
#### ASSETS

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*Outcome of the material appr. system:

| 1. Losses on claims 16329.81 |
| 2. Consultancy work 44025.73 |
| 3. Less TV costs 1700 compared to 2013 |
| 4. Development material / Value in kind 135623.00 |
# BUDGET 2015 update

## COSTS

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1) Based on 6 full-time employees
2) TV/Internet-TV costs are mostly allocated to actual cost centre

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*Estimated Result*  

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CLAIMS PER NATION, CLUB, OTHER 31.12.2015

Updated per 31.03.2015
Follow-up IFF claims (updated 10.04.2015)

**U19 and WFC 2015 teams**

**Hungary (debt 23122 CHF):**
Following plan, pays all upcoming

**Russia (debt 5000 CHF):**
Annual fee 2014 + WFC 2015 fee remains.

**Singapore (debt 20000 CHF):**
Has started to pay-off

**Slovakia (debt 4500) CHF):**
Annual fee for 2014.

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<td>Has started to pay off</td>
<td>30.01.2015</td>
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Appendix 6a

**Men’s World Floorball Championships 2014 in Gothenburg - report**

**Positive**
Opening ceremony: Big part of Gothenburg’s opening of ‘Christmas city’
Arenas: All matches under ‘one roof’ – sold out final with amazing atmosphere
Spectators: New record of spectators attending the games 104,400
TV: 9 countries broadcasting 17 matches live from the event, with a total of 6.1 million viewers.
YouTube: Over 800,000 views. TV4 made professional broadcasting for the web and broadcasted all matches on TV4 Play Premium
Fun Zone: New dimension of WFC event with activity area
Ceremonies in connection to the matches: Effort in making professional introduction
Co-operation: Town of Gothenburg and regional Floorball district
Sustainability: WFC was certified regarding environment
Doping: Anti-Doping education and advice was done to all athletes
Visibility: As a non-Floorball visitor in Gothenburg you couldn’t miss that there were a WFC Ambassador gathering: Minister of sports together with participating teams ambassadors

**Negative**
Financial: The WFC will have a negative result due to lower sponsor income and higher cost than planned budget

**Other**
Media in general are more interested in Floorball after the championship

**Jury report WFC in Gothenburg**
Overall this was a very good tournament with little problems in the areas that normally is a challenge. Co-operation with office and organizer went very smooth already from the start.
But information before the tournament between IFF and
There happened some incidents that made us to propose a change of the competition regulations for national teams, CC and EFC regarding §11 other disciplinary matters
The challenge we have to solve for the upcoming tournaments is the information flow to and from RC so we don’t end up in the situations that we had during the championship
## Broadcasted TV matches

### Sat 06.12.2014
- **12:30**  
  Germany - Finland GrpA  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  136921  
  400000

### Sun 07.12.2014
- **11:30**  
  Finland - Latvia GrpA  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  177476  
  17300

### Mon 08.12.2014
- **16:00**  
  Czech Republic - Switzerland GrpB  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  113840

### Tue 09.12.2014
- **10:00**  
  USA - Slovakia Grp C  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  144330

### Wed 10.12.2014
- **20:00**  
  Germany - Denmark PO2  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  161650  
  60000

### Thu 11.12.2014
- ****15:30**  
  Finland - Norway Q3  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  263000  
  20000

### Fri 12.12.2014
- **19:00**  
  Sweden - Estonia Q1  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  104000  
  14000

### Sat 13.12.2014
- **19:15**  
  Czech Republic - Finland Semi 1  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  121000  
  111000

### Sun 14.12.2014
- **15:30**  
  Sweden - Finland Bronze  
  Scandinavium  
  TV4  
  YLE  
  CTV7  
  SRF  
  LTV  
  TV2  
  MDR  
  SPORTS TV  
  542000  
  120000

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### Total spectators

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### App. 6b

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### Whole Match | Matches broadcasted | Avg /match |
| 975 000     | 7                   | 139 286    |
| 1 539 384   | 7                   | 219 912    |
| 1 079 230   | 8                   | 134 904    |
| 1 72 000    | 3                   | 57 333     |
| 162 700     | 7                   | 23 243     |
| 103 000     | 7                   | 14 714     |
| 1 141 000   | 6                   | 190 167    |
| 60 000      | 1                   | 60 000     |
| 883 000     | 4                   | 220 750    |
| 6 115 314   | **50**              | **122 306**|

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### Whole Match | Matches broadcasted | Avg /match |
| 975 000     | 7                   | 139 286    |
| 1 539 384   | 7                   | 219 912    |
| 1 079 230   | 8                   | 134 904    |
| 1 72 000    | 3                   | 57 333     |
| 162 700     | 7                   | 23 243     |
| 103 000     | 7                   | 14 714     |
| 1 141 000   | 6                   | 190 167    |
| 60 000      | 1                   | 60 000     |
| 883 000     | 4                   | 220 750    |
| 6 115 314   | **50**              | **122 306**|
Report IFF CB April 2015

The Event Arenas during IFF Men’s U19 World Floorball Championships 2015 are Helsingborg Arena and Idrottens Hus. The Arenas are located next to each other under the same roof. In addition to the two match venues the arena also include training facilities.

Organization
The Swedish Floorball Federation organize the event in close cooperation with the City of Helsingborg, Event in Skåne, Skåne Floorball Association and FC Helsingborg.

Hotel Linnea is the official IFF-hotel. Sohlberg Bus will take care of the local transportations for the teams.

The Mayor of Helsingborg invites international guests and delegates to a City Hall Reception on April 29th at 5 pm.

Ticketing
Nearly 2,000 tickets are sold at present, of which 50% through the official ticket system (see Appendix), and the remaining by clubs / participating nations. About 30% are international bookings (including the nations tickets for the final day). 1000 of the tickets are sold to the final day.

Event
There will be a short Opening Ceremony before the first match of the Swedish team on April 29th at 7 pm in Helsingborg Arena.

Marketing
Swedish TV4 will send three matches, two of them in TV4 Sport, and the final in TV12.

The production company, Sportsground, will produce all the matches for the IFF Youtube-channels.

The local media group, HD-Sydsvenskan, will be local media partner for the event.

About 40% of the sponsorship revenues are secured (through agreements with Svenska Spel and Sohlberg Bus).

More information
www.wfc2015.se

Welcome to Sweden and Helsingborg in April-May 2015!

For Swedish Floorball Federation

Magnus Nilsson
Event Manager
<table>
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<tr>
<th>Group Matches</th>
<th>Play-offs 13-16 1st phase</th>
<th>Quarter Finals 9-12 1st phase</th>
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*Finland to play at this time if qualified
Changes due to TV may affect the schedule, W=Winner, L=Looser, PO=Play-off

**The IFF Rankings are based on the standings of the two previous WFC's
10th IFF Women’s World Floorball Championships 2015
4.–12.12. Tampere, Finland
General update

- Match Schedule ver 1 launched
- TV negotiations ongoing
- Volunteers recruiting starting in May
- Promotional events during summer / clubs involved
Hakametsä Ice Hall

- Ice will be defrosted for the WFC
- At our use as from 1.12.2015
- Test match tbc
Tampereen Areena

- Euro Floorball Tour 6.-8.11. - tbc
Ticketing

- Ticket sale launch on 20.4. - tournament tickets / club tickets
- Other tickets as from 15.5.2015
- Ticketing manager appointed as from 1.3.2015
- Promotional events during summer
Marketing / Sales

- Marketing situation quite challenging
- WFC2015 has not created a big interest among possible sponsors
- Sales activities slightly delayed due to the sales concept with the clubs
- Sales peak will be during April – May – goal to contact approx. 300 companies.
- Signed contracts: Koskiklinikka (Medical Services), Finnish Army
- Letter of intent: K-rauta (Building and Home improvement Trade)
Photo: Tuukka Kiviranta
Costume: Tampereen Teatteri
List of exemptions

3/31/2015

Hakametsä Ice Hall:
• standing tribunes to be used for the participating teams to be seated

Tampere Arena: capacity 1.500 (instead of 3.000)
• no seating numbers (due to the fact that there will be only day tickets valid for all matches in both arenas the seat number is valid only in the Hakametsä Ice Hall)
• team dressing rooms: 4 dressing rooms, 3 storage rooms, 2 showers (can be used after each match)
• referees dressing rooms: 2 dressing rooms and one shower

Match Schedule:
• intermission between the match periods would be adapted to TV broadcast needs and would be longer than in the regulations
Planning Schedule 2014 – 2015 (draft)

Nov – Dec 15
- Finalizing schedules and delegation lists
- **WFC2015, TAMPERE**

Sep – Oct 15
- Volunteers education event
- Test event at Hakametsä
- Site Visit to finalize all details

Jun – Aug 15
- Promotional events such as Gymnæstrada, Street Floorball Final
- Accreditation/Security concept confirmed

Mar – May 15
- Final draw – in Finland
- Match schedule confirmed
- **Start of ticket sale**
- Volunteers recruiting to start

Jan – Feb 15
- Site Visit IFF and LOC
- Proposal for final draw

Nov – Dec 14
- 1. Council / LOC meetings
- 1. Site Visit at venue
- Event Web Site open

3/31/2015
Photo: Tuukka Kiviranta
Costume: Tampereen Teatteri
magical together
# U19 WFC 2016 - Registered teams

(in ranking order)

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</table>
PROPOSAL TO INCREASE NUMBER OF EFCQ ORGANISERS AND PARTICIPANTS

Based on the task given to the RACC by the CB last spring on how to move forward with the EFC qualifications – to increase the number of organisers and participants – the competition department has worked out the basis for a possible change.

Instead of the current EFC qualification system, where the winners go to the EFC Final round in the same year we propose a new system where the winning teams qualify for the following year’s events. The reason for this is that it is difficult financially as well as taking off from work etc. to play two tournaments the same year.

We would like to introduce a new level called EuroFloorball Challenge with a maximum of 6 teams in several divisions, based on EFC rankings**. The winner of each Challenger event would qualify to the higher level event the next year.

The EFC Challenge events could be played with one group in each level giving teams up to 5 tough matches against teams of the same level. Alternative would be to have same system as EFC Final Round (two groups of 3 teams), but the one group system also allows more flexibility for when events may only have, for example, 5 teams.

<table>
<thead>
<tr>
<th>One group with 6 teams in each level</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EuroFloorball Challenge</strong></td>
</tr>
<tr>
<td>Teams ranked 9-12</td>
</tr>
<tr>
<td>2nd Team from organiser</td>
</tr>
<tr>
<td>EuroFloorball Challenge div.1 winner previous year</td>
</tr>
<tr>
<td><strong>EuroFloorball Challenge div.1</strong></td>
</tr>
<tr>
<td>Teams ranked 13-16</td>
</tr>
<tr>
<td>2nd Team from organiser</td>
</tr>
<tr>
<td>EuroFloorball Challenge div.2 winner previous year</td>
</tr>
<tr>
<td><strong>EuroFloorball Challenge div.2</strong></td>
</tr>
<tr>
<td>Teams ranked 17-20</td>
</tr>
<tr>
<td>2nd Team from organiser</td>
</tr>
<tr>
<td>EuroFloorball Challenge div.3 winner previous year*</td>
</tr>
</tbody>
</table>

*If no EFC Challenge div 3 was held then this would be for teams ranked 17-21 + team from the organiser

**EFC rankings are different to world rankings. EFC rankings are calculated only on EFC results and past EFC participation.
Champions Cup Steering Group meeting, Gothenburg, Sweden

Participants:
Filip Suman                  CCSG chair, CFbU/IFF
Ari Vehniäinen           SSBL
Milan Rantakari          SSBL
Magnus Nilsson          SIBF
Edwin Widmer           SUHV
Tomas Eriksson          IFF
John Liljelund             IFF

Report on present issues

1) Opening and Objectives
Mr. Suman welcomed everyone to the meeting and welcomed back both Mr. Widmer and Mr. Rantakari, who has earlier participated in the steering group and made a re-cap of the situation. This meeting will merely statue the situation of where we are in the process.

