



# **World Archery officers**

**Welcome to World Archery!**

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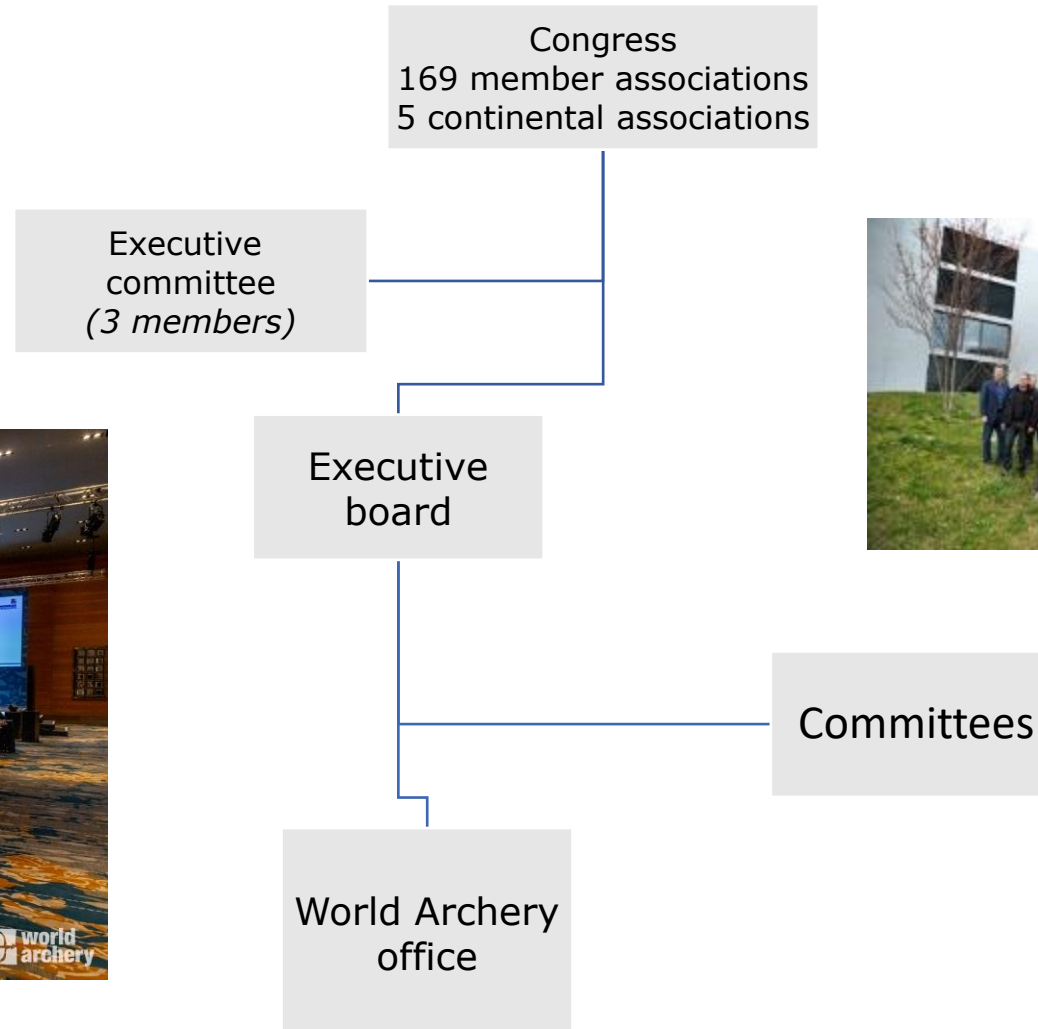
Tom Dielen, World Archery secretary general

