **TLS – Timor Leste Archery Federation.** Temporary membership in 2022.

Although federation has a clear agenda 2022-2032, it has showed a low level of activity. Federation needs to train coaches and indicated lack of equipment. Some knowledge and equipment of archery from the past when sport used to be included in school program (not at the moment). Federation was offered a resident coach scholarship, but no English speaking participant is available for six weeks. Reporting to have 100 athletes. Not yet actively participating in online calls.

All of the temporary members are in good standing. Their full membership will be put on vote at Congress.

3.2.2. Members affiliated in two preceding Congresses

Affiliated in 2019

- **JOR – Jordanian National Shooting Federation**

Operating as a recognised committee under the shooting federation. Established archery range with a group of regularly training athletes. Exploring possibilities to introduce/include archery in multisport centres. Organising annual tournaments locally and team has attended number of international events. Strong progress has been made in four years of membership. Working towards gaining recognition of the National Olympic Committee as an individual federation, but facing slow process as everything must be processed through the shooting federation (this also applies to certain development initiatives).

- **LES – Lesotho Archery Federation**

When affiliated in 2019 there was no real archery activity – but a plan to receive equipment donation to OlympAfrica training centre and run a coaching course in the country. However, during the pandemic in 2020 all projects were put on hold. Currently has a beginner set of equipment (10 bows) and a plan to send a participant to the Resident Coach Programme in October 2023. Unfortunately, information in the Extranet is not up to date.

- **SYR – Syrian Arab Archery Federation**

Facing difficulties due to unstable political situation in the country and recent earthquake. Despite the difficulties, there is an active pool of athletes in the country and some living and practising in neighbouring countries. However, World Archery often struggles to get in contact with federation leadership. Unfortunately, the federation is not in good standing as of 25 May 2023.

- **PLW – Palau Archery Association**

Federation was expelled in 2017 and re-affiliated in 2019. Very reactive to emails and extranet is updated.

Affiliated in 2021

- **BRN – Bahrain Shooting Association**

The number of athletes decreased during the pandemic period and is now at 10, which is below the required level. Strong progress needs to be made in the near future as Bahrain will organise a Gymnasiade youth event at which archery is also included in the programme.

- **JAM – Jamaica Archery Association**

Showing initiative to benefit from development programmes. Received an equipment donation. The team has participated in number of international events, including para archery competitions. At the same time, the level of reported athletes is currently below the required number and the hope is that the equipment support will result in a boost in membership in the near future. Unfortunately, not very reactive to emails and the Extranet is not fully updated.

- **VIN – Archery Association of St Vincent and the Grenadines**

Development at grassroots level. Showing interest in programmes. Reported to have 50 athletes. However, the organisation has not yet gained membership to the National Olympic Committee.

- **YEM-- Yemen Archery Association**

Archery has a huge audience in the country. Development in grassroot level. Federation has a clear strategy 2022-2024. Has participated at international events. Showing initiative to benefit from development programmes. Received an equipment donation and has one Olympic Solidarity scholarship athlete. Very reactive to communications, Extranet updated, actively participating in online calls.

3.2.3. Final warning received in two previous editions of Congress

A detailed report on the listed federations will be provided by early July and their membership could be put to vote at Congress (warning or expulsion).

*Any federation marked as 'not in good standing' as of 25 May 2023, is marked with **

- Final warning in 2019: **CAF*, GHA, KUW, MLI*, NRK, RWA*, SEN, TOG**
- Final warning in 2021: **COD*, LAO, LBN, MAD, PRK, TGA***

3.2.4. Significantly late with 2023 membership fee payment (3+ month)

- **ALB*, ALG*, BHU, GUI, IRI, MAW, MKD, MNE*, NGR, PAR, SKN*, SLE, VAN***

3.2.5. Other

An update will be provided on federations in several regions that faced challenges in the past or have current issues. These include:

- **CMR, COD, HAI, HON, PAK, POL, SOL, SOM, SRI**
- **MEX – Mexico**

The Executive Board derecognised the Mexican Archery Association due to legal issues that could not be resolved. Operation and transition committees were established to protect the athletes and enable them to participate in all major events. An update will be provided during Congress.

3.3 Continental Associations

World Archery has conducted two questionnaires on governance for Continental Associations:

- November 2020
- May 2022

The questionnaires were evaluated against preset criteria. In total, there were 20 questions with a maximum of four points available for each. The maximum total score was 80 points.

One question changed between the 2020 and 2022 questionnaires, and there were some alterations in wording, but in general the two exercises were the same and the scores are comparable.

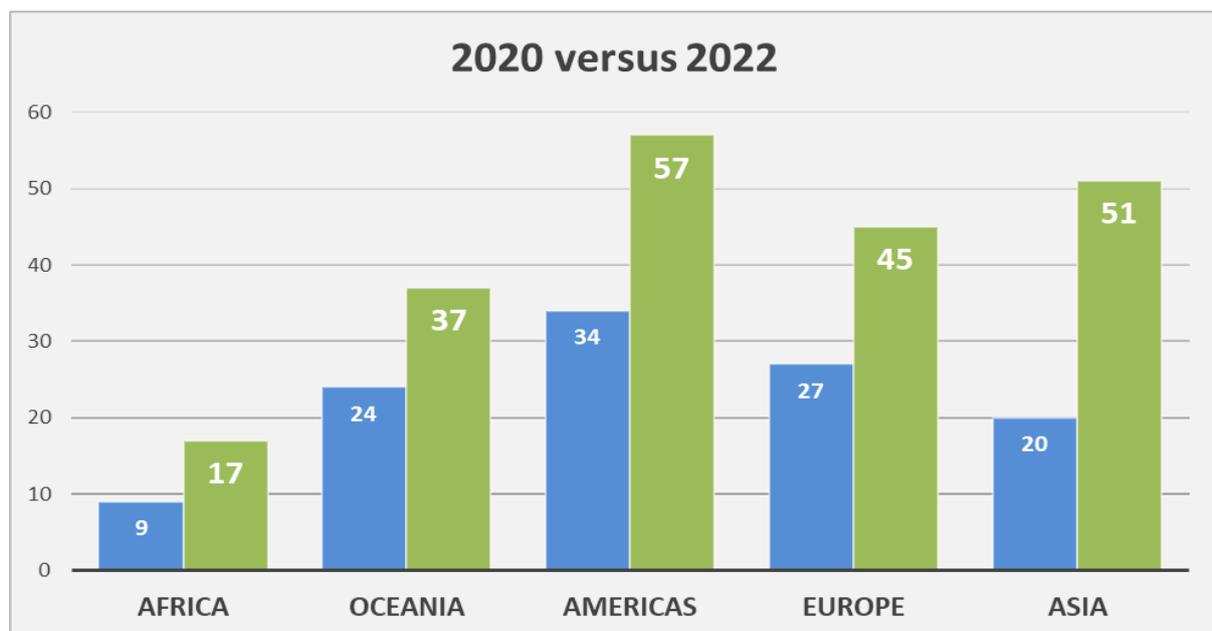
It is important to stress that only completed activities, published documents and accepted rules, not any that were upcoming or in-progress, were assessed in scoring.

Results in 2020:

- World Archery Americas scored highest with 34 points.

Results in 2022:

- All five continental associations improved.
- Four of the five continental associations scored more than 34 points (the previous high).
- World Archery Africa scored lowest but was capped because the organisation's website is still under construction.



Best practices:

- Transparency: Most documents and decisions, with extra details, published by World Archery Americas and World Archery Asia.
- Integrity and democracy: Athlete on the board of World Archery Americas.
- Integrity and democracy: Gender balance quota introduced for executive board of World Archery Africa.
- Integrity and democracy: Term limits partially introduced by World Archery Europe.
- Development: Launch of online tools during pandemic by World Archery Americas and World Archery Asia.

Focus areas:

- Improve athlete representation in decision-making.
- Improve bidding processes for events and the process of appointing of technical delegates.
- Introduce term limits.

During this cycle, four out of five continents held general assemblies or congresses. World Archery participated in three on site and in one through video conference. Below is a summary of the main outcomes.