The CCSG decided upon the date for the first real meeting of the CCSG Group on the 30th of January 2015 in Prague, Czech Republic.

2) Agree upon the next steps concerning CC Brand manager
Mr. Liljelund proposed that the members of the group would come with a proposal until the 15th of January on how we should start to define the CC Brand Manager. The different criteria’s to think about are:
- What type of solution we are looking for
- What should be the profile of the person
- What shall be the tasks of the person
- What are the targets for this person
- What is the time table for the process
- Where shall the person be located
- How shall the application be published

The aim is to build a job description based of the thoughts of the CCSG members already for the CCSG meeting in Prague in January

There is also a need to agree on the responsibilities of the CC Brand Manager in respect to the National Associations.

Upcoming meetings and issues (cont.)

- CCSG meeting on the 30th of January, 2015 in Prague, Czech Republic

Issues that need to be discussed or decided upon or taken action upon

- All to answer the question raised in the CCSG meeting, by the 15th of January 2015 (All)
- To prepare the job description for the CCSG meeting by the 23rd of January 2015 (FS/JL)

New ideas, etc…

- Coordination between the Core Country Marketing Network Group
Champions Cup Steering Group meeting, Prague, Czech Republic 30.01.2015

Participants:
- Filip Suman, CCSG chair, CFbU/IFF
- Milan Rantakari, SSBL
- Magnus Nilsson, SIBF
- Edwin Widmer, SUHV
- John Liljelund, IFF

Report on present issues

1) **Opening and Objectives**
Mr. Suman welcomed everyone to the meeting and made a short re-cap that there has been a lot of work done to save the Champions Cup competition in the last six months. The objective of the meeting is to define the Achievable Goals for the CC in 2015-2017 and prepare the Job Description of the CC Brand Manager.

2) **Preparations for the Champions Cup 2015**
Mr. Suman informed that the Champions Cup 2015 will be played in Mlada Boleslav in the same venue as the last version in 2011. The project will be on a daily basis leaded by Ms. Petra Nachtigalova who was already involved in the WFC 2013 LOC. The LOC will start its work in a few weeks, in order to have the basic information out before the National Championships Playoff starts. The first information package will be sent out in a few weeks, also based on the outcome of this meeting.

3) **Discussion upon what are the achievable goals of the Champions Cup 2015-2017**
The Goals set-up in 2010 has mostly been met, as they were set quite vaguely in the preparation of the 1st phase of the Champions Cup. Now the aim is to work towards the clearly defined some achievable goals for the three years period.

- To uphold the high sporting level of the tournament
- Build a Financially Stable Tournament, securing an financially even result for the organiser and a reduced deficit for IFF
- Additional Spectators in the Events, with an average of 1000 spectators per game (Total 10 decisive games in CC)
- Build a More Recognized Brand (Brand Book) of the Champions Cup, to increase the Awareness of the tournament
- Secure Increased Visibility for the CC, during the period from League Play-off to the tournament
- Embed the Champions Cup in the Competition system of the National Associations and nominate a Project Leader in the Stakeholder Countries.

The CCSG discussed the possibility to propose that the CC week-end should become an International week-end within the International Calendar.

4) **Discussion upon the Content of the Champions Cup Brand**
Mr. Suman concluded that the basic content of the CC Brand was already discussed in the previous point, in relation to the goals of the Champions Cup. More detail discussion will start after brand manager appointment.

5) **Approve upon the task list of the National Associations when not organising the Event**
Mr. Suman started the discussion about the tasks that the stakeholders have to be perform in the period February – April 2015, in the field of the Promotion and Visibility to increase the Visibility and the Awareness of the CC

The following ideas were listed in the discussions:
6) **Proposal for Champions Cup Brand Manager**

Mr. Suman gave a short description of the process for the creation of the proposal for the Job Description for the CC Brand Manager, based on the proposals from the stakeholders the following attached proposal has been made (enclosure).

The proposal is built so that this position would be a half time employment and IFF would try to find a second half-time position within the IFF organization, if there can be a task the chosen person is suitable for.

The CCSG made the following comments to the Job Description.

**SWE:** Very pleased with the proposal. More focus on the sales part and cooperation with the stakeholder’s sales organisations and outside companies.

**SUI:** Questions concerning the reporting line and the role of the Process Control. It is important to keep it clear who has the responsibility.

**FIN:** It is important to have the full-time employment, to have the best possible outcome of the investment.

**CZE:** Important to start the sales activities already before the CC 2015 and collaborate with the Stick manufacturers.

The CCSG agreed that the Job Offer shall be published in the stakeholders channels on the 10th of February. IFF will prepare a job offer in beginning of next week. The application dead-line is the 27th of February. The CCSG discussed that the selection process for election of the person, shall be handled by Mr. Suman and Mr. Liljelund. The Top 3 applicants CVs to be sent to the CCSG members for quick comments (if not present or interviewed in the next CCSG).

7) **Discussion on how to start the planning process for the 3rd Edition of the CC 2018** -

The CCSG had a short discussion of the direction for the IFF Club Competition in the future, based on the present constraints of financial result, level of sports, need to include more teams in the tournament, in order to develop the sport. The discussion will be continued in the next CCSG meeting.

8) **Conclusion and Closing (FS)**

Mr. Suman thanked the CCSG members for a good meeting.

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**Upcoming meetings and issues (cont.)**

- IFF will send out the proposal for the Job Offer on the 4th of February to the stakeholders
- 

**Issues that need to be discussed or decided upon or taken action upon**

- All stakeholders to publish the job offer for the IFF CC Brand Manager on the 10.2.2015
- Application time for the position is set to 27th of February.

**New ideas, etc…**

- Coordination between the Core Country Marketing Network Group
IFF ExCo Meeting, Quality Hotel, Copenhagen, Denmark, March 10th, 2015

Participants: Tomas Eriksson, IFF President
Filip Suman, IFF vice-president
Monica Bakke, IFF Treasurer
Stephen King, AOFC President (via Skype)
John Liljelund, IFF general secretary

1. Opening of the Meeting
Mr. Eriksson opened the meeting at 12:15 and welcomed all to the meeting, with Mr. King over the Skype.

2. International Sports Situation
2.1. IOC Agenda 2020 implications
Mr. Eriksson explained that the IOC EB has decided about no meeting during SportAccord, as they just had a meeting in February. No information yet about how the IOC will deal with new sports on the Olympic Program. A lot of sports have started to lobby for the Tokyo 2020, which has not been seen positively by the IOC. Apparently the IOC will decide in October and there would be a revision of the sports in 2016.
The ExCo discussed the IFF strategy on how to go forward.
- Discussion with IOC Sport department on our options, based on the following:
  - Tokyo 2020 – we are not ready to apply, check if there would be a possibility to have some presence during the Event and to approach the question through the Japanese Association
  - Present our possibility for the Sports Lab with the recreational/Street Floorball format
  - Ask about the situation with the Youth Olympic Games and make it our top priority
  - Preparation of Street Floorball concept for the IOC Sports Department
  - IFF CB to discuss the implications Agenda 2020 during its working session in April

2.2. SportAccord Convention in Sochi
The SportAccord/President Vizer has in order to secure a broad participation very late in the process sent out an invitation for National Associations. IFF has tried to ask how this is to work on a practical level, without an answer. As far as we know these are for the NF representatives and only for the Convention.
The ExCo concluded that the invitation came too late for any action, but we thank the SportAccord for the opportunity and we are interested to look for the opportunity for 2016.
  - Sports Demo Zone:
    - Agreed with NFFR that they will run the a Floorball Demo during Sunday 19th and Monday 20th of April, in cooperation with IFF. IFF will support the Sports Demo with around 2,000 CHF.
    - Organize a meeting with representatives of the Russian Sport, together with the NFFR
  - ARISF AGM
    - General topics for the AGM.
    - Liljelund has been re-nominated for an empty seat in the ARISF Council
  - IWGA AGM
    - AGM to approve the Council decision for TWG 2021 to be given to Birmingham, Alabama USA.
      - We should contact the TWG 2021 organisers.
    - Separate discussions with TWG 2017 LOC and IWGA Office on Wroclaw preparations and the IF Passport. Investigate the possibility for an Event there.
  - IMGA
    - Information on European Master Games 2019, where the Finnish Sport Confederation has handed in a conditional application
- **IOC Sports Department**
  
  - General Update to – Basic Report 2-3 pages to Sports Department
  - ExCo discussed the main topics of the report
  - New NOC members: Germany, Slovakia, Poland, Korea, Philippines, Indonesia, Malaysia
  - Multi-Sport Games. TWG2017 and SEA Games
  - EOTO process
  - WFC 2014 Success, Competition system change and effect
  - IOC Road Map: Entourage, Ethics Commission, Code of Ethics, Athletes Commission, Equality
  - Social Media, TV matches and visibility
  - Development programs

2.3. **IOC Short List Project**

The ExCo discussed the next steps in the process:

- We need to continue with the production of documents for a possible IOC application;
  
  - Equality Concept document to be able to explain how we work with the question of Equality
  - CB to decide upon Entourage Commission
  - IFF Ethics Commission new documents – Proposals from the EC to decide by CB upon the Code of Ethics, Good Governance Policy and Conflict of Interest
  - Other documents: Street Floorball Concept paper

2.4. **Cooperation with FIH**

Mr. Eriksson explained that the FIH President Leandro Negre started the discussion with IFF on a possibility of mutual cooperation in 2012.

Mr. Liljelund had a meeting with FIH CEO Mr. Kelly Fairwater 4.3. to discuss the process. The aim is to investigate the possibilities of cooperation during 2015 and then bring a final proposal for the two federations for 2016.

The ExCo discussed the Implications and Strategy towards such a cooperation and felt that IFF should continue with the preparations. The FIH Council will discuss the issue in the coming week-end.

3. **Upcoming Events**

3.1. **WFC 2015/U19 WFC 2015 and License system implementation**

The ExCo discussed the situation in accordance to the License system. The situation is quite ok and the Financial situation of the problematic IF’s - Hungary and Singapore.

CB needs to discuss the situation in its meeting in April. Present proposals for solutions (all debts paid 2 months prior to Event):

- Hungary CHF 23,122 – following plan (U19/WFC)
- Latvia CHF 11,000 – Following plan (U19/WFC)
- Poland 14,450 – Following plan (U19/WFC)
- the Netherlands CHF 4,000 – Unpaid Annual fee 2014 (WFC)
- Russia CHF 5,000 – WFC 2015 not paid (WFC)
- Singapore CHF 23,000 – Has not started paying (WFC)
- Slovakia CHF 7,500 – Not paid Annual fee 2014/U19 WFC (U19/WFC)
- USA CHF 3,000 – Not paid U19 participation fee (U19/WFC)

The ExCo decided that the Office is to follow-up the process in-front of the CB meeting. The aim with the License system is to establish the procedure for the WFC 2017 registration, where a member association with debts can’t register for the Event. However if the member has an approved plan and is following it, they can register.

3.2. **WFC 2015**

Mr. Eriksson reported on the result of the ballot. There was a small hick-up with the ballot pots, but it was solved OK.