For newly elected:  
**Congratulations on your (re-)election in Berlin!**



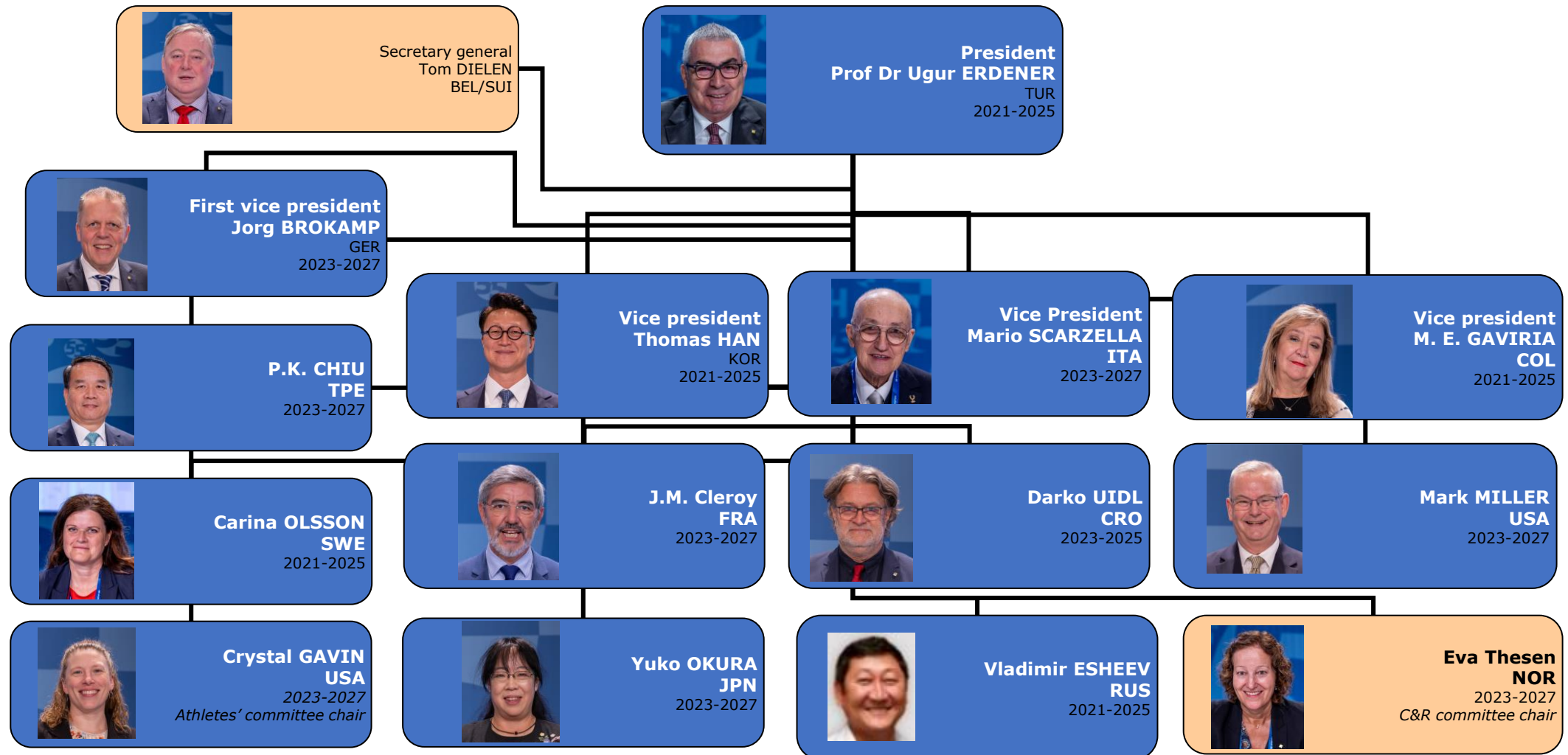
1. General info
2. Term limits
3. Role of the committees/boards
4. Process of communication in and between committees
5. Financial and expense policies
6. Social media and other communication
7. DO's and DON'T as World Archery officer
8. Office liaisons