Oceania

The congress was held on Zoom. Six countries were represented as well as the executive committee.

The vice president and secretary general were re-elected for a period of four years. The continental championships were allocated to Tahiti in 2023 (postponement from 2020), Solomon Islands in 2024 and New Zealand in 2026. An athlete representative will be elected by athletes competing at the next championships to join the executive committee.

Europe

Voting delegates representing 38 European countries attended.

The following board elections were held:

- **Mario Scarzella** (Italy) was re-elected as president for a four-year term almost unanimously with 37 votes.
- **Hakan Cakiroglu** (Türkiye) was re-elected as vice president for a four-year term almost unanimously with 37 votes.
- **Sabrina Steffens** (Germany) and **Jean-Michel Cleroy** (France) were elected as members of the executive board for four-year terms, while **Daniel Pavlov** (Bulgaria) was elected as a board member for a two-year term.

The following motions passed:

- Several changes to the constitution and rules, passed en-bloc, to bring it into line with current good governance practises.
- Permit the biennial continental congress to take place immediately before or after any World Archery Europe Championships or Grand Prix. No longer mandatory prior to the European Outdoor Championships.
- Term limits for permanent committee members as indication of good governance
- Deadline for registration of proxies and voting delegates at least 10 days before each edition of congress.
- Liaisons officers appointed by the executive board for a period of two years.
- Allow congress to be held virtually in case of pandemic or force majeure.

Africa

Archery Africa has held its congress on 4 November 2022 in Pretoria (South Africa). Delegates from 16 member associations were present, with a further five issuing proxies. One additional member (Chad) arrived on site but was not permitted to vote due to not registering in advance.

Good governance principles were ignored during voting and proper procedures, like asking for abstentions and votes against when there is no unanimous decision, must be introduced for the next congress. Chad left the meeting after the vote.

A second vote was held which allowed Uganda to attend since they had registered but after the 'non-constitutional' deadline.

The following board elections were held:

- Incumbent council members **Barbara Manning** (South Africa) and **Abdullahi Mohammed Baba** (Nigeria) were elected vice presidents (for South and West, respectively) of the organisation until 2026.
- Four new members were elected to the executive board: **Abderrezak Lazreg** (Algeria), **Ahmed Sameh** (Egypt), **Karim Farhat** (Libya) and **Iona Bartosz** (Zimbabwe). The latter will serve two years rather than four.

Several motions were passed that will improve the good governance, such as weighting voting which has already been introduced by World Archery. The association's name was officially changed to World Archery Africa and rules for proper registration deadlines for congress were put in place.

Americas

A record 31 out of 34 member associations were present or represented at the general assembly held on 25 November 2022 in Santiago, Chile.

Maria Emma Gaviria, vice president of World Archery, was unanimously re-elected president. Elections were also held for the positions of vice president, board members and the various committees of World Archery Americas.

Eleven motions were approved, including a 12-year maximum term limit for one person in the same position in the association, staggered elections for committees, and the removal of geographical distribution of the vice presidencies, who may now come from any region.

4. World Archery Excellence Centre and FIDTA

The World Archery Excellence Centre has now been operating for six full years.

Shortly after the last Congress, I had to take over the role as acting director of the centre. This was the case until we were able to hire **Frederic Michel** who came with the experience of running a similar centre at UCI (Cycling). He started in February 2022 and will present his first report to Congress in Berlin.

It is clear that he has been able to rationalise many of the processes and the centre is now managed in a professional way. He also reorganised the centre operations in two departments. One linked to sport and one linked to commercial/admin activities. Several staff changes have happened and some further changes are planned especially with the arrival of the new head coach, **Marc Dellenbach**. We also were pleased to hire **Howard Catherine**. This in replacement of **Kyeoung Su Yeoung** and **Raymond Parroz** who both left in 2022. Accounting has now been outsourced to LOYCO which allows the centre to be more reactive on the financial side.

Due to the impact of the pandemic and the financial impact on the financing of the centre a renegotiation of the mortgage of the centre had to be completed and this was finalised in 2022. This allowed both FIDTA and World Archery to plan long term and will be reflected in the financial plan you will see as part of the Congress papers.

For what concerns 2022 and 2023, the funding received from the International Olympic Committee for international federation development programs continues to be fully transferred to the World Archery Excellence Centre.

The activities of the Centre will be covered in the report of FIDTA later in the agenda.

The Foundation Board had two resignations since the last meeting which are **Greg Easton** due to family and business reasons and **Paul Paulsen** due to the fact he didn't want to travel anymore and his wish to delegate it to someone younger.

5. Information technology and the internet

For World Archery to remain current, we need to continue to invest in information technology. Our IT projects are managed by **Matteo Pisani** and he has an extensive team working with him at and outside of events.

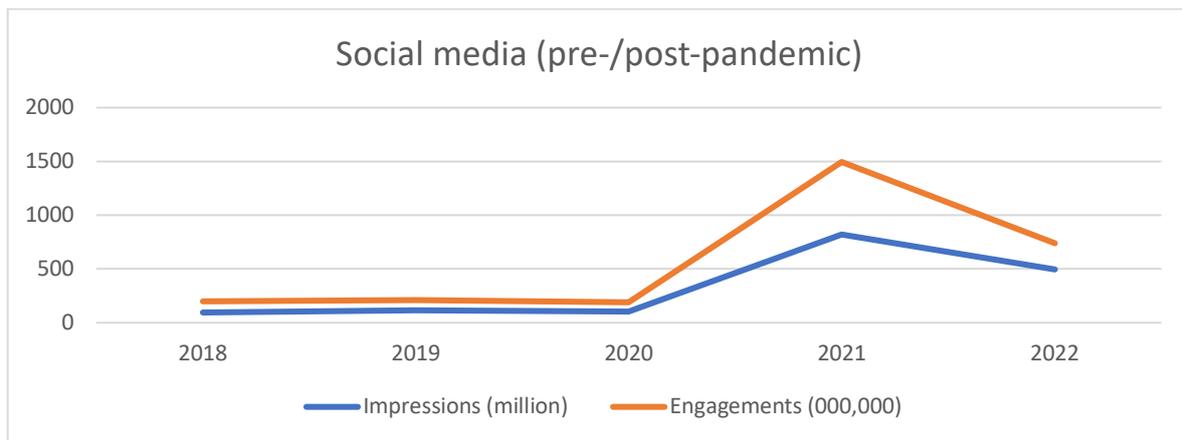
- **WAREOS:** Further enhancements and functionality has been added to WAREOS including the management of continental records. A test for national records is also planned. Matters related to the governance of member associations, the full management of judges as well as other admin tasks have been added. The login now also draws attention to any important upcoming tasks.

We remind that each member association must administer its users and is expected to put the necessary procedures in place to prevent abuse.

- **RyngDyng:** The Ryngdyng system has continued to be improved and is now a reliable way of automatic scoring. A club based version is also available which can be used for training and can be linked to a pda system for training management.
- **Database:** The database continues to be expanded and updated
- **Results operation and accreditation:** The accreditation system continues to be improved and the gate check application is now operated without a use of a scanner but by a touch mechanism making it very reliable. Our results systems are more and more used at multisport games and we need to train additional staff to ensure we can deliver on all requests. This will include a mandatory certification.
 - The online ticketing system for WAREOS and support to Member Associations is extensively used and allows the IT team to be efficient in answering as well as seeing if there are any hotspots that need to be further developed.
 - The World Archery Results system is fully compliant with latest ORIS and ODF standard released which allows us to be the key on-venue results provider for many events around the world including the next Olympic and Paralympic Games.