The TV situation is a bit tricky, as YLE has informed that they can’t make the production, as their production units are used already. LOC/IFF are looking a production company outside, but YLE will still be the Host Broadcaster. The assumption is to have a total of 16-18 TV games. IFF will send out the TV Offer out in beginning of April, as soon as the final Proposal of Match Schedule by end of March.

IFF will ask for an overall report from the organiser for the CB meeting.
3.3. WFC U19 2015
The event seems to be up and running, but there is not that much information coming from there. Everything seems to be on track.
The Office will ask for an official report for the CB.

3.4. EFC 2015
The IFF Competition Office has prepared a proposal for the new playing system for the EFC playing system, which is being discussed by the RACC, which is to bring the proposal for the CB.
Presently we don’t have an organiser for the EFC Final Round. The Competition office is asking the federations for organisers.

3.5. SEA Games status 2015 SFA/IFF working on the process
The preparations are running on well, coordinated by the SEA Games LOC, supported with the SFA. There has been some issues with the NOC permission for Indonesia and Philippines to participate. Singapore, Malaysia and Thailand secured participation, but apparently the lobbying is ongoing and there are some light for at least the Philippines. Floorball will be played from 9th to 14th of June.

3.6. Discussion about FIFA 2022 Plans
The ExCo discussed the implications of the FIFA Task Force proposals that the FIFA World Cup should be played in Nov-Dec in the future, this would have a very negative effect on our WFC

4. ExCo work and actions taken
4.1. International lobby work
Mr. King reported on the discussions with the Fiji NOC to run a school seminar separate from the Oceanian NOC meeting in Fiji. It would mean to have the seminar later in the process. Mr. King proposes to run the seminar for Fiji in August.
Mr. Liljelund had discussions Iranian Federation upon spreading the sport in West Asia into countries like Azerbaijan, Turkmenistan and Uzbekistan. Also some discussion are ongoing upon the Asia Indoor Games in Turkmenistan 2017.

4.2. Development & Equality
Mr. Liljelund informed that there are the following planned/executed seminars for 2015
• Iran 23.-25.2., with 50 participants
• Mongolia?
• Australia August???
• Ireland (SO) 16.-17.4.
• China 11.-13.7.
• Cameroon 3.-6.9.
• Additional discussions ongoing with Spain/Portugal

4.3. Marketing
Mr. Suman reported upon the preparations made for the IFF Combine sales package, where we are waiting for some input from the National Associations. When the proposal is finalized, we will call for the Core Country Marketing Network Group (CCMNG). When the proposal has been finalized it will be tested on the market and seek for the political approval from the National Associations.
Concerning the IFF TV Magazine we will look upon the possibility with the SportAccord Euronews. IFF is looking to get a feature included here.
The ExCo discussed that it is important to include the coming organisers in the CCMNG and include this work in the EOTO process.

4.4. AOFC update
Mr. King made a short report, explaining that the situation is a bit split as the SEA countries are focusing on the SEA Games, but the other are more alone. The issue shall be discussed in a later stage.
5. **New Membership issues**

5.1. **Projects - Status**

- Chile: Meetings held with three Chilean ex-pats in Sweden
- China: Ms. Chen Xin working on forming Chinese Student Floorball Association, which will seek IFF membership
- Colombia: A Floorball club has been established, some work has been done to form a federation
- Croatia: Small steps has been taken to start working with the Swedish players, without taking the local people into account
- Greenland: Has asked if we can approve Greenland as a National Federation
- Hong Kong: There has been an HK federation formed, which has been informed of the procedures
- Luxembourg: There has been some progress within the federation, some teams are playing
- Myanmar: No news up to date, but we need to check the situation in connection SEA Games
- Somalia: Meetings held with two groups.
- Costa Rica: A contact has been established between the Czech Federation and a Professor in Costa Rica
- Haiti: A contact has been formed with the Haiti Floorball Association

5.2. **How to continue the process to secure the sufficient number of members for the IOC**

The ExCo proposes that the CB would discuss this in the CB working session in April

6. **RACC tasks**

6.1. **After Match Disciplinary system**

The ExCo decided to give the RACC the task to find a solution how to work with the situation, if a teams are not pleased with a decision of the referees and wants to challenge this after the game. Based on the incidents during the WFC2014, there needs to be a system for this. The RACC shall propose the whole system for the IFF CB well in advance of the WFC2015, where the new system shall be applicable.

6.2. **RACC to prepare a proposal for a new system for the EuroFloorball Cup system.**

The RACC is preparing the proposal.

7. **RC Overall situation**

7.1. **WFC2014 follow-up**

The ExCo discuss how to deal with the present issues that occurred during the WFC2014. Mr. Eriksson has been in contact with the RC Chair to discuss on how to strengthen the situation of the referees group in the Events and get the whole referee group is closer to the whole IFF Family. The RC are to bring a proposal to the CB meeting in the coming months.

8. **Champions Cup Situation**

Mr. Suman reported on the CC Steering Group meeting to set the overall goals for the 2nd phase of the CC 2015-2018

8.1. **Mlada Boleslav 2015 preparations**

Mr. Suman reported on the preparations of the Champions Cup in Mlada Boleslav, with Ms. Petra Nachtigalova as the key responsible. The City is fully committed to the organization. The logo has been approved and work for the web is ongoing.

8.2. **Brand Manager application**

Mr. Liljelund reported that there was a total of nine applicants for the Champions Cup total nine applications and the first level of interviews before end of March and the final decision before the CB meeting in Denmark.

9. **Next CB meeting**

The next CB meeting will be held in Copenhagen from the 11th to 12th of April.
9.1. Copenhagen CB Agenda

- Financial Report 2014
- Budget 2015 update
- Status Report License system finance U19WFC/WFC
- WFC 2014 Final Report
- Status U19WFC2015/WFC2015
- EFC 2015 and qualifications
- Champions Cup – status Mlada Boleslav/Brand Manager
- ExCo meeting report/AOFC and Americas report
- International Sports: FIH report and SportAccord Objectives
- IOC project: IOC Sports Department activity report
- FIFA Qatar 2022 implications for WFC
- Marketing: Combined Sales and TV Magazine
- RC meeting report (if held)
- RACC: EFC system, New disciplinary system for Game issues
- Ethics: Updated documents for the CB
- Entourage Commission: Election
- Information: WFC web page

The CB working session will discuss the overall implications for Floorball of the Olympic Agenda 2020, the way to gain more members and the EOTO process.

10. Other Issues

10.1. Financial results 2014

The ExCo was informed that IFF will make a small profit and made some reservations for 2015. IFF will include the Value in Kind effect of Sponsorship deals in the result.

10.2. Budget 2015 revision

The ExCo decided to propose to the CB that the CB would make the revision of the budget with the inclusion of the Sponsorship Value in Kind.

10.3. Event Management Tool

Mr. Liljelund reported that the IFF is to start the use of the Event Management Tool in connection to the WFC2015 and we are planning to build an Accreditation Tool as a part of the Event Management Tool.

10.4. EOTO Process

Mr. Liljelund reported on the situation of the EOTO Mentoring program Bi-lateral projects, which will be discussed more in detail during the CB meeting.
Upcoming meetings and issues

- To prepare a Status Development Report for the IOC Sports Department, by end of March (JL)
- Ask Japanese Federation to contact the TOGOC, to ask about the Sports Lab (TE)
- To prepare a concept paper for 3 vs.3 Floorball (StreetFloorball) for the IOC by end of March (JL)
- To seek an audience with the IOC Sport Director Mr. Kit McConnell after the SportAccord (TE)
- Ask NFFR to organise meetings with Russian Sport Officials during the SportAccord, Floorball Sports Demo (JL/NFFR)
- Seek Contact to the World Games 2021 organisers in Sochi (JL)
- Discuss with Polish NF about the possibility to organise an International Event in Wroclaw (JL)
- To prepare a concept paper on how IFF deals with Equality questions and how it is organised (SM/JL)
- To prepare the proposal for the License System decisions for the CB (SK)
- To prepare the TV offer for the WFC 2015, U19WFC and Champions Cup in beginning of April (JL)
- Decide upon the production company for the WFC 2015 by end of March (JL/WFC)
- Secure the dates for the development seminar in Fiji and the seminar in Australia (SKi)
- Collect the information from the CCMNG contacts for the Combined Sales proposal. (JL)
- Prepare the CB Agenda and inform the CB members accordingly of the process (JL)
- Include the Sponsorship deals Value in Kind into the Financial result 2014 and the Budget 2015. (SK)

Issues that need to be discussed or decided upon or taken action upon

New ideas, etc…
Appendix 15a

IFF APRIL 2015 CB MEETING

1.0 AOFC ACTIVITIES
   1.1 SEA FLOORBALL CHAMPIONSHIPS due in June 2015 in Singapore
   1.2 WFC 2015
      • 4 Women’s Teams participating
   1.3 WFCQ 2016
      • 5 Teams nominated. Location yet to be set for Qualifications
   1.4 AOFC CALENDAR
      • Preliminary Calendar of events in AOFC region developed

2.0 AOFC DEVELOPMENT WORKS
   2.1 PROJECT NEW MEMBERS
      • Aim is to convert some existing countries playing floorball into members including
        - Cambodia
        - Myanmar
        - Nepal
        - Sri Lanka
        - Bangladesh
   2.2 PROJECT OCEANIA
      • Initial contact with Fiji, plans being developed for a seminar in August/September 2015 in Fiji

3.0 AOFC COUNTRIES UPDATES
   3.1 NEW ZEALAND
      o Jan - March 2015:
        • NZ Women’s team played in WFCQ in Australia
        • Junior after school leagues running in several locations (total about 170 teams/1000+ players)
        • Contact with several councils and school sports organisations to introduce floorball to new areas
        • Floorball promotions with mini rink at various fairs and festivals
          o Upcoming events and actions:
            • NZ Men’s team training camp in April
            • Various tournaments in Christchurch, Levin, Upper Hutt, Lower Hutt
            • Participate in AGM of NZOC
            • NZ Secondary School Floorball Championships in September
            • 8th Wellington Open and NZ National Championships in September
3.2 KOREA

Last 3 months

- 5 times 3rd Level Coaching courses
- 2 times referee courses
- Provisional Membership from Korea Olympic Committee.
- Participating to SPOec (The biggest sports & Leisure exhibition)
- Visiting from Thai Floorball Federation
- Fun event
- Several times "Visit & Teach" projects
- U 19 team TRYOUT
- U19 team Official practice

Next 6 months

- April
  - 3 on 3 outdoor mini game
  - Jeon Nam province Floorball Federation establishment
  - 3 times 3rd level coaching courses and 1 time referee course
  - National team practice with Thai National team

- May
  - National team practice with Thai National team
  - President Cup for the University teams
  - Several times "Visit & Teach" projects
  - Tournaments for the mentally disabled players in Jeju Island.