# Structure





# Executive Board



# Permanent committees' chairs

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- **Target Committee**
  - Bob Pian, chair
  - Andrea Aguillar, deputy chair
- **Constitution and Rules Committee**
  - Eva Thesen, chair
  - Alex Vecchio, deputy chair
- **Judges Committee**
  - Indranil Datta, chair
  - Guillermina Garcia, deputy chair
- **Field and 3D Archery Committee**
  - Kristina Reitmeier, chair
  - Michel Daumas, deputy chair
- **Technical Committee**
  - Jonathan Shales, chair
  - Susanne Womersley, deputy chair
- **Athletes Committee**
  - Crystal Gauvin, chair
  - Verma Abishek, deputy chair
- **Medical and Sport Sciences Committee**
  - Martin Bauer, chair
  - Fiametta Scarzella, deputy chair
- **Coaches Committee**
  - Goktug Ergin, chair
  - Hana Majarova, deputy chair
- **Para-Archery Committee**
  - Dominique Ohlmann, chair
  - Pippa Britton, deputy chair

- Full lists of all permanent committees are published on World Archery webpage (without contacts)
  - Section called [About Us – Organisation - Committees](#)
- Usually, communication should go through office liaisons, but there might be cases when need to contact directly.
  - All committee chairs and deputies will receive the full list of contacts of other committee chairs and deputies after this meeting.
- If anyone would like to have a photo with their profile, please send to [info@archery.sport](mailto:info@archery.sport)

- **Ad hoc committees are appointed for specific function** for two-year terms (between congresses), unless specified otherwise.
- Next appointments to be made December 2023 for the following ad hoc committees:
  - Gender Equity
  - Sustainability
  - Masters



# Term limitation – general rules



**One term = four years**

## **Limits:**

- Committees and boards (except executive board)
  - Max four full terms in the same committee
  - Must have a minimum two-year break after two consecutive full terms
- The president, 1<sup>st</sup> vice president, vice president or executive board member
  - Max three full terms in the same position

**Outgoing officer** can be a candidate for a different position.

Read more - [Article 1.6.5.](#)

# Term limitation – executive board



Effect in the next two congresses independent of outcome of elections:

- Ugur Erdener – **last term** as president until 2025
- Maria Emma Gaviria – **last term** as vice president until 2025
- Jörg Brokamp (2027) first term as 1<sup>st</sup> vice president (two more possible)
- Thomas Han (2025) – first term as vice president (two more possible)

## **Last term as executive board member:**

- Vladimir Esheev (2025)

## **2<sup>nd</sup> term as executive board member, one more possible:**

- JM Cleroy (2027)

## **1<sup>st</sup> terms as EB Member, two more possible:**

- Carina Olsson (2025), PK Chiu (2027), Mark Miller (2027), Yuko Okura (2027)

## **Other:**

- Darko Uidl (2025) – 2-year term doesn't count for term limit
- Eva Thesen (2027) - first term for Constitution and Rules committee
- Crystal Gauvin - linked to athletes role