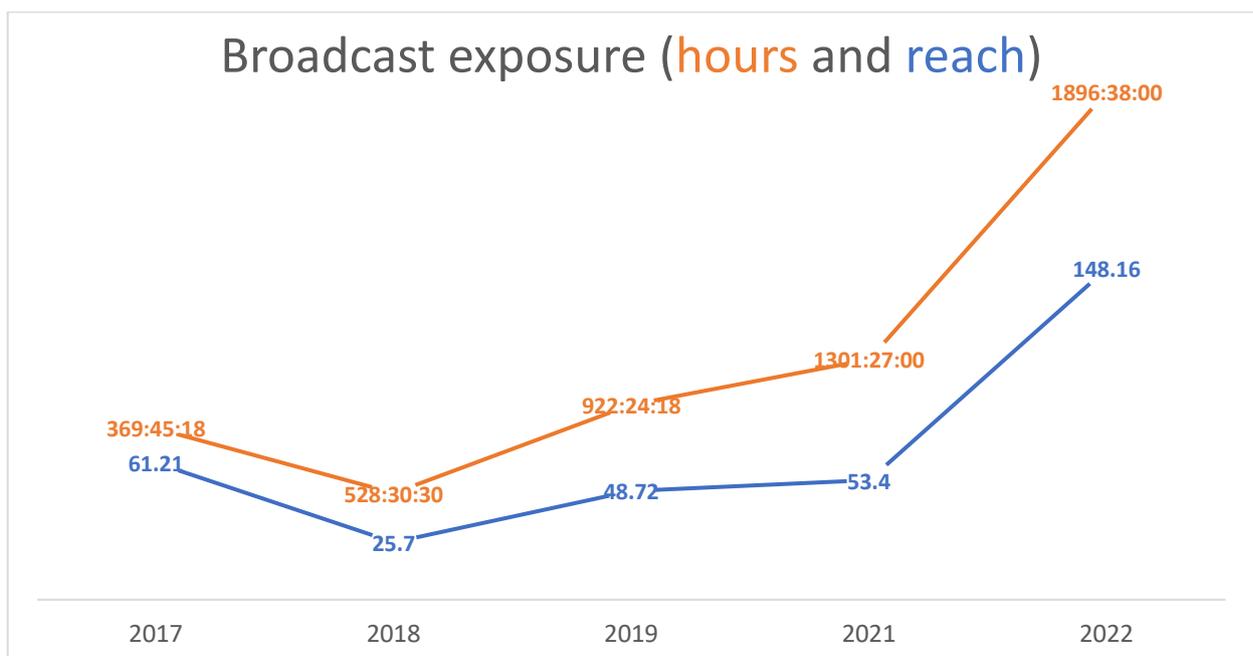
6. Communications

- World Archery made a decisive change to its strategy during the pandemic to extend its vision to include people consuming archery content rather than just those participating in the sport. This is fully in line with the vision that is part of the strategy we approved in last Congress.
- This resulted in a very successful year in 2021, when archery was named the 12th most-popular Olympic sport on digital during the delayed Olympics.
- World Archery social media has accrued 1.3 billion contacts over the last two full years (2021-2022), compared to 210 million in the previous two years.



7. Television production and distribution

- Since 2017, the annual number of hours of international archery events broadcast in key markets has risen by more than 500%.



– Much of the growth in digital and linear consumption has come in high-population markets like India, China and Mexico.

– World Archery currently has annual broadcast agreements with:

- CCTV (China)
- SPOTV (Korea and Southeast Asia)
- TRT (Türkiye)
- Eleven (Chinese Taipei)
- Claro Sports (Mexico and Latin America)
- SonyTEN (India)
- Rai (Italy)
- Eurosport (Pan Europe)
- Asian Broadcasting Union
- Olympic Channel

The federation also works with a large number of other broadcasters on an event-by-event basis which will include this year ARD/ZDF in Berlin and Ceska Televize in Pilsen. An update will be given during the Congress.

The other reason for the growth is the fact that through the remote production and a standard production brief, we can ensure the quality and the consistency of the production, the commentary, and the graphics. By telling the right story and being dynamic rather than showing the static target, we achieve a much bigger fan buy-in.

The combination of remote production combined with local broadcast crews also achieves a higher commitment from local broadcasters and production providers, while maintaining a consistent image and reducing the carbon footprint.



World ranking events

Veronica’s Cup resulted in new relationship with Slovenian television.



Squad as product

France among federations using national team to effectively market sport.



News moments

Every Olympic qualifying moment will be captured on camera.

– This growth is only sustainable with the introduction of new content, specifically targeted at countries that do not already have a broadcast deal. This is where the ongoing investment in content from world ranking events, Olympic qualifiers and from national federations in promoting athletes and coaches will have a huge impact going forward.

8. Sponsorship and Marketing

8.1 Sponsors

8.1.1 Main sponsors

8.1.1.1 Hyundai

2022 was the last year of an initial three-year agreement lasting 2019-2021 but because the pandemic impacted all 2020 events, an amendment to the contract was signed to include 2022. The new contract was signed for 2023-2025 with a slight increase, which given the current economic situation is very positive.

Eurosport spots were delivered with a slight drop back in terms of reach, but overall sponsoring value has never been as good as this year.

8.1.1.2 Errea

By the end of 2022, Errea will have issued a new commercial to be aired on Eurosport. During 2022, continuous communication lead to both parties continuing to have very good relations and increasing business.

Thanks to our agreement, Errea is gaining market share and has been able to equip the following teams:

- Great Britain
- France
- Italy
- The Netherlands
- Australia
- Ukraine, supported by World Archery following the beginning of the war

In most of these countries they also equip their national judges and have developed merchandising with the brand.

8.1.1.3 Turkish Airlines

Thanks to the President's negotiations, Turkish Airlines agreed to reconduct the contract for 2022 and 2023.

8.1.1.4 Sportoto

Sportoto has never achieved such a great sponsoring value. In 2021, the sponsoring value was 6.07 million EUR and in 2022 it hit over 43 million EUR thanks to great overall performance. The challenge with Sportoto is the devaluation of the Turkish Lira against other major currencies which despite the amount having been increased quite a lot, the actual value to World Archery is decreasing.

8.1.1.5 Other agreements

There have been developments in the timekeeping category. In 2021, World Archery ended its long relationship with Longines, which was due to a decision at the group level of Swatch as well as a decision by World Archery where the actual costs of using their equipment did not outweigh the benefits. We thank Longines for the great cooperation, however it was a time to move forward.

For the 2022 Hyundai Archery World Cup Final, TITONI came on board to provide prizes but there was ultimately no long-term extension.

For 2023, World Archery has entered into a new relationship with SNGLRTY, which is a different type of commercial deal. For the first time ever, we were able to convince a manufacturer to make an archery-specific watch. SNGLRTY's approach is unique and although it is a small brand, we think that this is a very promising deal. Revenue on the sales of the archery-specific watch are shared, which makes this potentially a very profitable deal for our sport.

World Archery and SNGLRTY were also able to restore the Prize of Precision, which benefits the athletes. We will be able to officially present the watch in Berlin.

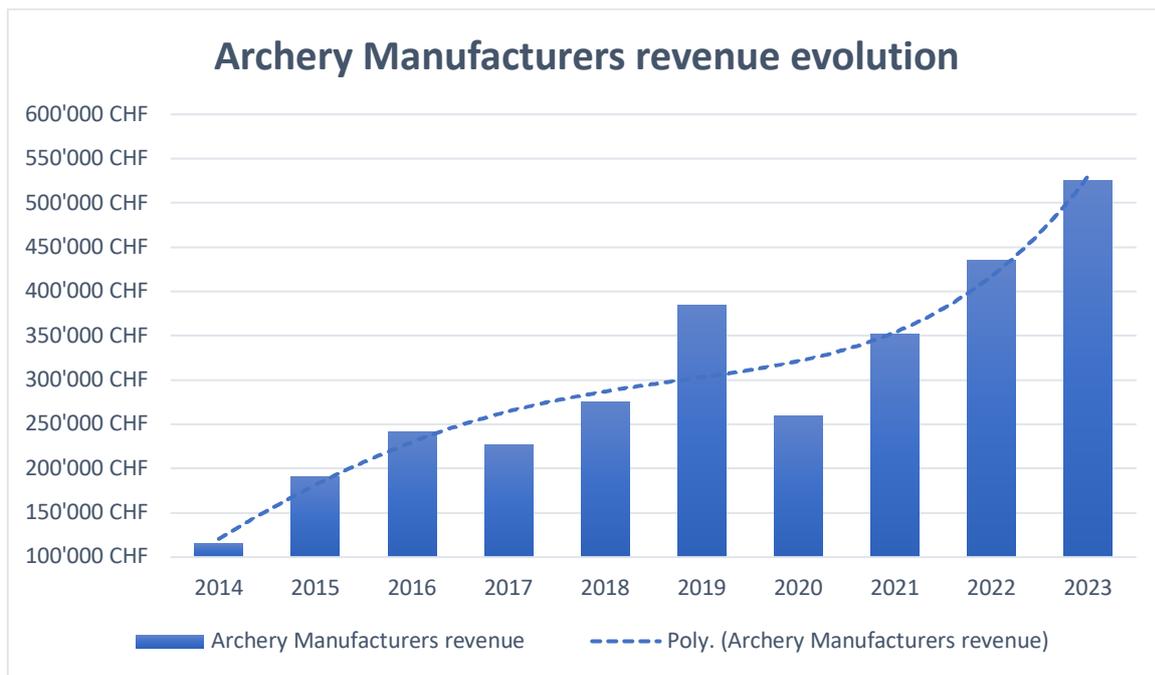
NV Logistics continues to be our reliable logistics partner making sure we have all of our equipment in our events. Due to the fact that for cost and sustainability reasons we ship a lot less, this partnership has been reduced in overall value.