- June
  - President Cup for the Elite teams
  - Some coaching courses

- July
  - Participating to Thai Open
  - President Cup for the Elementary/ Middle / High schools

- August
  - Junior camp
  - Tournament for the Global high schools and PE teachers
  - Beach floorball in Busan
  - 2nd Level Coaching course

- September
  - Jeju Island Open
  - Autumn 3 on 3 mini game
3.3 PHILIPPINES

- SEA Floorball cup participation in Singapore (December)
- Floorball launching in Cebu city, Visayas, Central Philippines (January)
- Floorball introduction in 9 schools in Metro Manila (January to March)
- Philippine public youth Floorball development program - floorball training for less-fortunate youngsters (February)
- National team try-outs and start of training program (February)
- Floorball coaching course level 1 (March)
- Philippine Floorball Association (PFA) foundation meeting (March)
- end of regular season of Philippine Floorball League (PFL) (March)

Program plans:
- Application of PFA for IFF membership - replacing Floorball Philippines (FP) (March)
- Refereeing course level 1 (April)
- PFL playoffs (April)
- PFL finals (May)
- Summer local floorball tournaments - Manila and Cebu (May)
- Coach course level 1 in Cebu (May)
- Bangkok open participation (July)
- Floorball launching in Davao, Mindanao, Southern Philippines (July/August)
- Start of season 2015/16 PFL (September)

3.4 IRAN

- IFF Development seminar held in Iran
# AOFC Floorball Calendar

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
<th>Categories</th>
<th>Information</th>
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</thead>
<tbody>
<tr>
<td>25.-26.4.2015</td>
<td>Christchurch Floorball Open</td>
<td>Christchurch, New Zealand</td>
<td>M/X</td>
<td><a href="mailto:floorball.christchurch@gmail.com">floorball.christchurch@gmail.com</a></td>
</tr>
<tr>
<td>29.4.-3.5.2015</td>
<td>Men’s U19 WFC</td>
<td>Helsingborg, Sweden</td>
<td>MU19</td>
<td><a href="http://www.floorball.org">www.floorball.org</a></td>
</tr>
<tr>
<td>May 2015</td>
<td>Canberra Floorball Open</td>
<td>Canberra, Australia</td>
<td>TBC</td>
<td><a href="mailto:c.mbell@bigpond.com">c.mbell@bigpond.com</a></td>
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<tr>
<td>5.-16.6.2015</td>
<td>28th SEA Games</td>
<td>Singapore</td>
<td>M, W</td>
<td></td>
</tr>
<tr>
<td>7.-11.7.2015</td>
<td>Australian Floorball Open</td>
<td>Gold Coast, Australia</td>
<td>M, W, U15, U10</td>
<td></td>
</tr>
<tr>
<td>July 2015</td>
<td>Bangkok Floorball Open</td>
<td>Bangkok, Thailand</td>
<td>TBC</td>
<td></td>
</tr>
<tr>
<td>11.-13.9.2015</td>
<td>Jeju Floorball Open</td>
<td>Jeju Island, Korea</td>
<td>TBC</td>
<td><a href="mailto:jejuopen@naver.com">jejuopen@naver.com</a></td>
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<tr>
<td>25.-27.9.2015</td>
<td>Wellington Floorball Open</td>
<td>Wellington, New Zealand</td>
<td>M/X, W, U15</td>
<td><a href="mailto:info@wellingtonfloorball.org.nz">info@wellingtonfloorball.org.nz</a></td>
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<td>Oct 2015</td>
<td>Northern Beaches Open</td>
<td>Sydney, Australia</td>
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<td>4.-12.12. 2015</td>
<td>Women’s WFC</td>
<td>Tampere, Finland</td>
<td>W</td>
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<td>Jan 2016</td>
<td>Men’s WFCQ AOFC</td>
<td>TBC</td>
<td>M</td>
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<td>Apr 2016</td>
<td>AOFC Championships (APAC)</td>
<td>Bangkok, Thailand</td>
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<td>Women’s U19 WFC</td>
<td>Belleville, Canada</td>
<td>WU19</td>
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<td>World University Championships</td>
<td>Porto, Portugal</td>
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**Elite Series Seasons**

Australia  October to March
1. Floorball in Americas By Country

**-AMERICAS**
- Conference call to take place Saturday, April 18th at 10am ET between Americas members to discuss local area progress and increased collaboration

**-BRAZIL**
- Number of registered floorball players is growing. Last record listed 50. Now at 185 members thus far in 2015.
- Between 2013-2014 their school program exposed 3000 kids to the sport with many schools receiving kits to integrate into the school program
- Working to get registered with LOC
- Local social media campaign with schools using #CurtoFloorball (I love Floorball)
- Professional floorball referee will be working in Brazil next 3yrs

**-JAMAICA**
- Bilingual floorball exchange program ran for part of 2014 wrapping up in March and was a success. As part of this program JFA organized 3 tournaments.
- On February 7, 2015 SOJ held a Unified Sports Day where Jamaica’s Maroons Floorball program was given the opportunity to demonstrate the sport.
- Jamaica has worked closely with European floorball players and referees to help develop the sport in the past 6 months.
- The creation of clubs and a central league is now a priority goal for JFA

**-USA**
- Awaiting update from Floorball USA
- WFCQ held in Markham, Canada in January. USA defeated Canada in both matches and advances to WFC.
- The North Texas Floorball Association and Fbs Bohemians, one of the largest floorball club in the Czech Republic announce a joint plan to promote floorball in their respective countries
  - North Texas team will visit Prague for training & development. Focus will shift to U19 training in the spring
- USA will be participating in the U19 WFC this May for the first time
- US Invitational held in March with 6 teams
- Focus on tournament organization for coming year
  - Midwest Tournament April 25th, 8teams thus far registered
  - Southwest Tournament April 26, 2015
  - Lonestar tournament June 15, 2015

**-CANADA**
- Launched online courseware at floorballreferee.com has certified 13 referees from BC to Quebec this year
- Cambridge Floorball Club wins Markham Floorball Tournament
- New Hockey Canada partnership launched to support elementary school floorball programs across the country
- Floorball Canada connects with Finnish Federation to kick off EOTO relationship
- WFCQ in Canada was a success
- Canada Cup takes play May 16-18th at Maple Leaf Gardens in Toronto

-ARGENTINA
  - No update

-MEXICO
  - No update

2. New Countries
  - Haiti has contacted IFF and Americas members for support getting started. In progress.
REPORT ON THE SOJ FLOORBALL PROGRAMME INTERFACE

WITH THE VISITING EUROPEAN RESOURCES

Europeans at regular weekend training

Prepared by Victor L. Brown, Floorball Coordinator, March 2015
It is with great thanks to the Jamaica Floorball Association (JFA) for arranging for the European resources to come to Jamaica (for six months) on a bilingual exchange programme which included coaching Floorball in schools and to the existing clubs. We were not shy at all to take advantage of having these resources readily available and ensured that very opportunity to work with them was taken by extending an open invitation to our twice weekly Unified training sessions and naturally on Saturdays when the junior special athletes and their partners joined us. “These interactions are in-keeping with the SO thrust for Inclusion in Sports and through the Maroons we also meet the Unified Sports thrust. The availability of these external resources will help us with the planned expansion of the SOJ Floorball programme.”

The availability of this level of resources could not have come at a more strategic time for us as we are preparing for our second Canada Cup in Toronto in May and developing the skills of athletes towards the SO Europe-Eurasia 2016 Pre-Winter Games in January. At the 2014 Canada Cup Oshain Daley (our goalkeeper) had a good showing for his time as the number one net-minder. Upon learning of the types of skills that our friends could offer I singled him out for one-on-one attention. Gregoire Schneider, Janko Skorup, Julien Jeanneraud, Milos Alempijevik and Hena Määttä instantly agreed to provide some observations and instruction to improve his goalkeeping skills and techniques, Gregoire immediately observed that “Oshain has a good basic positioning and we’ll be working on helping him to keep it when he is moving in front of on-coming players. I would also say that Oshain has good reflexes”. Over the period of interaction we could clearly see an upward movement in Oshain’s ability and his confidence growing. All of this is vital for when we enter the May tournament. The challenge still remained, however to put an improved defence in front of him so as to reduce the number of shots on goal and thereby increase his percentage saves. In addition, last year’s Canada Cup performance highlighted our lack of finishing in front of the net not withstanding our aggressive play in open court. Our new friends were also very helpful in addressing these two weaknesses.

The drills and tactics provided at each training session have started to find root as the athletes are now displaying that they have “absorbed” them and do display them in match play. “As coaches we are very pleased with the improvement we see in all of the athletes resulting from the training with the resources. The manual that they have produced will be circulated to all so that they can familiarise themselves with and memorize each tactic (this will enable us to refer to plays from courtside and the players can react accordingly). The material will also be utilized for the lower level skilled athletes so that they too can learn match like situations to eventually play scrimmage games as part of their own development. Our friends have touched all of our athletes in some way”

During the period, the JFA hosted two tournaments at which the Maroons UFC had the opportunity to play not only the visitors but other local teams. In addition on February 7, 2015 SOJ held a Unified Sports Day where our Maroons Floorball programme was given the opportunity to show onlookers what the Sport is all about at a high skill level. Again the European players joined us to provide a very entertaining match.

A “parting gift” was received on March 18th at the last full training session when we were presented two sets of new court uniforms donated by Die Mobiliar.

“It is very difficult to express in words the level of gratitude that we (as representatives of SOJ) have to all the European participants of the JFA project. What they have shared with us in terms of Floorball skills is only “the tip of the iceberg” and we are sure that all will be implanted in each athlete as they develop. What they have given us in terms of comradery and acceptance of our athletes is immeasurable and will live in our hearts.”

Thanks Janko, Phillippe, David, Pascal, Gregoire, Samuel, Marika, Dario, Damian, Christian, Nico, Jacqueline, Julien, Henna. We say “Walk Good – Your Always a Winner”
Juniors training

Regular adult training action

Action from SOJ Unified Sports Day

SOJ Unified Sports Day 150207

Instructions for Oshain 1

Instructions for Oshain 2

JFA tournament action 1

JFA tournament action 2

JFA tournament action 3

Presentation of new court uniforms
Form Swiss based Die Mobiliar
Numbers of players increased, but still irrelevant

<table>
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<tr>
<th></th>
<th>MU19</th>
<th>MALE ADULTS</th>
<th>FU19</th>
<th>FEMALE ADULTS</th>
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<tr>
<td>Last record at IFF</td>
<td>17</td>
<td>33</td>
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<td>2015</td>
<td>69</td>
<td>77</td>
<td>20</td>
<td>19</td>
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# ABF PROJECTS

- **Regulatory**
  - Paperwork to get Google Grants - $10k in Google Adwords in order to promote sport, volunteer and maybe shopping
  - Register Floorball at Brazilian Olympic Comitee

- **Equipment & Resources**
  - Finally could have access to equipment donated by Unihoc in 2013, after paying around R$9K in taxes, custom fees and fines due to irregularities in the exportation from Europe. We tripled our sticks and 40x balls.
  - Rink protection is our next objective. Looking forward receiving adapted project of possible.
  - Arrival of a professional referee to live in Brazil for three years will boost coverage of this subject.

- **Offer trial**
  - Extending the program to more schools.
  - 2 months per school, exchange among schools is self managed.
  - Preference to students 10 and over years old.
  - Schools receive kits of 12, 24 or 36 sticks. No goalie helmets.
  - Between 2013 and 2014, 3000 students from public and private schools tried it.

- **State Federations**
  - Parana state has more players than Sao Paulo state, where ABF is. But since haven’t a leadership on the state, none of our efforts has been successful.
  - We offered guidance on the legal steps needed for a federation.

- **Communication**
  - Rebuilt website alone using wordpres theme.
  - Next step for website would be creating a community with ‘gamification’ features. Briefed freelancer to help but budget might not allow.
  - Creating a public group at Facebook for each school that receives the equipment.
  - Sticking adhesives at every stick that is going to schools, inviting the use of #CurtoFloorball (I like Floorball) and inviting to join Facebook group and share.
  - Joining a school event with 150 teens will be recorded in video at a specific exercise and each will receive a video to share.