## Committee members

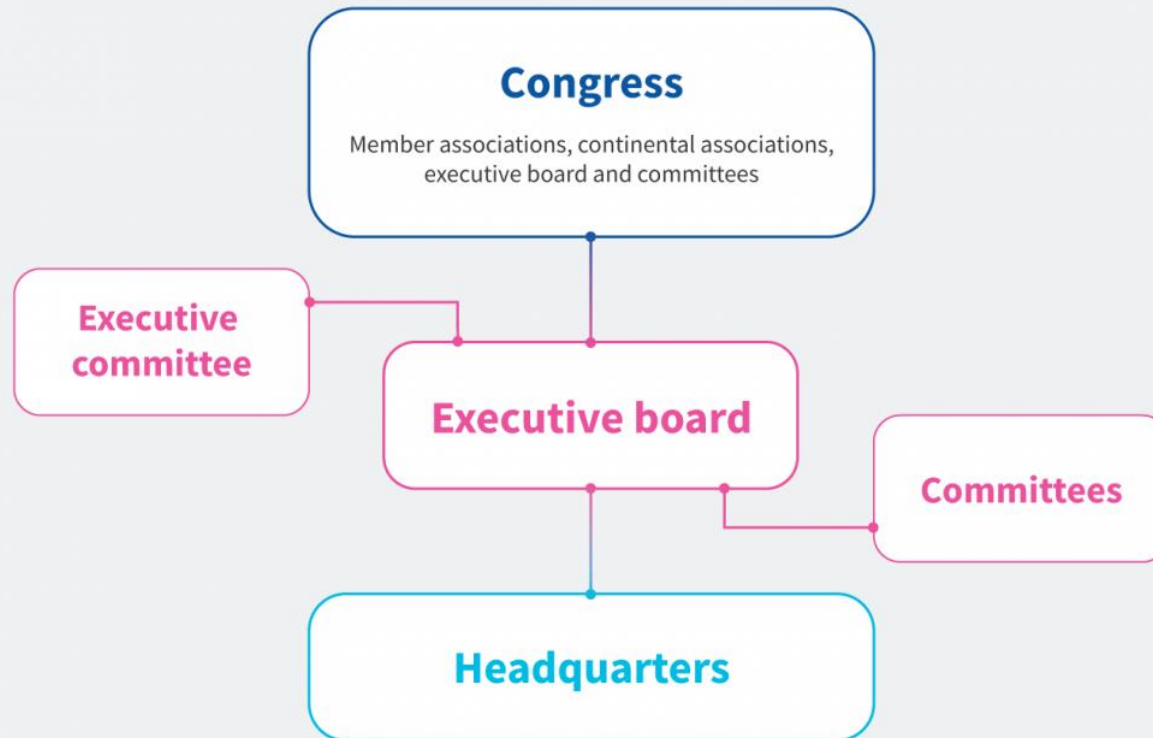
- Each committee has several members that will need to step down for two years or change committee in the next two congresses.
- A list will be produced, and a discussion will take place with the committees concerned during the joined committee meeting to guarantee a good transfer of knowledge.

- Links on the website:
  - [Financial policy](#)
  - [Officers reimbursement policy](#)

Reimbursement form will be sent to all officers.

In case of questions: Caroline Murat [cmurat@archery.sport](mailto:cmurat@archery.sport)

# Role of the committees and boards



- Role descriptions were published pre-congress

# Laws and bylaws

	LAW	BYLAW
What it is?	Principle	Details, how to implement the principle
Example	There is a time limit to shoot a certain number of arrows.	<i>In a shoot-off the time limit is 20 seconds when alternating and 40 seconds when shooting simultaneously.</i>
Who can change?	Congress	Executive Board
How to recognise?	Regular text in rulebook .pdf	Text in italic in the rulebook .pdf + all appendices of the rulebook + all policies
How often can be submitted and approved?	<b>Every 2 years</b> , except Olympic format rules which can be changed only once every 4 years.	<b>Can be submitted anytime</b> , Executive Board meetings are usually 2-3 times per year.
How to submit?	Link to <a href="#">MOTION FOR LAW form</a>	Link to <a href="#">BYLAW CHANGE form</a>



# Proposals and interpretations

	MOTION FOR LAW	PROPOSAL for LAW	BYLAW	INTERPRETATION
What it is?	Principle	Idea of a principle, to get the feedback of the Congress	Details, how to implement the principle	Asking for clarification about the meaning of some law or bylaw
Example	There is a time limit to shoot a certain number of arrows.	There should be orienteering-archery that would be mix of field archery and run-archery.	In a shoot-off the time limit is 20 seconds when alternating and 40 seconds when shooting simultaneously.	Please clarify what means the expression “verified by a judge” in article XYZ.
Who can change?	Congress, <b>but committees can give their option first</b>	It is discussed by <b>Congress</b> and will have a vote to see opinion, but <b>IT DOES NOT CHANGE ANY RULE.</b>	Executive Board, <b>will pass the committees first</b>	It does not result in a rule change, but <b>questions are answered by committees.</b>
How to recognise in the rulebook?	Regular text in rulebook .pdf	Not possible to find in rulebooks, only in previous Congress documents	Text in italic in the rulebook .pdf + all appendices of the rulebook + all policies	Available in the webpage, online rulebook + <a href="#">achieve</a>
How often can be submitted and approved?	<b>Every 2 years</b> , except Olympic format rules which can be changed only once every 4 years.	Every 2 years	Can be submitted anytime, Executive Board meetings are usually 2-3 times per year.	Any time, but usually takes at least 2-3 months to process.
How to submit?	Link to <a href="#">MOTION FOR LAW form</a>	Link to <a href="#">PROPOSAL FOR LAW form</a>	Link to <a href="#">BYLAW CHANGE form</a>	Link to <a href="#">INTERPRETATION REQUEST form</a>