1.2 Archery manufacturers

In 2022, Sanlida Archery joined World Archery as a Diamond Partner for a period of 3 years. Included in this partnership: Product and Target License, Website advertising and World Ranking Title Sponsorship.

Lots of discussion occurred after the announcement but there were not any tangible facts that could jeopardise the agreement and we were able to get a dialogue going again between certain manufactures and Sanlida which solved some of the past issues.

We can see in the graph below that the share of income from Archery manufacturers has grown a lot since the last 10 years. We should however be conscious that this has a limit since the manufacturers also spend a lot of money in free product to athletes. Care must also be taken to select appropriate partners.



9. Finances

Based on our constitution, both I and the Finance and Audit Board report on the finances. Details are given in the audited accounts, but I wanted to give some additional information.

The currency employed in this report is Swiss francs (CHF) because World Archery uses the Franc as the reference currency for all matters due to our requirement under Swiss association law.

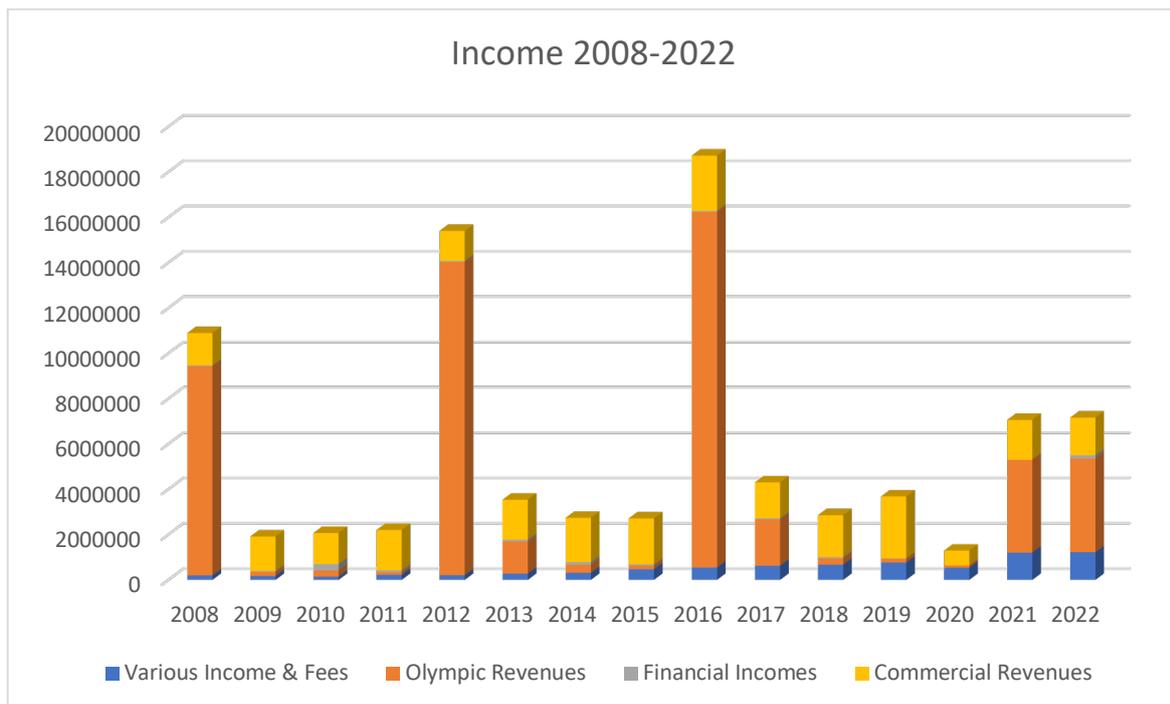
Income in CHF

Following a decision at the 2021 Congress, the Olympic Revenues are now split over four years. This gives a more balanced view and allows us to better manage the income versus expenses. This has caused a shift in our balance sheet and combined with an advance of the centre of CHF 2.2 million for paying back the mortgage caused the lack of capital in 2021 and the remark in the auditors report in 2021 which stated:

“30.Excess of liabilities over assets The financial statements disclose an excess of liabilities over assets of CHF 743,282. This is mainly due to the excess of expenses over income of CHF 1,827,609, as a consequence of the provision recorded on the loans receivable towards FIDTA, illustrated above. The Executive Board is putting in place the necessary measures to decrease the operating budget in 2022 by 5% and is confident about the Federation's ability to continue as a going concern.”

However, when asked for further clarifications by our bank the auditors stated:

“We can also see on the Financial Statements that World Archery [sic] has a strong cash position of over CHF 10 million [sic] on the asset side and CHF 10.5 million [sic] deferred revenue on the liability side of the Balance Sheet which is a rather healthy situation.”



Because of the shift of spreading the Olympic revenues over the four years, we will no longer see that peak every four years as in the past and it is easier to compare the years. However, we can see despite the economic downturn and the loss of Longines, the commercial revenues being quite stable.

As was the case for the four preceding years, exchange rates were monitored on a daily basis. Most incomes are in US dollar (USD) and the value of the dollar varied with respect to the Swiss Franc from 0.88 to 1.01. However, in 2021 and 2023 it has varied between 0.88 and 1.01. At the time of writing, it is around 0.9.

Following the pandemic, several loans that were put in place have now been reimbursed:

- International Olympic Committee loan: USD 2.5 million/CHF 2.35 million (a further loan of USD 2.5 million/CHF 2.35 million in 2021). All reimbursed in 2021.
- Swiss confederation support: credit COVID-19 CHF 366k. Reimbursed in 2022.
- Mortgage of CHF 600,000 on the office. Reimbursed in March 2023.

Expenses in CHF



In 2021, the expenses were in line with the budget. However, they had increased in line with the income as well. Between 2021 and 2022, income increased by 1.5% while expenses decreased by 14.5%.

In 2022, operating expenses decreased by around 25% on the previous year, very much linked to the fact that we were able to reduce costs linked to broadcast and distribution based on more remote production as well as less other event costs.

It is clear that the financial impact of the pandemic was huge and 2022 was a first step back in the right direction. We must continue to build up reserves for the future.

The fact that in 2021 we have reduced fixed costs by reducing staff expenses has helped but also means less resources were available when the sport and especially events and development programs resumed in 2022.

It is critical that we monitor expenses and that the organisation generates more revenue, which is not easy in the current economic climate with increasing inflation (although inflation is still low in Switzerland which is beneficial). This has however an impact on for instance the SporToto revenue and the current strong Swiss Franc has an impact on the US-based revenues. The priority goal remains to make major events more sustainable by increasing revenues.

The World Archery Excellence Centre will continue to be a major cost factor but with the renegotiation of the mortgage this has been addressed and **Frederic Michel** is doing a good job in reducing the annual contribution of World Archery to the centre.

I refer to the respective audit reports as well as the finance and audit board report for further details.