- **Credibility**
  - School’ teachers filling research form that will be handled to sport university in order to create scientific study

- **Revenue streams**
  - Federated / membership athletes: to launch in August an federation program
  - Structuring sponsor presentation
  - Keep offering workshops and game presentations

- **Championships**
  - Still studying viable way to operate a under 15 y.o. tournament. On weekends adoption might not be sure yet. On weekdays, at public schools transportation is only guaranteed by the state if event at official agenda.
  - Adult (over 15 yo) might happen on the 2nd semester
  - Only federated athletes will be allowed

- **Working**
  - Few things done
  - Planned
  - Can IFF help with best practices or resources?
IFF CODE OF ETHICS

Proposed by the IFF Ethics Commission to be decided by the IFF Central Board on 12th of April 2015

Definitions and interpretation

In this Code of Ethics the following words and expressions have the meanings set out for them:

Federation / IFF: The International Floorball Federation

Members: Those National Floorball Associations who are members of the IFF

Staff: The Staff employed by the Federation including consultants and contractors.

IFF Officials: All those individuals involved with the Federation, including the President, the elected members of the Central Board, elected members of the Commissions, appointed members of Committees and Working Groups and any other volunteers acting for or on behalf of the Federation.

Participants: Those attending Events as part of a national or club team, including players, managers, coaches or other playing support staff, together with referees, technical and other appointed officials.

IOC: The International Olympic Committee

LOC: The Local Organising Committee of any IFF Event

MSG: Multi Sport Games organizer

§ 0. PREAMBLE

It is the aim of the International Floorball Federation, its member associations, members of the staff and the entire Floorball family to promote and maintain the highest possible ethical values within sport of Floorball.

The IFF and each of its members, the Organising Committees of the IFF Events restate their commitment to the Olympic Charter and in particular its Fundamental Principles.

The IFF, as the other Olympic parties affirm their loyalty to the Olympic ideal inspired by Pierre de Coubertin.

Consequently, at all times the IFF, and in the framework of any Multi-Sport Events and of events organised or sanctioned by IFF, the participants and the local organiser undertake to respect and ensure respect of the present Code.

This Code of Ethics applies to all IFF Officials, IFF Staff, Participants and Organisers of Events in any capacity whatsoever, in particular Players and the Players’ Entourage.

The IFF, as an International Federation which is part of the Olympic movement, adopts this Code of Ethics based on the principles and rules of the IOC Code of Ethics.
§ 1. DIGNITY AND EQUALITY

1.1. Safeguarding the dignity of the individual is a fundamental requirement of Olympism.

1.2. There shall be no discrimination on the basis of race, gender, sexual orientation, ethnic origin, religious belief, philosophical or political opinion, marital status or other grounds.

1.4. All forms of harassment, be it physical, professional or sexual, and anything which causes any physical or mental injuries to participants, are prohibited.

1.7. The IFF and Olympic parties shall guarantee the players’ conditions of safety, well-being and medical care favourable to their physical and mental equilibrium.

§ 2. INTEGRITY

2.1. All persons bound by this code shall use due care and diligence in fulfilling their duties. They must not act in any manner likely to tarnish the reputation of IFF, the Floorball family and the Olympic Movement.

2.2. All persons bound by this code shall not, directly or indirectly, solicit, accept or offer any form of remuneration or commission, nor any concealed benefit or service of any nature, connected with the daily operations of IFF and/or the organisation of the IFF Events, Multi-Sport Games or of events sanctioned by the IFF.

An exception may be granted if such remuneration, commission, benefit or service is pre-approved by the IFF Central Board upon recommendation of the Ethics Commission according to the IFF Rules concerning Conflict of Interest.

2.3. Only gifts of nominal value, in accordance with prevailing local customs, may be given or accepted as a mark of respect or friendship. Any other gift must be passed on to IFF.

2.4. The hospitality shown or granted shall only be connected with the specific duties and must ensure that no undue influence on any decision or conflict of interest can arise of it. Any impression of undue influence has to be avoided.

2.5. If a personal or business interest influences or may influence a decision to be taken in the interest of IFF (“conflict of interest”) this has to be disclosed according to the conflict of interest policy.

2.6. IFF, officials and staff, participants, their agents or their representatives must not be involved with institutions, companies or persons whose activity or reputation is inconsistent with the principles set out in the Olympic Charter and the present Code.

2.7. All possible types of doping at all levels are strictly prohibited. The provisions against doping in the World Anti-Doping Code shall be scrupulously observed.

2.8. All forms of participation in, or support for, betting related to Floorball games and all forms of promotion of betting related to such events are prohibited.

2.9. Also, in the context of betting, participants in relation to IFF Events or events sanctioned by the IFF must not, by any manner whatsoever, infringe the principle of fair play, show non-sporting conduct, or attempt to influence the course or the result of a competition or any part thereof, in a manner contrary to sporting ethics.
§ 3. GOOD GOVERNANCE AND RESOURCES

3.1. The basic universal principles of good governance of the Olympic and sports movement in general, in particular transparency, responsibility and accountability, must be respected.

3.2. The income and expenditure of the IFF shall be recorded in their accounts, which must be maintained in accordance with generally accepted accounting principles. An independent auditor elected by the IFF General Assembly shall audit these accounts.

3.3. The IFF and Olympic parties recognize the significant contribution that broadcasters, sponsors, partners and other supporters of sports events make to the development and prestige of the Multi Sport Games and the IFF sanctioned events throughout the world.

However, such support must be in a form consistent with the rules of sport and the principles defined in the Olympic Charter and the present Code.

They must not interfere in the running of sports institutions. The awarding, organisation and staging of international Floorball competitions are the exclusive responsibility of IFF, and the independent sports organisation recognized by the IOC.

§ 4. RELATIONS WITH STATES AND CITIES

4.1. The IFF shall work to maintain harmonious relations with state authorities, in accordance with the principles of autonomy, universality and political neutrality of the Olympic Movement.

4.2. The IFF is free to play a role in the public life of the states of its Members. They may not, however, engage in any activity or follow any ideology inconsistent with the principles and rules defined in the Olympic Charter and set out in the present Code.

4.3. The IFF shall embrace sustainability principles – economic, environmental and social aspects – in all activities. It shall especially protect human rights and endeavour to protect the environment on the occasion of any events they organise and undertake to uphold generally accepted standards for environmental protection.

4.4. The cities’ representatives bidding for the organisation of an IFF event shall refrain from approaching CB Members, NAs’ representatives or another party with a view to obtaining any financial or political support inconsistent with the provisions of the IFF Code of Conduct.

§ 5. CONFIDENTIALITY

5.1. The Members, officials and staff of IFF shall not disclose information entrusted to them in confidence.

5.2. Disclosure of other information shall not be for personal gain or benefit, nor be undertaken maliciously to damage the reputation of any person or organization. Especially insider information that may influence the outcome of a competition and thus any bet placed on it has to be protected.

§ 6. IMPLEMENTATION

6.1. The IFF shall see to it that the principles and rules of the Olympic Charter and the present Code are applied.
6.2. The Ethics Commission including its chair will be elected by the IFF General Assembly. It will be composed of the chair and up to four additional independent members.

6.3. Nominations to the Ethics Commission can be made by each IFF member association and/or Olympic Movement Party.

6.4. The Ethics Commission shall be informed of any breach or suspicion of a breach of the present code, with a view to an investigation and possible disciplinary action by the IFF. In minor cases the general secretary (with regard to staff) or the specific chair (with regard to officials) may be informed.

6.5 Any disciplinary procedure recommended by the Ethics Commission to the IFF Disciplinary Committee shall follow the procedures as outlined in the IFF Juridical Regulation.
IFF GOOD GOVERNANCE POLICY IN FLOORBALL

Prepared by the IFF Ethics Commission to be decided by the IFF Central Board on 12th of April 2015

PURPOSE

This document is to provide guidance to all members, officials and staff of the IFF and of all the Member Associations and the Players participating in our Events and their entourage, concerning their personnel conduct and that of their Associations in its dealings in everything related to Floorball. The guidance is to provide an outline of acceptable practices in their dealings on all levels of Floorball.

As defined in the IFF Strategy 2009 – 2020, IFF is an association consisting of associations, acting as the umbrella for all kind of Floorball and the organisations running and developing the sport. It is the responsibility of IFF to foster and continue to develop the Sport of Floorball. Having this responsibility towards the floorball community, we need to follow the principles of honesty, equality, integrity, fairness and transparency in all our activities. It is our task to be able to act in a correct way in all situations where the Association is put under challenge for misconduct, abuse or even fraud.

For this reason the IFF has drawn up this Good Governance Policy, based on the IFF Code of Ethics and the guiding values of the sport. It contains the guiding principles according to which we act and treat all our stakeholders. This Good Governance Policy supports us in our efforts to create transparency in our actions and to avoid corruption and any kind of abuse in our operations.

Everyone who is subject to this Policy is responsible to be familiar with its terms and shall comply with it. The IFF adheres to a zero-tolerance policy and will undertake to communicate this Policy in an appropriate way, to support education on its content and offer advice.

§1. GENERAL GUIDELINES FOR OUR ACTIONS

- The work and expression we give of our actions are based on the way we conduct our operations and upon the behaviour of our officials and organization.

- Within the framework of our administrational office, our actions are characterized by professionalism, honesty and integrity and based on fair play.

- Our decision-making processes are transparent and independent of any dishonest influence exerted by any outside partners, member associations or other stakeholders. Any person holding a volunteer or paid position must not in any respect be exploited for private purposes or personal advantages.

- All decisions made within the organization are documented accurately and published accordingly on the IFF web page – www.floorball.org.

- Our activities facilitate the sustainable development of our sport and we give equal consideration for social, ecological and economic criteria.

§2. GUIDELINES FOR PERSONNEL CONDUCT

§ 2.1. DEALINGS WITH OTHERS

- We respect the principles of the Code of Ethics and are guided by them.
- We are always to carry out the task(s) connected to our role on the basis of “Treat others as you want to be treated yourself”
- One is to treat and deal with one’s partner with respect, listen and always consider the best interests of Floorball and the Olympic movement.
- No form of Discrimination or Harassment is to be tolerated in any action committed
- We protect the general right for everyone of individual privacy and the personal data of our co-workers and all personal data of other people entrusted to us and do not use it in any other context than what has been agreed to.

§3. GUIDELINES FOR OUR OPERATIONS

§ 3.1. GIFTS

- We disclose gifts if the value is over 100 CHF and declare them to the respective manager, the supervisor or the ethics commission, who will decide how to deal in the matter.
- We do not accept gifts that cause a conflict of interest or might jeopardise our integrity
- We never accept a gift in the form of cash, or its equivalent.
- Any fees that are received from any stakeholder for work done or as payment for participation or services provided in connection with the operations of the IFF are to be declared and handed over directly to the person responsible for the accounts within IFF.

§ 3.2. INVITATIONS

- We disclose all invitations we have received and declare them to the respective manager or supervisor, who will decide upon it.
- We accept and issue invitations only if they are connected with our duties involved in representing the IFF and there are no conflicts of interest arising from them.
- We do not allow ourselves to be accompanied by family members or partners at official events or to invitations without the agreement of the respective manager or supervisor.

§ 3.3. BRIBES & COMMISSIONS

- We do not allow ourselves to be bribed or accept any commission payments in any form.
- We refuse any undue advantages, which are offered, promised or granted to us for the purpose of a breach of duty or dishonesty.
- We do not offer to bribe any person or pay commissions in any form.