## What?

- Clarification on current rules or bylaws

## Who can submit?

- Member associations (fee will apply)
- Committees or partners (no fee)

## How to submit as a committee?

- Coordinate with committee first and chair or deputy should be the one sending
- [In a proper form](#), not as simple email text
- Send by email to [sluik@archery.sport](mailto:sluik@archery.sport) (good to copy C&R), not directly to other committees

## Procedure

- **Constitution and Rules Committee (C&R) defines which committee to answer**
- **Sent to committee chair with two weeks deadline to answer** with possibility to notify if need longer time (not a problem, just need to inform)
- **The committee gives an answer by email, keeping in mind the following:**
  - Giving answer how to understand /interpret current rules
  - Not coming up with new rules
    - In case it brings up the need to change a law or bylaw, then committee need to submit bylaw or motion form
  - Answer must be approved by the committee, not just individual answer by the chair
- **C&R to approve if the answer is according to rules and clear**
- Before publishing **sent to all committees** with at least a week for feedback

## Publishing procedure:

- Interpretations published **twice per month** (15<sup>th</sup> / 30<sup>th</sup>)\*
  - On the [webpage](#) + integrated to online rulebook
  - In [documents manager](#)
- A notification always included in the [monthly newsletter](#) (sent directly to all member associations and to all World Archery officers)
- A notification always sent to judges committee by email

- Regardless of whether you are actively speaking on behalf of World Archery, the **world will always see them as a reflection of our brand**. If you are acting questionably online, this raises suspicion about World Archery too.
- Unless expressly authorised, **only the president, the secretary general and the communications department are permitted to post** material on a social media or other communications channel **in the federation's name and behalf**.

Furthermore, it always need to be coordinated with the communications team.

- Be aware that the **Internet is permanent**.

- **Respect the law** (including copyright law).
- No abusive, discriminatory, harassing, bullying, derogatory, defamatory or inappropriate content. Remember that one of the key objectives of World Archery is not to allow any form of discrimination in its actions or decisions, be it discrimination of any kind such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status. Anyone part of the World Archery Family commits themselves by their actions to behave in a non-discriminatory and ethical manner.
- Avoid saying negative things but especially no disparaging or defamatory statements about World Archery, our member associations, our athletes, our executive board or officers, employees, organising committees, member of the Olympic Family, other stakeholders, consultants and partners.



# Check your facts (2)

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- You are responsible for your actions. Anything you post that can potentially tarnish the archery's image will ultimately be your responsibility. We do encourage you to participate in social media, but urge you to do so properly, exercising sound judgment and common sense.
- Make it clear in social media postings that you are speaking on your own behalf, in particular write in the first person, use a personal e-mail address and it is advisable to include a disclaimer— e.g. “these views are mine alone, they do not reflect the views of World Archery.” But even with that, what you say on social media (or anywhere else) is just as much of a reflection of World Archery as what you do in your personal life (to some extent).
- Let the subject matter experts respond to negative posts. You may come across negative or disparaging posts about World Archery (or archery in general), or see third parties trying to spark negative conversations. Unless you are a spokesperson (which are the president, the secretary general and the head of communications), avoid the temptation to react yourself. Pass the post(s) along to the communication department who are trained to address such comments.