One aspect that Congress needs to consider is the auditing standard for the future. Under Swiss law, a restrained audit is sufficient for what concerns an organisation of our size whereas so far we have done a regular audit. The main difference is that the opinion of the auditor in the report is different.

Where a restrained audit will give an opinion that there is nothing that would indicate that something was done wrongly, a regular audit would state that the accounts comply with the procedures and laws in place. However the complexity of a regular audit has increased under Swiss Law and the cost as well.

For 2022, since we wanted to be consistent with the past we have continued with a regular audit, but if we want to keep doing this there will be a significant increase in costs both by the invoice of the auditor as well as additional accounting resources. Full details will be provided during Congress, including a recommendation by the finance and audit board.

10. Events

General remarks

The first event after the last Congress was the combined Hyundai World Archery Championships and the Hyundai Archery World Cup Final in Yankton, South Dakota, USA. This event was the last mid-pandemic event where restrictions on travel and participation were in place and Yankton was probably the only place in which we would have been able to hold the event. We thank **Bruce Cull** and his team on the successful completion of the two events.

We then started the Indoor World Series with two events only in 2022 and then the stages of the Hyundai Archery World Cup. The implementation of the new World Ranking System and the related requirements are a success. Further information on the media impact of this approach is available in other parts of this report.

In 2022, we counted with two Indoor Archery World Series events, four Hyundai Archery World Cup stages and the Hyundai Archery World Cup Final, three world championships, and 19 world ranking events. World Archery staff were also involved with The World Games.

Some major multisport events still suffered from pandemic restrictions and were postponed, such as the FISU Summer Games planned in Chengdu (China), and the Asian Games and Asian Para Games in Hangzhou (China). We also had to relocate the second stage of the 2022 Hyundai Archery World Cup from Shanghai to Gwangju.

In 2023, we were finally able to return to Shanghai and the participation was actually higher than in 2019, which is a good sign.

Timing system

As of 2022, we also had to compose with the Longines contract termination. The timing system formerly provided by SwissTiming was replaced by a in-house software, which was requiring the rental of extra LED panels during events.

The impact was therefore important on the volume of boxes we are shipping to each event, for a positive ecological impact but also a major saving on shipping costs. It seems that the system was understood and accepted by the respective directors of shooting that had to operate it since the first event in 2022.

Sport Presentation

We had major issues this year with show directors not being able to travel to event for pandemic reasons. **Tyler Hines**, who was running our events at the end of 2021, the Vegas Shoot and the World Archery Para Championships in Dubai, was hired in a permanent position with the New York City Football Club.

We organised with him a very successful transition to **Ian Mollard**, by creating a set of documents and an audio library that could be easily transferred from show director to show director, allowing us to be more flexible with the person hired for the position. It proved very efficient when Ian was not able to travel to Gwangju for pandemic reasons and was replaced by **Cheryl Tan** from Singapore at the last minute.

In 2022, we also gave the liberty for organising committees to hire the in-venue announcer of their choice, to fit with their audience in terms of message, but also language, it has proven being very successful at some occasions like in Antalya, Paris and Medellin (we also hired the speaker of Medellin to cover the Hyundai Archery World Cup Final in Tlaxcala), and came out challenging in other situations like Gwangju or Yankton.

For 2023, we have hired **Marc Chavet** for most of the events to have a more consistent approach.

During the season, we also trained **Oguzhan Ulucan**, from the results team, to be our in-venue video operator, in charge of the in-venue screen production. This brings another level of consistency and quality to the images displayed at the event, and the service offered to spectators.

Judging

After each event, a debrief is organised immediately at the end of the event (the last day of the finals for most of cases), between the head of events from World Archery and/or the technical delegate of the event, the chair of the judges commission of the event, the chair and deputy chair of the judges committee.

By doing that, we improve the dialogue between all parties, making sure that we are all on the same page, and that the information is not distorted or mis-interpreted through emails. This improves the communication and transfer of knowledge between judge commissions

Medals

For the two last World Championships of the 2022 season, it has been a real issue to get the medals in time and we had to change manufacturer. For championships in 2023, we will have a new design by La Monnaie de Paris, who will be also be the provider of the Paris 2024 Olympic Games. They will be used for the first time in the World Archery Youth Championships in Limerick.

10.1 Indoor events

The 2022 Indoor Archery World Series consisted of only two events (Nîmes and Las Vegas), both held in 2022, and an open ranking running between November 2021 and February 2022.

The preparation of the 2023 Indoor Archery World Series, consisting of four events, was delayed due to the final approval and contract signature with the Chinese Taipei organising committee. This delay, and the late opening of registration for the first two stages (Strassen and Taipei) may have impacted the participation.

10.1.1 Sud de France Nîmes Archery – Nîmes (France) 2022-2023

In 2022, the event could be held again with almost normal circumstances. However, the uncertainty that remain around some restrictions impacted the participation, with a final 691 athletes participating.

We had the participation of two unannounced visually impaired athletes, for which a specific category was created at the last minute, and the organiser chose to award them even if the visually impaired category was not an open division. This led to a discussion with the para archery committee, which agreed that if the division is not open in an able-bodied event, they should compete and be ranked in any of the open divisions.

As in previous years, the organiser chose to hire World Archery as a service provider for results on top of the results supervisor foreseen in the Indoor World Series standard agreement.

In 2023, the event was back to the pre-pandemic numbers with 1048 participants from 43 countries. Since the organiser had to compensate with the financial losses for 2021 and 2022 he only applied for a 500 series event

For the first time, there was also a Indoor Archery World Series Youth Finals organised to develop more youth participation. This will become more important in the future when more events will become part of the circuit. For 2024, some further improvements are planned in the area of sport presentation and the show producer of the archery event at Paris 2024 should be involved.

10.1.2 The Vegas Shoot and Indoor Archery World Series Finals – Las Vegas (USA) 2022-2023

As in past years, the organising committee hired the World Archery results team to handle the competition. There was an issue in 2022 between USA Archery and NFAA on members recognition. This, following a meeting between **Rod Menzer** and **Bruce Cull** in Yankton during the World Archery Field Championships, is now resolved.

In 2023, a new record of participation was set with 3909 participants from 55 countries. We also had the visit of the chief operating officer and sport director of LA 2028 as well as an International Olympic Committee staff member working for the Olympic Programme commission to learn about the Indoor Archery World Series Finals and especially the compound event.

We were able to showcase the event overlay for this event and the efficiency of our event operations, which was appreciated.

We can say without any doubt that despite it being the biggest ever, it was also the one that had the smoothest operations. From the registration until the finals everything went well. The only challenges were the rules for the Indoor Archery World Series Finals, which need to be amended to reflect a non-pandemic situation to stimulate participation in more than Vegas and Nimes.

This will be amended for 2023-2024. A great thanks to Bruce, Brittany and the entire team that delivered the event.

10.1.3 GT Open – Strassen (Luxembourg) 2022

The GT Open was the first event of the 2023 Indoor Archery World Series. In the week prior to the event we, unfortunately, had to remove a round of qualification due to the low number of registration.

The organiser managed to set up a great event, taking into consideration the comments made at the end of the 2019 edition, which was the last they could organise.

A great effort was made into improving the finals venue and the image of the event.

1.1.4 Taipei Archery Open – Taipei (Chinese Taipei) 2022

With a participation of 295 athletes in total, this can be considered as a success in participation for an Indoor Archery World Series event held in Asia. There is some areas of improvement to have more countries participating, especially Korea and Japan for instance.

The terms of the agreement were fully respected, especially referring to the International Olympic Committee Resolution. The organising committee worked on creating a very good scene for the finals, including entertainment, improved television production, and a live virtual reality feed.