§ 3.4. LOBBYING

- We conduct the representation of our interests exclusively in connection with specific and clearly defined projects.
- We shall conduct lobbying in an ethical way and not involve any bribes or commissions in the process.
- Lobbying shall be carried out for the interests of the Association and not any personal interests

§ 3.5. ASSOCIATION FUNDS AND ASSETS

- We only use the funds and assets of the Association for the benefit of the Association and its members
- We maintain full financial records of the Association’s funds and assets and their use.
- Sponsorships received are to be used for the benefit of the Association and its members.
- All sponsorships should follow the same ethical guidelines as the Association and promote the Sport of Floorball.
- All financial transactions must be proven and recorded within the framework of correct, comprehensive book-keeping which is in compliance with the law.
- When IFF is providing financial support to its Member Associations, the use of these funds shall always be for the benefit of Floorball and must be clearly recorded in the accounts of the IFF Member Associations.
- Upon request, the concerned Member Associations will cooperate with experts designated by the IFF CB to audit the accounts regarding these resources. The IFF Member Associations will give these experts the information they need.

§ 3.6. CONFLICT OF INTEREST
- We avoid conflicts of interest as defined in the IFF Conflict of Interest Policy and if we are not able to avoid them we disclose them to the Association.
- As a member of the IFF Central Board, Committees, Commissions, functions, or the Office we do not take part in any decisions that we have a personal or financial interest in.
- We disclose any investments or financial connections with customers, suppliers, sponsors or other business partners of the Association.

§ 3.7. BETTING
- We do not take part anywhere in betting either directly or indirectly on games of Floorball.
- We do not provide any inside information that we have received in our position outside the organisation, which could be used for betting purposes.
- We do not maintain any relationships with illegal bookmakers or betting companies.
- We do not, directly or indirectly, attempt to influence the course or result of a competition be it for sporting or for betting reasons.

§ 3.8. Anti-Doping
- We have a zero-tolerance attitude towards Doping.
- We fulfil all obligations under the WADA-Code.

§ 3.9. FAIR COMPETITION
- We do not strike any agreements with competitors regarding economically sensitive issues like offers, prices, terms and conditions of business and interest of sponsors etc.

§ 3.10. FRAUD
- We do not condone or tolerate any form of fraud or embezzlement of the funds or assets of the Association.

§ 3.11. CANDIDATES FOR ELECTION AND APPOINTMENTS
- All Candidates need to respect the relevant IFF procedures in place and act accordingly.
- All Candidates have to run their campaign with honesty, moderation and respect for the other candidates and voters.
- The Candidates should not approach the voters, in an unappropriated manner, with the objective to affect their freedom of decision.

§ 4. GUIDELINES FOR DEALING WITH SPONSORSHIP & PARTNERS
- We take the Code of Ethics and the Good Governance Guidelines as the basis for all relations with sponsors and all other stakeholders.
- We work together with stakeholders that in their business activity adhere to the respectively applicable legal provisions.
- We always make payments directly to the entitled parties and avoid cash payments, especially of high sums. We do not make any transfers to accounts or in countries which are classified as problematic by the transferring financial institution.
- The Association ensures that all support payments and financial contributions for charitable purposes are not used for any corrupt or inappropriate purpose.
- We always make all agreements/contracts involving any transaction of financial assets/money in writing and signed by two persons by the IFF, in accordance to our Statutes.
- We always use open and documented bids for Event organisation that is sent to all concerned stakeholders, with a sufficient time to hand in their bid.
- If the term of contract ends and no prolonging of the IFF sponsorship deals are made in accordance with the existing contracts, we invite companies to an open bid for the IFF sponsorships.

§ 5. FILES AND DOCUMENTS CONFIDENTIALITY
- The work produced by employees and other persons and committees to whom/which the IFF Good Governance Policy applies are the property of the Association unless this is expressly specified otherwise.
- We protect the intellectual and material property of the Association and that of third parties.
- We do not use confidential information for personal gain.
- We treat confidential information with confidentially at all times unless approved by the Association to be disclosed.
- When the employment or working relationship ends, we return all documents containing confidential information to the Association.
- In all the agreements IFF signs it is clearly defined, how a possible dispute shall be handled and the process for that.

§ 6. BREACH OF THIS POLICY
Persons subject to this Policy who breach it will be sanctioned, in accordance with the IFF Juridical Regulations.
Persons subject to this Policy who attempt, or agree with another person, to act in a manner that would constitute a violation of this Policy, shall be treated as if they had committed a violation, whether or not such attempt or agreement in fact resulted in a violation.

LEGAL NOTICE
The IFF Good Governance Policy was approved by the Central Board of the International Floorball Federation on 12th of April 2015 and comes into force on 21st of April 2014.
The purpose of this policy is to protect IFF’s interests when it is considering entering into a transaction or arrangement that might benefit the private interest of a Central Board member, a member of the staff or a member of a committee with powers delegated by the Central Board or might result in a possible excess benefit transaction. This policy is intended to supplement, but not replace, any applicable state and federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

§ 1. SCOPE OF APPLICATION

This Policy applies to members and employees of International Floorball Federation (IFF), members of the Central Board (the Board) and to members of any other committee or body appointed by IFF, with actual or delegated decision making powers.

§ 2. POLICY STATEMENT

A member of the Board or a committee, or any other person covered by the policy as setout above, may not participate in any discussion on any subject brought before the Board or a committee, panel, group or other body for consideration and decision if that member has or may have, directly or indirectly, an interest in the outcome of the consideration and decision of that subject without first declaring the conflict of interest and may not vote on any such subject.

Employees of the IFF are to avoid actual or potential, present or future conflicts between personal interests and official duty or work related activities.

§ 3. WHAT IS A CONFLICT OF INTEREST?

A conflict of interest exists when:

- the personal or business interests of a person covered by this policy may influence his/her ability to put the interest and welfare of the IFF before personal or business interests or where someone is likely to perceive that that person could be influenced.

- an individual stands to benefit directly/indirectly from information received by, or a decision of the Board, committee or body or where someone might reasonably perceive there to be such a benefit.

- an individual has two separate and competing interests and it may be unclear as to which interest he/she is acting for.

§ 4. COMMON INSTANCES OF CONFLICT OF INTEREST

In assessing the situations described in Paragraph 3 above, direct as well as indirect interests must be taken into account. This also includes the interests of a third person such as a parent, spouse, relation or dependent. The following non-exhaustive list shows examples of common instances of conflict of interest:

- Where a person has personal interests in business transactions or contracts that the IFF may enter into.

- Where a person has an interest in other organizations that have dealings or relationships with the IFF and when matters involving the interest of both the IFF and the other organization are being considered.
Where a person has interests in any joint ventures with external parties which the IFF may enter into.

- In recruiting staff with close relationships (i.e. those who are more than acquaintances) with those persons covered by this policy.

- Any employment or income received from work undertaken within sport.

- Any income received from sport as a partner, director or employee within a firm or company.

- Any sponsorship personally received.

- Any contracts with a sport for the provision of services or goods for profit.

§ 5. DEALING WITH CONFLICTS OF INTEREST

5.1 General Principles

Each person has a duty to avoid any case of conflict of interest. Faced with a situation of an actual or potential conflict of interest, the person must disclose the actual or potential conflict of interest to the Board/committee or body concerned or, if an employee, to the secretary general.

Pending determination of the question, the person concerned should refrain from expressing any opinion, participating in any discussion, or from voting on any subject until the question is finally determined as provided in the following sub-paragraphs.

5.2 Central Board Members

If the person concerned is a Central Board member, the Central Board is responsible for taking a decision concerning the management of the conflict of interest.

If the Central Board cannot reach a decision, the Central Board may refer the case to the IFF Ethics Commission for a determination in accordance with the Commission's Rules concerning Conflicts of Interests.

5.3 Members of committees or bodies appointed by the Central Board

If the person concerned is a member of a Committee or other body then the committee/body is responsible, in the first instance, for taking a decision concerning the management of the conflict of interest.

If the Committee/body cannot reach a decision, the committee/body Chair must refer the case to the Central Board for resolution.

If the Central Board cannot reach a decision, the Central Board may refer the matter to the IFF Ethics Commission for determination in accordance with the Commission’s Rules concerning Conflicts of Interests.

5.4 Staff Member

If the person concerned is an employee, the secretary general is responsible, in the first instance, for taking a decision concerning the management of the conflict of interest.

If the secretary general cannot reach a decision, he/she must refer the matter to the Board for determination.

5.5 Final Decision

In any matter that is referred to:
- the IFF Ethics Commission under paragraphs 5.2 or 5.3, or
- the Central Board under paragraph 5.4,

the decision of the IFF Ethics Commission or the Board, as the case may be, shall be final and binding on
the IFF and the person(s) concerned and there shall be no further appeal.

§ 6. DECLARATION OF INTEREST

Immediately following their election, appointment or commencement of employment, as the case may be,
every person covered by this policy shall declare in writing all business, sport or other personal interests
which might result in a conflict of interest, actual or potential, in the discharge of their responsibilities. The
Declaration shall be in the form annexed as Schedule A.

If at any time following the filing of his or her Declaration there occurs any material change in the information
contained in the Declaration given, he/she shall file a supplementary Declaration describing such change, as
soon as reasonably possible.

A Register of the business, sport and other personal interests as declared by all persons covered by this
policy, which may conflict with the discharge of their responsibilities will be maintained by the IFF secretary
general, and updated if a supplementary Declaration is filed.

The Register will be made available at the IFF Office for inspection by any member of the Board or any other
person authorized by the President or the secretary general of the IFF.

§ 7. CONFIDENTIALITY

All discussions at meetings of the Board and committees or bodies are confidential. Members of the
Executive Board and others covered by this policy must not disclose to any third parties any discussions that
take place at meetings, apart from what is disclosed in the minutes of that meeting.

The official record of all meetings of the Board and committees and other bodies appointed by the Board are
the minutes of those meetings.

All official announcements, statements and correspondence (in all forms) on behalf of the IFF may only be
made by the President, the secretary general or any other person authorized by them to do so.
 INTERNATIONAL FLOORBALL FEDERATION
CONFLICT OF INTEREST DECLARATION

PREAMBLE

The IFF has adopted a Conflict of Interest/Confidentiality Policy and Guidelines (“Policy”).

The Policy applies to all members of the Central Board, all members of committees or bodies appointed by the Board and to all IFF employees.

All persons to whom the Policy applies are required to recognize and avoid participation in any activities that involve, might appear to involve, or could result in, an actual or potential conflict of interest.

All persons to whom the Policy applies must also ensure compliance with the provisions of the Policy with respect to Confidentiality.

A conflict of interest is defined in paragraph 3 of the Policy.

Details of the person making this declaration are contained in the Schedule.

DECLARATION

I the undersigned DECLARE as follows:

- I have read, understand and accept the Policy.
- I do not have nor do I presently anticipate having any conflict of interest, actual or potential, other than as set out in this completed Declaration.
- I agree to make immediate disclosure of any actual or potential conflict of interest arising after the date of this declaration.
- I agree to be bound by the decision of the person or body authorized to make decisions under the Policy.

Name (in full): ...................................................  
Address: ...................................................
...................................................
...................................................
Position held in IFF: ...................................................
Details of Conflict of Interest (actual or potential) ...................................................
...................................................
...................................................
Date: ...... / ...... / 20 ...
Signature: ...................................................
Helsinki, Finland 23.03.2015

To:
IOC Sports Department
Mr. Christian Wassmer

CC:
Mr. Kit McConnell


Dear Christian,

As it now has been agreed when we will have a joint meeting during SportAccord, we thought within the IFF Executive Committee, that we would update you and the IOC Sports Department with a Status report on the 2014-2015 IFF activities, achievements and development of the Sport, in order to secure that you have all the relevant information available before the meeting.