# Check your facts (3)



- **Be conscious when mixing your business and personal lives.** Online, your personal and business personas are likely to intersect. World Archery respects the free speech rights of all, but you must remember that member federations, our partners, our stakeholders, customers, colleagues and supervisors often have access to the online content you post. Keep this in mind when publishing information online that can be seen by more than friends and family, and know that information originally intended just for friends and family can be forwarded on. Remember to NEVER disclose non-public information of World Archery (including confidential information), and be aware that taking public positions online that are counter to World Archery's interests might cause conflict.
- **Protect yourself.** Be careful about what personal information you share online and ensure that your profile and any content you post are consistent with the professional image you should present.
- **Avoid posting comments about sensitive related topics,** such as our performance or make statements which cause, or may cause, harm to our reputation or otherwise be prejudicial to our interests.

- We encourage you to **share and cross-post any of World Archery's official communications** and in particular any video content and images posted on the World Archery social media channels. This helps to spread the World Archery communications. You can also post your own photos directly promoting the event such as the venue/field of play, competition images (ensuring they show a positive image) and event branding.
- **Support our top athletes** by liking or sharing their information on condition that it doesn't go against our objectives.
- **Don't be afraid to ask questions or raise any concerns!** We want you to feel comfortable engaging the communication team about social media and what you are sharing online. Reach out to your direct manager or reach out to the social media team.
- **Inform us if your contact details have changed!**

- During events, **no content should be posted from accredited/restricted areas**, ie hospitality, doping control rooms, World Archery offices, etc.
- During events, no content should portray the consumption of alcohol or smoking, attendance at parties or receiving gifts/VIP treatment.
- In line with broadcast media rights, you **cannot publish video content** you may have filmed of a World Archery event.
- Any betting or providing information that could assist with betting in Archery

World Archery has a [social media policy](#).

The previous slides here are explaining some part of it, but it is important to also get to know the policy document.

# Office Liaisons

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## **Caroline Murat**

Liaison with auditors, and finance and audit board  
Also contact for reimbursement claims for all committees  
[cmurat@archery.sport](mailto:cmurat@archery.sport)



## **Jenny Brugger**

Liaison with athletes committee  
[jbrugger@archery.sport](mailto:jbrugger@archery.sport)



## **Severine Deriaz**

Liaison with judges committee  
[sderiaz@archery.sport](mailto:sderiaz@archery.sport)



# Office Liaisons

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## **Thomas Aubert**

Liaison with target committee, field committee and coaches committees

[taubert@archery.sport](mailto:taubert@archery.sport)



## **Siret Luik**

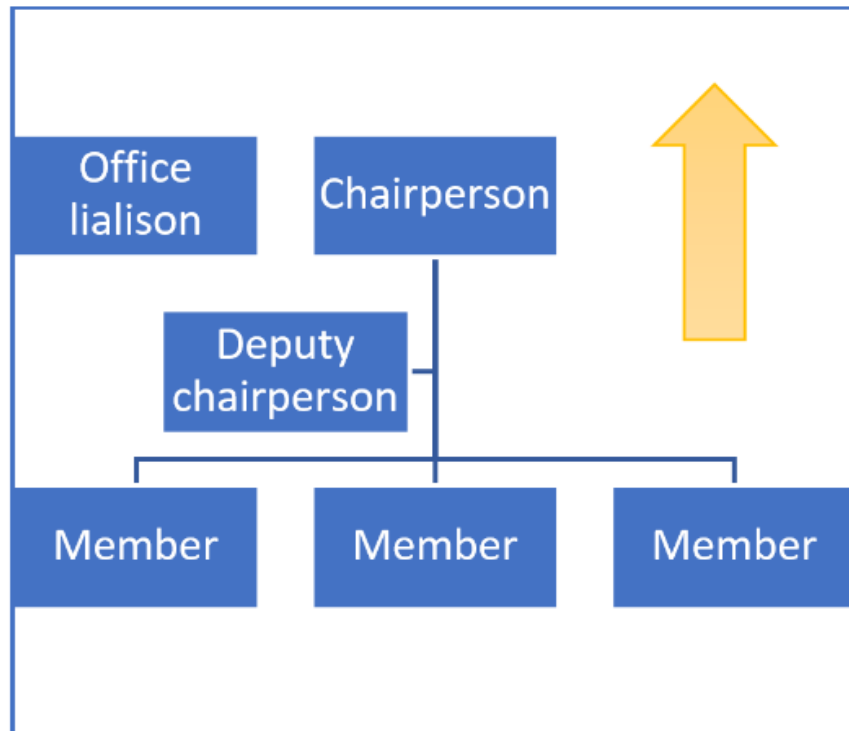
Liaison with constitution and rules committee, para archery committee, technical committee, medical and sport sciences committee, and electoral board