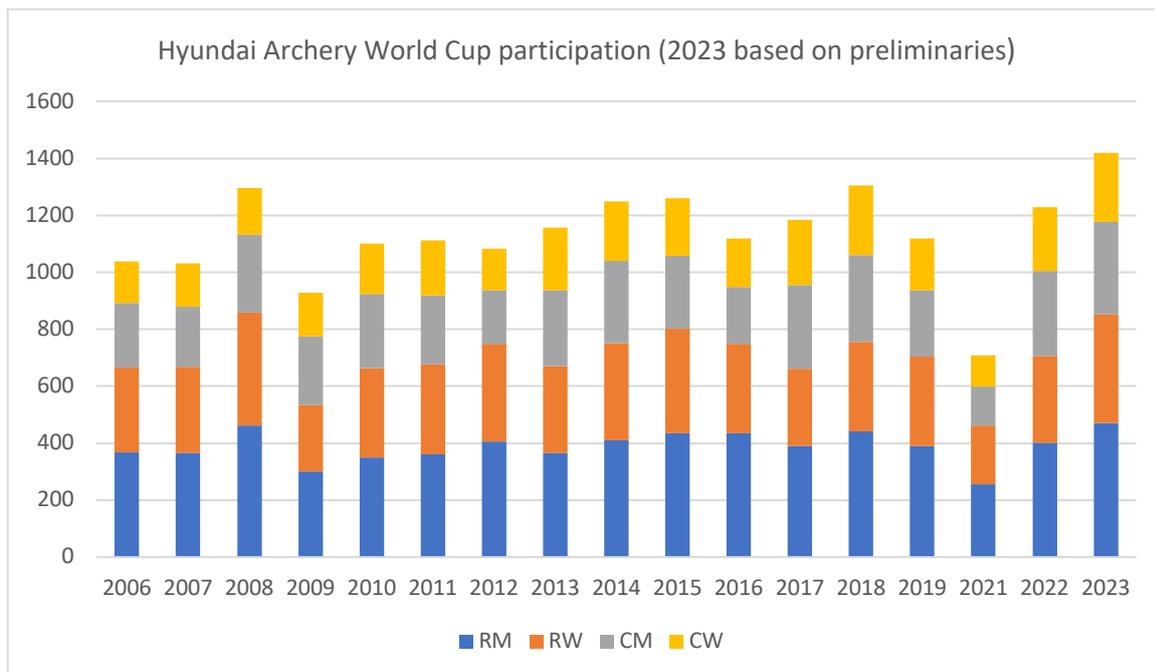
The current set-up could still be used to grow the event. It could easily accommodate an Indoor Archery World Series stage with 400 or 500 participants.

10.2 Outdoor events

The participation in 2022 returned to a high level. A number of changes were brought to the 2022 Hyundai Archery World Cup season:

- Bonus points for qualification
- Removal of top-eight protection
- Application of the 30 seconds per arrow shooting time
- Procedure for equipment inspection
- Standardised schedule
- Increased prize money for athletes

These changes helped bring some more consistency across all stages but also reduce downtime during the competition in general.



1.2.1 Hyundai Archery World Cup stage 1 – Antalya (Türkiye) 2022-2023

The first event of the season took place in Antalya, the venue in 2022 for qualification and elimination rounds remained the same, whereas the finals venue was determined on the last minute in a place that was smaller than previous years and farther from the qualification venue.

The cooperation with organising committee was even better than in previous years and helped run a very smooth competition, despite the challenges proposed by the tight location for finals, and an unusual setup of venues with main hotels being further from competition venue, and the latter being apart from practice area.

The implementation of the row of tents for shading at competition venue was really appreciated by all, and is definitely an improvement in the standard of the competition.

In the future, the organising committee should be considering improving the promotion side of the event in the city, and the potential of generating revenues by ticketing. Chosen locations are often in very public and touristic areas.

In 2023, we were back to the original beach with the known iconic backdrop. It was great to see a great medal spread and some new national anthems being played.

1.2.2 Hyundai Archery World Cup stage 2 – Gwangju (Korea) 2022

After the bidding review of the 2025 World Archery Championships, it was proposed to the organising committee to take up the challenge of replacing Shanghai as a Hyundai Archery World Cup stage organiser at the last minute. The city of Gwangju, with the help of Korean Archery Association, made great work in organising an event in only six months. The main issue faced during the events was the still ongoing pandemic restrictions and entry policies for Korea, but overall, that did not affect the competition.

The other challenge of this event is the distance between the international airport of Incheon and the city of Gwangju which represents a three hour and a half drive on average. The facility used for

the competition being an existing competition field used for previous FISU Games made the organisation of the event much simpler than it many other places with all the facility offices and infrastructure being available already for archery which confirms the right choice of Gwangju as the organiser of the 2025 Hyundai World Archery Championships.



1.2.3 Hyundai Archery World Cup stage 3 – Paris (France) 2022

This was the second Hyundai Archery World Cup stage organised in Paris. This year, pandemic restrictions were lifted, and the event was conducted without bubble or sanitary restriction. It could also welcome public and the finals could finally be held in the Chateau de Vincennes as was originally planned.

Unfortunately, due to budget issues, the organising committee had to make some choices, especially in some of the services offered to the athletes, such as catering quality, water station availability at Charlety. The accommodation also turned out to be a real issue, especially with one hotel from which we had to relocate athletes, as the cleanliness of the room could not be insured.

The finals at Chateau de Vincennes offered a great picture for the final, and television footages were really good.

Paris was also the opportunity for us to welcome some sponsors, Easton and Archery Analytics. It was the opportunity for Archery Analytics to show the RyngDyng (in use for automatic arrow detection during our finals) to teams and coaches.

1.2.4 Hyundai Archery World Cup stage 4 – Medellin (Colombia) 2022

Medellin organised once more a Hyundai Archery World Cup stage, in replacement of the Guatemalan event that could not be continued in 2022. But the set-up was changed from the previous qualifying venue to the permanent federation's field. This was complemented by two other fields.

In general, the set-up worked well but the second qualification field created some challenges such as the complexity on running the same event on two different timings, with different speaker, but with a proximity that allowed sound to be heard from one to another, especially timing sound.

It is envisaged to use another field for 2023 for qualifications that should provide better quality. The finals venue was a new venue and was good with only one serious drawback, the view for the spectators on the athletes. For the first time live images from a drone were used during a stage of the Hyundai Archery World Cup.



1.2.5 Hyundai Archery World Cup Final – Tlaxcala (Mexico) 2022

The 2022 Hyundai Archery World Cup Final was organised in Tlaxcala, two hours east of Mexico City. Despite being held in a small town, in a state where archery is not prevalent, the organisers showcased archery in an impressive way and took the opportunity to leverage the full potential of activities around this important event.

They found ways to engage the population in the event, with a parade being organised in the city centre, leading to the finals venue, attended by more than 8000 people gathered in the streets. Athletes were presented to the crowd in a fantastic display. It was also the first time that tickets were sold for an archery event in Mexico, for 10 USD per session, and all sessions were full, with stands of 2000 capacity.

The main two squares of the city (where the event was held and the one adjacent) were closed and under a security perimeter to allow population gathering, trying archery, eating and going through the various shops and activities set up for the event. A drone show was also organised on the Saturday evening.



The event hotel, even if small, was able to accommodate most of the athletes and coaches, and was conveniently located across the square where the finals were built.

The original plan of the organising committee was to host the event for a three-year period in Mexico, to celebrate archery and the medal won in Tokyo. This event sets a really good start for this long-term collaboration, and sets also a standard of what we should be expecting for the future from them, but also from other organisers of the Hyundai Archery World Cup Final.



1.2.6 World Archery Para Championships – Dubai (UAE)

Technical delegate: **Dominique Ohlmann** (France)

The event was held in a venue built for impaired persons, which offered great accessible facilities, at a very close distance from the hotel, which did not require transportation for most of the athletes. The hotel was also in capacity to welcome and accommodate all participants of the event. Which is a very positive set up compared to the usual complexity of having to have a great number of different accommodation to have enough accessible rooms.

Having the finals venue built alongside the competition venue allowed us to try having more finals sessions, and using the stadium lights for night shooting. The images and the production around the World Archery Para Championships are the best that were produced to that in terms of quality and quantity, including also the visually impaired category for first time in the broadcast (as a match cut).

The war in Ukraine also started during the event, creating a complicated situation for the Ukrainian team who faced difficulties in getting back home, as the entire team's flights were cancelled. With the help of IMSSA (international license insurer) and Turkish Airlines, World Archery provided tickets to the team allowing them to get as close as possible from the Ukrainian border in Poland. Our international judge from Ukraine appointed for the event chose to leave the event as soon as possible to be with her family.