The IFF Executive Committee has discussed the Olympic Agenda 2020 and the implementations of the approved 20+20 recommendations. As there are still a number of issues that are open and unclear for us, when it comes to the process of inclusion of new sports to the Olympic Games, we have based all our activities and decisions on our understanding of how we shall build the IFF and develop our sport to meet the present requirements. It will also be important for IFF to define, together with the IOC, the next steps, how the International Olympic Committee appreciates our approach and which are the suggestions that your colleagues in charge of the Olympic programme will share with us.

After IFF received the full IOC recognition in 2011, the work has continued in all fields to prepare and bring the whole organization to a level which would give Floorball a possibility to enter as many Multi-Sport Events as possible, in order to strengthen the sports brand and visibility on a global level. A lot of the activities have been designed keeping this in mind, as we have also spent a lot of energy to strengthen the operations within the membership.

Based on the discussions we have held during the past years, for the IFF General Assembly in Gothenburg 2014 we prepared a number of documents and policies to streamline the growing number of tasks and the movement as a whole.

Please find described in short the main achievements of the IFF in the last 16 months.

1) IOC Road Map

The IFF CB has built the organization to perfectly match with the requirements of the IOC and the other Multi-Sport Games. As Floorball has been and still is a fast growing sport with relatively small resources, we have until now focused much more on the organic growth, but as a part of our vision to one day be on the Olympic Games, we have also streamlined the operations to meet the coming requirements and thus enhancing our operations and procedures.
Athletes Entourage
The IFF CB has approved the Guidelines for the Conduct of the Athletes Entourage and formed an Entourage Commission, which has started its work with producing the IFF Event Participant Acknowledgement document. The structure of this will be discuss more during 2015.

Ethics Commission
The IFF General Assembly confirmed the election of the IFF Ethics Commission and the EC has started its work to revise the IFF Code of Ethics, Policy for Good Governance and Conflict of Interest documents. The IFF Ethics Commission is composed of 4 members, out of which 3 are from outside the IFF, and it is chaired by Mr. Paul-Erik Höyer, IOC Member.

Athletes Commission
The Athlete members of the Athletes Commission are still elected separately by their peers during the WFC’s, which we need to re-address in some way, but the ATC has been very active, giving its input in the new rules process and looking on different regulations and policies effecting the Athletes. The ATC now has a member representing the ATC in all the IFF Committees (Medical, Referee, Rules and Competition). We also conducted the ATC Election for the Male representatives in connection to the Athletes Outreach and had a participation level of over 82 per cent.

Equality & Equity
The IFF Equality work has so far been organized through a function run by one of the employees and we have built a very good GoGirls project which will run some workshops and events during the WFC 2015 in Tampere. The CB is preparing a Policy Paper on how to work with Equality inside IFF, also broader than only as a gender question, but also concerning race, religion, sexual orientation etc. The equity action plan will also address inclusive practices for minority groups and those with disabilities, as IFF today cooperates with both manual and electrical wheelchair floorball and Special Olympics.

2) Participation in Multi-Sport Events
Without question, the main achievement for IFF during the period has been the acceptance of Floorball in the IWGA Wroclaw World Games 2017 and the participation in the upcoming SportAccord Urban games. In addition to these Floorball is also on the South-East Asian Games in Singapore this year as a medal sport after the successful participation in the Myanmar 2013 games.

As a part of our strive to enter more Multi-Sport Events, IFF has been working on formulizing the version of 3 vs 3 / 4 vs 4 Floorball as an own discipline of the sport with a “Urban Sport” spirit. This is also used as an entry version of the sport in a number of countries, with limited facilities and player numbers. IFF is preparing a Concept Paper for the 3vs3 Floorball, as it has been played as a recreational version and a training format for over 20 years in a number of countries. We would be interested in presenting this concept to your colleagues in charge of the YOG / Sports Lab to get their feedback and recommendations.

IFF has started the 2nd phase of the Top Elite Club/National Champions European tournament, the Champions Cup and is now employing a CC Brand Manager to develop the product and combine the second layer club tournament, the EuroFloorball Cup with the Champions Cup.
3) Visibility and Social Media

The development of the Floorball Social Media has been very rapid. The IFF Social Media channels have continued to grow in number of likes and reach. IFF has worked to streamline the Corporate Identity of the main Events and starting from the WFC 2015, we now have the Event web page as a part of the IFF web page and are using the same Social media Channels to gather the traffic to one source. IFF is present in Facebook, Twitter, Flickr, Instagram and YouTube. In addition we have built our own Mobile Application for the IFF Events and one for the Floorball PointsMaster game activation format for 3vs3/4vs4 playing.

IFF has secured that all matches from all the IFF Events (WFCQ, WFC, U19 WFC, U19 WFCQ, Champions Cup and EuroFloorball Cup) are streamed on the IFF YouTube channel. In addition TV broadcasts are made from Adult and U19 WFC’s and the Champions Cup tournaments.

4) Focus on the Development of the Sport outside Europe

As it was recommended by the IOC EB when granting the provisional recommendation that IFF needs to grow outside Europe, we have been working very much upon this. As there has been a growing number of non-European countries, which have wanted to join the IFF, without having any Floorball activity in the country, we have been forced to change the opus moderandi for accepting new members.

As a part of this process we have started a very close monitoring of the level of the game in these mostly African countries. We have some 20-25 countries where some kind and level of Floorball is played and out of these we are working with a number of them to secure the level of operations before accepting them as members:

Africa: Somalia, Ivory Coast
Americas: Chile, Colombia, Costa Rica, Haiti, Mexico
Asia: Bangladesh, China, Hong Kong, Laos, Myanmar, Nepal, Taiwan
Oceania: Fiji, Samoa, Tonga

As a tool in this development work we are still using the Floorball Development Seminars and Workshops outside Europe.

Held seminars:
- New Zealand, February 2014
- Canada, May 2014
- China, July, 2014
- India, September 2014
- Iran, February 2015

Planned Seminars:
- China/Hong Kong, July 2015
- Australia, August 2015
- Fiji, August 2015
- Cameroon, September 2015
- Mongolia, tbd 2015

IFF is also building its own School curriculum for PE teachers to be used when introducing Floorball to the Schools. This curriculum is built around animated drills available on-line to explain the movement of players on the field.

In addition to the continued work to spread and develop the sport all over the world, the IFF has supported the member associations in their work to seek and gain the membership/recognition of the NOC’s where it is possible. During the period the following NA’s have been granted NOC recognition/membership: Germany, Indonesia, Korea, Malaysia, the Philippines, Poland and Slovakia.
5) **10th IFF Men’s World Floorball Championships 2014**

The Men’s WFC proved to be a real success in a number of fields. The event made a new record of spectators attending the games with over 104,400 spectators, and also gathered a total of nine countries broadcasting matches live from the event, with a total of over 8 million TV spectators from the televised 17 games, which was an increase with over 50% from the previous Men’s WFC. We also gathered close to a million views on the IFF YouTube channels from the event.

In addition the new playing system for the WFC, where the two best teams in the C and D group meets the 3rd and 4th placed team of the A and B group in a first play-off round, gave much more interest to the games as a total of 12 teams had the chance to advance to the quarter and semifinals. The average goal difference between the winners and the losers went down by over 45 per cent, making the matches very interesting and exciting. The theme of closing the gap between the countries is a continuing focus for the future.

A new initiative during the WFC was the Athletes Outreach organized by the IFF Office to give Anti-Doping Education and advice to the Athletes during the WFC. All teams participated in the outreach and they will continue with this in the Women’s 10th WFC in Tampere, Finland in December 2015.

The IFF GA approved the revised update of the IFF Strategy until 2020, which has been built as the guiding lighthouse for our direction towards the next decennium. The update was needed as the development of certain fields has been much faster than expected.

6) **Each One – Teach One project (EOTO)**

The IFF has, together with its member associations, based on the Association Audit made in 2013 built a tailor-made set of development tools and materials for its members, based on their needs in a total of thirteen different fields. Included are solutions for competition and tournament systems, series systems, development and school materials, as well as TV, marketing and social media plans and guidelines. This work is ongoing during 2015-2016.

The second phase of the EOTO project, is the building of bi-lateral support projects between two member associations, where we today have some 25+ designated cooperation pairs with a mentor country and a mentee country, working together on projects defined by them together. The IFF acts as the steering and monitoring body in this process. The objective of the project is to speed up the development of the less developed countries and provide them extra resources to develop faster.

If there is any additional information needed, we will be more than pleased to give you any available information we might posses.

Looking forward to your continued communication, we remain

with sincere regards,

International Floorball Federation

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**Tomas Eriksson**  
President

**John Liljelund b.d.**  
secretary general
Appendix 19

IOC-Recognised IF Development Programme

In 2014, the IOC Sports Department took initiatives to streamline the IOC-Recognised IF Development Programme and to provide a structure and process for the Programme in order to create closer collaboration between the Recognised Federations and the IOC Sports Department. The IOC was very pleased with the 2014 proposals made and projects carried out by the Recognised International Federations. As the new process worked well, we would like to continue with the same structure for 2015.

In order to obtain the annual development subsidy, each IF will be required to upload the following key documents under the Anti-Doping and Sport Development sections and to update where necessary the documents under the Administration section. For the latter, please note that in order to be compliant with Swiss VAT law, we are now required to receive an invoice from you, which must amount to the funding that the IOC provides you with and which must show how the funding is/will be used.

Key Documents

Section: Administration

- Invoice (new)
- IF logo in .EPS and .jpeg format
- Bank details of the account the IF wishes to receive the annual development subsidy
- Dates of the next IF elections
- World Championships Competition Schedule 2015/2016

Section: Anti-Doping

- Anti-Doping project questionnaire
- Supporting documents as mentioned in questionnaire

Section: Sports Development

- Sports Development project questionnaire
- Supporting documents as mentioned in questionnaire

Please note that you can always refer to the 2014 IOC-Recognised IF Development Programme Guidelines for more detailed information if necessary. The Guidelines, along with the Sport Development and Anti-Doping project questionnaires, can be found under the Recognised International Federations section of the Key Topics page or by clicking here to be automatically redirected! Important: Both project questionnaires require the most recent version of Adobe Reader; please refer to the Resources section below for more information.

Timeline

Applications for the annual development subsidy as part of the IOC-Recognised IF Development Programme are being accepted between March 2015 and 15 July 2015.

<table>
<thead>
<tr>
<th>Key Dates</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>26 March 2015</td>
<td>IOC Sports Department sends out the 2015 Development Programme Application to IFs</td>
</tr>
<tr>
<td>15 July 2015</td>
<td>Deadline to submit all requested documents</td>
</tr>
<tr>
<td>25 August 2015</td>
<td>Deadline for payment to the IFs</td>
</tr>
</tbody>
</table>

In order to facilitate the IFs that request/need the subsidy before 15 July 2015, the IOC Sports Department will review the application forms as soon as received, in order to proceed with the payment earlier than the
Deadline set. **NB**: Applications must be complete in order for IFs to receive funding. **No documents can be accepted after 15 July 2015!**

**Upload and Payment Confirmation**

The IOC Sports Department will be automatically notified once the documents are uploaded to the various sections below. The contact person(s) for the project questionnaires along with the President or Secretary General who signed the documents will receive an email verifying receipt. Upon submission of payment by the IOC Sports Department, the IF will receive a confirmation of payment letter from the IOC Sports Director prior to the payment distribution date. This letter will be posted on the Official Communications section below.

**RESOURCES**

Below you will find information on uploading documents and Adobe Reader. Please contact us if you have any suggestions for other ‘how to’ or reference information.