[sluik@archery.sport](mailto:sluik@archery.sport)

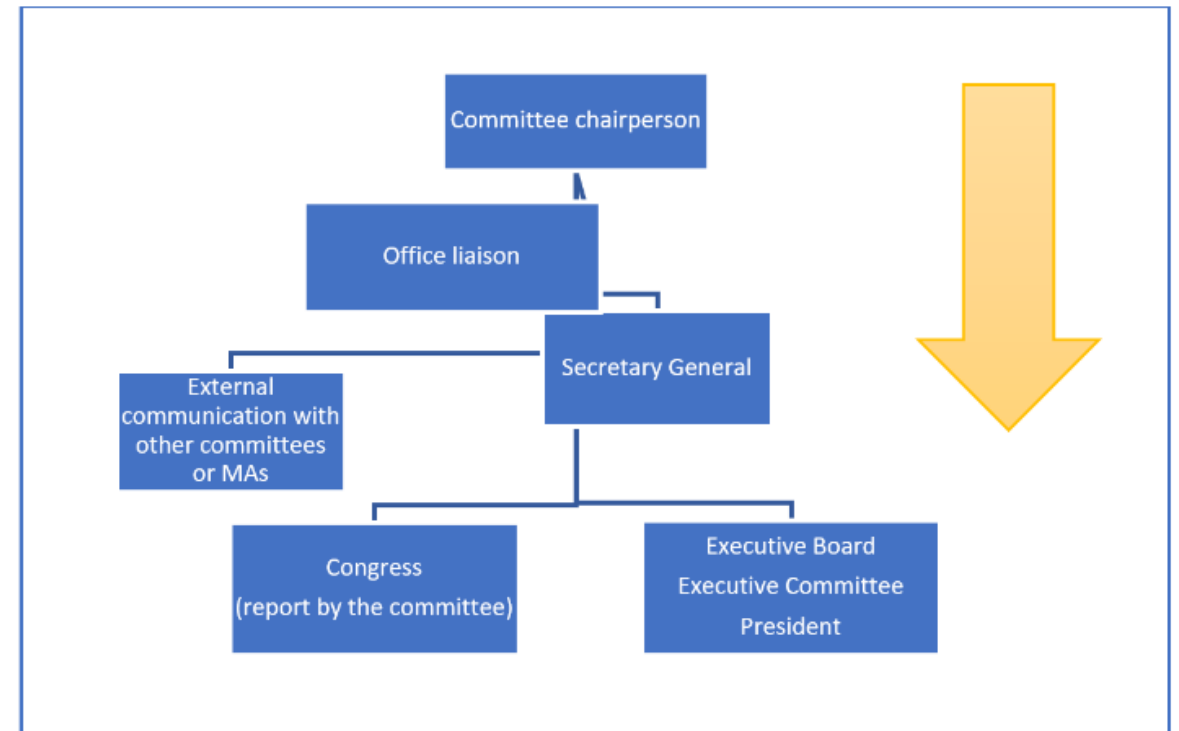
# Communication

The chairperson of the committee/board reports to the executive board between congresses and to congress when congress is in session.

## Internal Communication



## External communication



- Joined committee meeting in **2024** (time still to be confirmed)
  - Intro meeting to kick off
  - Individual meetings between committees and with World Archery office
  - Summary meeting at the end
- Usually online meetings – exceptions only when not possible otherwise or when combined with an event
- Need for good coordination between office and committees to prepare 2025 congress
- Find solutions to reduce costs for all events
- Maximise on the success of Paris





**Thank you!**