1.2.7 Rinehart World Archery 3D Championships – Terni (Italy)

Technical delegate: **Michel Daumas** (France)

For this event, World Archery negotiated a deal with Rinehart Targets to be the official provider of the event. However, the terms of the contract took a long time to negotiate and the targets were delivered with quite some delay, which caused issues for the organiser in terms of preparing the layout of their courses. Despite those issues, the organising committee managed to put up a great course for qualifications, and also varied elimination courses.

Unfortunately, on the day of the elimination round, they suffer a heavy rainfall on the mountains which caused the venue to be completely flooded. The organisers managed to find another venue in the morning when they discovered the field could not be used anymore, and relocated in a record time at the club’s venue, to be able to organise the teams finals.

Hotels were located quite far from the main venue used for qualifications and eliminations, with an approximate 45-minute journey. The finals were hosted successfully among Roman ruins which gave it a special touch.

1.2.8 World Archery Field Championships – Yankton (USA)

Technical delegate: **Kristina Reitmeier** (Czech Republic)

The participation of the event was quite low and some analysis should be made to understand if the reasons are the location, the costs or the timing of the event (Only few weeks after World Archery 3D Championships and after the World Games). The organiser did a fantastic job in making an area that was considered flat as very challenging and athletes all agreed that the courses were challenging and worthy of a world championships.

We had a hard time finding an appropriate television crew to cover the event within the budget available, mainly to the costs of production inherent to the host country. Also we faced several connection issues during the coverage which caused the signal to drop occasionally. The challenge also faced was updating scores during the finals linked to the position of the technical area. The last target that was on an hydraulic platform was a great way to make the targets challenging but it should be considered only as a last resort.

1.3 World ranking events

The coordination of World Ranking events was delegated to **Cécile Tosetti**, covering the quality check of the invitation package, the opening of registration system, the coordination of anti-doping with International Testing Agency and the collection of reports.

The number of World Ranking events held in 2022 is showing that enforcing the new set of requirements is doable, and having had those events across four continents shows that we are building a strong base for our international events.¹

What worked	Improvement area
<ul style="list-style-type: none"> • Number of events • Improvement of event quality overall. • Anti-Doping tests carried out • Calendar coordination to avoid clashing with World Archery events • Production and promotion of the events through our social media. 	<ul style="list-style-type: none"> • Lack of structure around Technical Delegate (training, appointment, certification, reporting) • Better control of appointments in general • Clarity on classification panel appointment

¹ Restrictions in Oceania made it complicated to move around recently, and gather the minimum 4 countries participating required.

The classification committee had a hard time being informed of when a classification panel was needed. We updated the registration form so an organiser of a world para ranking event could mention if the classification panel was needed. So World Archery office could direct the notification to the committee.

Certain procedures need to be improved to ensure that appointed results manager and technical delegate are experienced. It appears that too often, the technical delegate is involved in the days that immediately precede the events. Results staff appointed this year turned out to not have the necessary training to provide live results as required. This will be resolved by having in future a mandatory certification of this staff.

2. Event Participation

Event	Athletes (% Women) <i>Last edition</i>	Officials <i>Last edition</i>	Countries <i>Last edition</i>
Hyundai Archery World Cup stage 1 2022	340 (42%)	123	47
Hyundai Archery World Cup stage 2 2022	263 (47%)	96	38
Hyundai Archery World Cup stage 3 2022	360 (41%)	125	51
Hyundai Archery World Cup stage 4 2022	265 (43%)	92	38
World Archery Championships	336 (43%)	131	53
	587 (42%)	311	88
World Archery Para Championships	212 (33%)	159	40
	291 (35%) ²	214	51

² 's-Hertogenbosch (NED) – 2019 – Olympic & Paralympic qualifier

World Archery 3D Championships	321 (38%)	40	30
	265 (39%) ³	48	25
World Archery Field Championships	204 (41%)	53	26
	271 (41%) ⁴	38	31

eSports

Together with the Singapore-based company Refract, Tic Tac Bow was launched in 2023. This game will be part of the Olympic Esports Week in Singapore in June 2023. Qualifications took place in May and two live events were hosted by World Archery. The game has been downloaded more than 100,000 times on Google Play and similar number on the Apple store.

This application created new challenges for World Archery and the International Olympic Committee since some hacking of the game took place after its launch. People trying to cheat is another challenge but Refract has done all it can to resolve this. The purpose for World Archery is promote the sport and it seems that some of our top athletes are pretty good at it as well.

Paris 2024 Olympic and Paralympic Games

The Olympic Games are now less than 440 days away and the qualification will soon start. **Sebastien Flute** is leading the team in Paris and can use all the experience he gathered in Tokyo. He is assisted by **Thomas Aubert** and **Yuko Okura**, which will create a winning team on the organisation side.

The venue, although it looks huge, is actually small due to the many environmental restrictions. We expect full stands during the Games and the images produced by OBS will be stunning. The test event will be organised as part of the 2023 Hyundai Archery World Cup stage in the French capital and there will be no test of the ranking round field before the Olympic Games.

In this way World Archery, really continues to assist the Paris 2024 organising committee with true optimisation of costs and complexity. While we had hoped to have an even more direct event delivery role, World Archery will play a critical role in On Venue Results.

Other Future Games

The University Games will unfortunately take place at the same time as the Hyundai Archery World Championships in Berlin. This will make the level of the event in Chengdu lower than in the previous editions but this is the last postponed event due to the pandemic.

Archery has been confirmed as being part of the Chengdu 2025 World Games and it will offer a unique chance for field archery to further develop in China. We will work with the field and 3D archery committee to maximise this opportunity.

³ Lac la Biche (CAN) - 2019

⁴ Cortina d'Ampezzo (ITA) – 2018

11. Clean sport

Since several years, World Archery has delegated the clean sport tasks to the International Testing Agency (ITA). They have successfully implemented our programme. Our programme has had the least number of corrective actions in the code compliance questionnaire and all three corrective actions have been successfully implemented.

This doesn't mean we don't have the occasional challenge in this area. We had a very difficult situation with food contamination during the 2021 Hyundai Archery World Cup stage in Guatemala. This resulted in one event result that had to be changed due a boldenone adverse finding even if the athlete was considered at no fault. All other cases were closed and not challenged by WADA. We believe that WADA still has some work to address this matter in a way that it doesn't damage the reputation of innocent athletes.

We will continue to work with the event hosts in countries where this can be a problem since we have events in some of the countries concerned. Our focus has shifted to education through the programs with ITA and we will host a special program in Limerick during our World Archery Youth Championships.

We foresee that in the future mandatory education will be put in place especially for athletes in the testing pool or when an issue arises with missed tests or missing whereabouts information.

12. Good governance at international and national level

We have now undergone a fourth iteration of the ASOIF questionnaire and as expected, World Archery remains ranked in the middle of the pack and feedback has been given to us where we can improve.

Although we are pleased to have reached the minimal requirements and we have progressed since last time. We also draw the attention of the delegates to the fact that in order to increase on some points much more human and financial resources would be required which we don't necessarily have.

In the table below you can find the change between 2017, 2018, 2019 and 2022 in the assessment.

Section	2017		2018		2019		2022	
	Self-assessed score (SA)	Moderated score (MS)	SA	MS	SA	MS	SA	MS
Transparency	28	26	32	32	38	38	38	36
Integrity	15	15	21	19	25	24	24	23
Democracy	21	20	22	22	30	27	33	32
Development / Solidarity	16	14	21	20	24	21	25	24
Checks and Balances / Control Mechanisms	19	16	20	18	24	24	22	24
Total (sections 2-6)	99	91	116	111	141	134	142	139
Mean	1.98	1.82	2.32	2.22	2.82	2.68	2.84	2.78

The ASOIF report concluded our strengths were:

Overall

- World Archery is in Group B
- The difference between the self-assessed and moderated scores of 3 is lower than the average markdown for 2021-22 of 11 across all international federations.
- The increase in the moderated score of 5 since 2019-20 is less than the average gain of 14 across all international federations
- Note that the assessment is based on measures which were already in place by mid-February 2020. Credit has not been given for reforms or activity to be implemented or proposed at a later date. This is consistent with the approach adopted for other international federations and previous assessments.

Positive

- Progress in important areas, including putting in place an Electoral Board for the 2021 elections and changes to both the Board of Justice and Ethics and the Finance and Audit Board
- World Archery achieved Top 10s in 4 out of 33 indicators assessed in this way

Siret Luik continues to monitor in parallel the governance of our member associations. This is following the previous congress decision that for a member to remain in World Archery they must be active – and one of the criteria of being active is having a good governance.

We have now included in WAREOS several parameters that the member associations have to report on and certain documents that need to be submitted which include when the elections took place and minutes. This will be more and more checked in the future.

13. Strategic planning

The work on the strategy continues and one key component will be presented during Congress which will be the education strategy for the future. A dashboard of where we are with the implementation will be shown in Congress.

14. Report on match fixing, justice and ethics, and safeguarding

As a result of a possible cooperation with a betting company, a lot of work has been done on the data integrity as well as a new form for data protection and participation form has been developed by a specialist team of lawyers. We also will need to reinforce the education of our athletes and support staff in the future to make sure they do not make mistakes in this area.

In terms of the board of justice and ethics we have had many nearly cases which in the end were not brought to the board of justice and ethics. We however see that there is more and more contentious issues that could lead to cases.

“All athletes have the right to Safe Sport; sport which is fair, equitable and free from harassment, abuse, neglect and exploitation.” IOC consensus statement: harassment and abuse (non-accidental violence) in sport 2016

Safeguarding: A workshop on the policy and procedures for World Archery will be held during Congress and a full set of documents will be published just prior to Congress. We have hired a consultant to finalise this work, which is **Lucy Holderness** who used to work for World Rowing doing the same and she also represents us on a working group with ASOIF.

This will include doing some work at the next three world championships. We also mutually recognised a sanction from one of our member associations and this matter is currently being reviewed and will be reported on during congress. The IOC also has established a working group to coordinate Olympic Movement Safeguarding efforts, chaired by HRH Prince Feisal Al Hussein and created a fund of 10M USD to assist in this matter.

15. Sustainability report

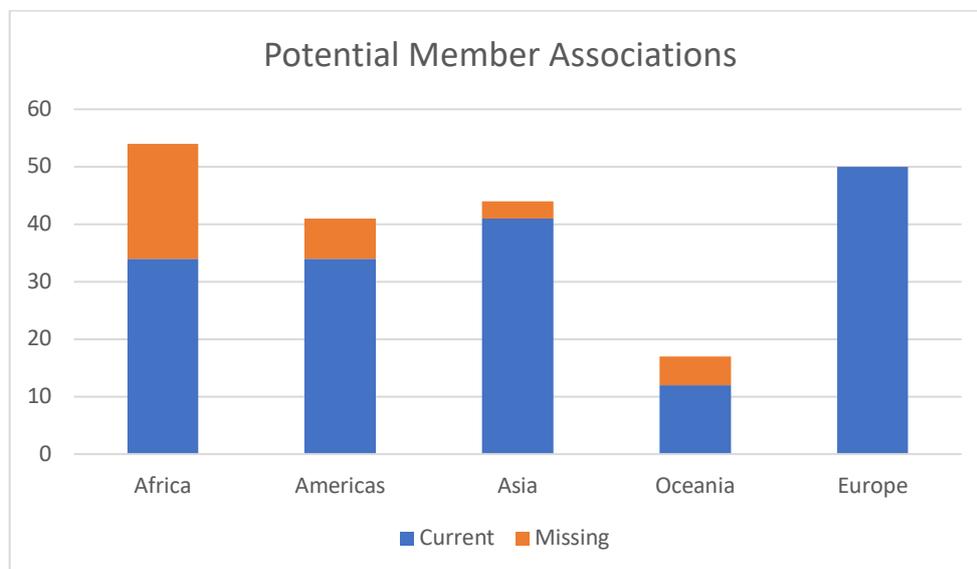
Due to the leaving of **Cecile Tosetti** some delay happened to produce a report for 2021 and 2022. However this should be completed by Congress and we hope to also give a first set of documents on how we might label events in the future in terms of sustainability. This work is done in cooperation with SHIFT a specialised company in the MSI and is supported financially by the canton of Vaud for 50% of the budget. The working group led by **Arnoud Strijbis** from the Netherlands is also involved with this project.

16. Evolution of World Archery

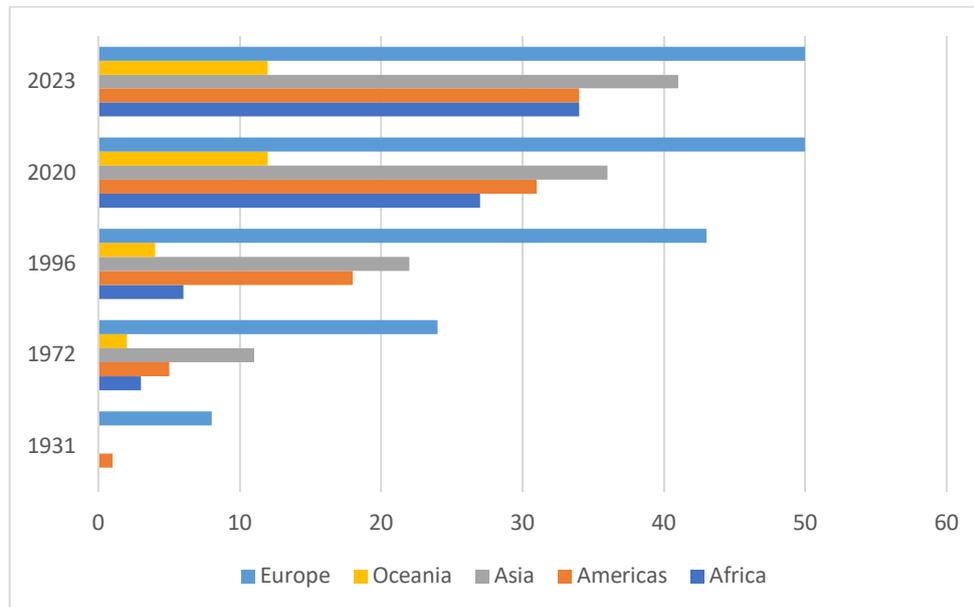
We are approaching some exciting times with the Paris 2024 Games, the LA 2028 Games as well as new developments such as Esports, new disciplines and a new way of thinking in society.

However, key for all of this is the growth of our member associations and making them stronger and better fit for the future. In some of our high performing countries which have given less attention to grass root development, it is clear that if they want to keep on being performant and have the support of their funding partners clear strategies have to be put in place to develop Archery at all levels.

In terms of member associations we see that we are growing but steadily in line with our strategy that privilidges quality over quantity



Evolution of Member Associations over the years (pre congress decision and including the 20 currently not in good standing)



17. Ad-hoc commissions and working groups

Gender equity

Under the leadership of **Yuko Okura**, several changes have taken place and awards will be presented at Congress. The good thing is that we have more women candidates and hopefully elected officers which reinforces our policy that quota's is not the best option.

Remuneration

The remuneration committee for the staff has made some recommendations over the last years and will continue to do so. The main challenge is for the staff involved with the events to recuperate from the events and travel and not building up a number of days of holidays they cannot recuperate. This is not a sport specific issue but we will have to find solutions to keep our staff in a healthy environment.

Russia/Belarus working group

This matter will be reported on in a special item during the Congress following approval by the Executive Board of the process and the composition.

18. Future

During the congress we will need to discuss several matters that will impact the future. With the term limitations fully implemented many committees and other bodies will undergo major changes and will bring new ideas to the sport. This is an opportunity since we continue to manage change rather than the other way around.

19. Conclusion

I finish my report by thanking our President, the World Archery Executive Board as well as all the Committee Members. My thanks go also to the International Judges, the Classifiers, the Continental Associations, the Event Organisers, the experts we use. And of course, a special thanks to all of the staff in the office and the centre and all the persons with whom we work.



Tom Dielen
World Archery Secretary General