**How to Upload/Modify Documents**: Click [here](#) to see the procedure to upload/modify a document.
1. Official team lists (pictured on right) are provided by the IFF to the
LOC after the 1st Technical Meeting. LOC prints one for each team
for each game and they are held at the match secretariat table.
2. Team manager comes to match secretariat 60mins prior to match
start to check and **sign the printed team list** and hand in their
team line-up form (which the LOC can give to them at the 1st TM)
3. Match secretariat can then do everything in the online system and
all should be ready 45mins prior to match start.

4. During the game, match secretariat use the online system
as well as keeping a written
record of the match actions using
the Match Action Sheet (pictured on left).
5. After the match, everything entered in the online system is checked
against the Action sheet, the match is closed and the match record is
printed.
6. Once printed, it is **checked and signed by the referees and the Team
Managers**.
7. Once signed, the match record, match action sheet and signed team
lists are given to the IFF staff. (Teams can print their own copy of the match
record directly from the IFF website match card)
8. IFF staff check the match actions against the printed match record and
hold team lists & action sheet for 60 minutes (in case of protest) – after this
time just the printed signed match record can be kept.
PROPOSAL OF CHANGES IN THE COMPETITION REGULATIONS FOR NATIONAL TEAMS, CHAMPIONS CUP AND EUROFLOORBALL CUP

§ 3 QUALIFICATION OF PLAYERS AND OFFICIALS
3.5 A maximum of 20 players and 5 officials are allowed to participate in a match. The signed list of players and officials taking part in a match shall be written into the Match Record and handed in to the match secretariat not later than 60 minutes before the match. At the same time the team line-up form shall be handed in. No other than those on the list are allowed to be in the substitution zone. Should in IFF events the printed match record system be used the Match record shall be signed by team officials also after the match.

§ 11 OTHER DISCIPLINARY MATTERS
11.1 The IFF Rules and Competition Committee (RACC) shall act as the jury and decide in matters regarding other disciplinary matters during the Championship. Exemption from this is when a disciplinary matter is reported of any of the playing teams in a match or by the IFF, then the decision shall be made by the disciplinary function of the event. A suspension decided by the Event disciplinary function may not exceed 3 matches. Sanctions imposed by the Jury are final as far as the duration of the competition to which they apply is concerned.

11.2 When taking decisions the valid IFF regulations are applicable.

11.3 All disciplinary matters which are not in the competence of the CB or the RACC of IFF shall be dealt with by the IFF Disciplinary Bodies.

11.4 The report in a disciplinary matter shall be handed in latest 09:00 the morning after the match. The disciplinary function shall decide and inform of the decision 15:00 the day after the match.

11.5 A disciplinary report handed in by a team must be written, signed and followed by the amount of 500 CHF, which will be returned only if the decision is in favour of the reporter. If the report refers to a Video clip this shall be included in the report

11.6 When handling a disciplinary matter during an IFF event the IFF Disciplinary function may use video recording only if the recording is from the official filming of the event (LOC, IFF YouTube, TV).
The IFF RC meeting on Sunday the 29th of March

Hotel Park-Inn, Prague

Mr. Klaus Koskela, Chairman
Mr. Lukas Gyger, Vice Chairman
Mr. Pierre Boudville, RC member
Mr. Radek Hora, RC member
Mr. Mats Öster, RC member
Mr. Veli Halonen, RC secretary

Excused:
Mr. Daniel Bollinger
Ms. Brigitta Radacsi

1. Opening and welcome

- Mr. Koskela opened the meeting at 09:00 and welcomed the RC members to the meeting and thanked for the good input during the Saturday’s working session.

2. Referee and observer classification updates

- The IFF RC updated the referee and observer classifications and also had a discussion of the referee situation in general. There are more referees in the IFF referee group than ever before. Some existing IFF referees will end their careers, but there are new referee pairs on their way to IFF level and there will be new proposals from the Member Associations later this year. It also seems that there is a change of the generation about to start, but there are new referees to become IFF referees in the near future.

3. The feedback from the teams of the WFC2014

- Mr. Halonen presented the summary of the feedback, which was asked from the teams after the Men’s WFC2014. Despite of many reminders the teams were not that eager to answer to the feedback questionnaire. Only six teams out of 16 gave their answers RC anyhow decided to continue to collect the feedback from the national teams after IFF major events. RC hopes to receive more feedback after the teams get more familiar with the feedback system. The feedback from the WFC
2014 was mainly positive, some issues were brought up and the RC will investigate those and take actions if needed.

4. IFF social media guidelines for referees
   - The RC discussed about the IFF social media guidelines in general and also the amendments for the referees. RC updated the guidelines based on the experiences from the WFC 2014. The RC also decided that before every IFF tournament the head of the referees will educate the guidelines to the referees and that will also include the code of conduct.

5. The guidelines of the head of the referee management
   - RC worked on Saturday during its working session with the updates of the guidelines of the Head of the Referee management and the updated guidelines will be presented to the IFF RACC for statements. The basic idea is to have the head of the referees to be more on top things, which happen during the events, so that the information will go directly also to the referees and observers.

6. The reports
   - Mr. Koskela gave a short report about the IFF RC general issues. The RC is preparing the RC plan of action for 2016-2020. There needs to be more education for the IFF referees and observers in order to find a common understanding and interpretation of the rules in all IFF member associations. The educations will take place before and during the IFF events. The RC needs to plan to increase the amount of match video based education by producing more material from the IFF tournaments.

   The RC started the work for the RC plan of action 2016-2020. The plan will be concluded in the next RC meeting in September 2015. The existing plan of action 2011-2015 still had some issues which will continue in the new plan of action.

   Czech Republic, Finland and Sweden have tested new ways to test the physical condition of the referees. The Swiss Floorball Association will test new tests during the summer and the RC will collect the feedback from the associations which have tested the new tests after the summer and will decide the next step in its meeting in September.

   - Mr. Gyger reported about the actions inside the Gold level referee group. Two gold level referee pairs have informed that they will end their international career. On the
other hand there are new pairs getting closer to be promoted to the gold level and
the RC expects to promote new Gold level referees later this year.

- Mr. Öster reported about the actions inside the Silver level referee group and the
observer group. There is a need to bring the observer group closer to each other
with the understanding of the game and find the mutual IFF way, which the
observers can then later spread in their own associations to fellow observers and to
the whole referee community.

- Mr. Hora gave a short reports about the situation in the Bronze and development
groups. The IFF RC and the organizers of the Czech Open still continue the co-
operation and the IFF will send observers to observe and educate the development
group referees. The RC also tries to find other suitable tournaments to expand the
possibility to increase the education for referees and observers based on a low
budget system.

- Mr. Boudville reported about the referee situation in Asia&Oceania. IFF
development seminar was carried out in Iran in February with a referee block
education.

The AOFC has proposed to the IFF RC that they would create an AOFC referee
development group, which would be the first step for the referees to be able to get
into the IFF referee development group and eventually to be promoted to be
ordinary IFF referees. The RC thinks that this is an excellent idea and fully supports
such a group to be founded. Mr. Halonen will be in touch with Mr. Stephen King, the
President of the AOFC in order to start the preparations for the group if approved by
the IFF CB.

The referees in this group would referee and be educated in friendly club
tournaments in the region.

7. Closing of the meeting
The chairman thanked all the participants for a very fruitful weekend and ended the
meeting at 14:25

8. Next Meeting
Will take place from 19th to 20th of September 2015 somewhere in Europe.
IFF Report from the WADA ADO Symposium

WADA ADO Symposium 2015
Lausanne, 23-26 March

1. Code compliance & practice
   • A few ADOs Still not compliant
   • WADA EXCO decide criteria and timelines for next formal WADA code compliance report
     - 2015 adaptation year, 2016 evaluation year (no clear criteria yet)
   • Key elements of 2015 Code: Deliver value based education (prevention, youth), smart testing
     (TDSSA, storage of samples), information gathering & intelligence, ISTUE (mutual recognition), use
     of ADAMS (mandatory, or another approved system), new ADRV rules & sanctions in Code 2015
     (intentional complicity, prohibited association, real cheats 4 years)

2. Overview of useful tools
   • Effective testing programs
     - Guidelines to implementing effective testing programs
     - Automation of risk factors (ADAMS)
     - WADA monitoring and support (TDPs, Risk Assessment) & Webinars
     - TDSSA (ADAMS changes)
     - Lab development
     - Results Management (template letters)
     - Information/intelligence gathering & investigations (minimum level, follow atypical finding,
       suspicious profiles, suspicious behaviour, coordination with ADOs)
   • Education
     - Guidelines, outreach, e-learning tools
     - Global education conference, Ottawa October 2015
     - Athlete guide to the Code, ADO guide to the code coming up
     - Availability of laboratory prices and methods

3. Results management
   • New guidelines & Model letters
   • Notifications (14.1.4)
     - All parties involvement (IF, NADO, WADA, athlete)
     - After initial review, case continues, content of notification: charge, provisional suspension,
       substantial assistance, prompt admission
     - After initial review and case closed, send info to: athlete, IF, NADO, WADA
   • ATF
     - Inform only after required investigation is completed
     - Exception: B sample required, hCG (notification to athlete, cancer)
   • Hearing
     - Information about the process and the hearing
• Decision
  - send to all parties with a right of appeal under art 13.
• Contaminated products
  - New rule, definition in Code
  - When substance is not mentioned on the product or Internet search (jack3D, Animal pak)
  - Procedure: ADO imposing provisional suspension shall inform the athlete about this new rule
  - Athlete shall require it from hearing panel (if likely from contaminated product, no provisional suspension)
  - Sanction can be as low as reprimand, 0-24 months
  - Two conditions (contaminated product, no significant fault)
  - Degree of fault (circumstances, athlete experience, caution, advice from third party, product itself, declaration, athlete can analyse sample)
• Prohibited association (art 2.10)
  - Professional or sport-related (athlete entourage)
  - Serving ineligibility (Coach e.g.) or convicted for criminal, disciplinary or professional proceeding to have engaged in activity that would be ADRV.
  - ADO needs to formally inform the athlete & ADO to inform athlete support person that they can within 15 days explain that they do not meet the three criteria
  - If explanation is not satisfactory, proceed with results management
  - ADO inform WADA of any support personnel that meets criteria
• Substantial Assistance
  - Discovering or establish ADRV by third party

4. Testing
• Risk Assessments & TDPs to be provided to WADA
• Minimum level analysis, how applying
• TDP content: Athlete population/jurisdiction, sample retention/re-analysis strategy, risk assessment, ongoing intelligence, technical document
• Determine in comp/out of comp
• Urine tests/blood tests/biological passport
• Whereabouts reflect OOC program
• ITF TDP
  - Physical/physiological risk assessment (recovery, speed, stamina, strength, short notice alerts)
  - Financial rewards (group of events)
  - Timing/point of career/age (not much weight on this)
  - Timing (events throughout the year)
• Test pool (all ranked players), IRTP (top 75 singles+ others), ABP pool (Top 50 + others)
• IC/OOC & Blood/urine
• ABP (Endurance required)
• Previous test statistics/history (reasons why)
• 50% in comp/50% OOC (in comp urine)

5. ADAMS
- Approved systems need to be connected to ADAMS
- Data retention, supporting documents 18 months, TUEs 10 years
- TUE recognition (request recognition)
- Retroactive TUE
- Lab menu for methods & price

6. ABP

- Haematological, Steroidal, endocrine coming next (growth hormone)
- DCFs need to be added into ADAMS athlete has a steroidal ABP
- 72 hours for hgh to get to Lab
- APMU: athlete passport management unit to manage profiles (labs)
- Steroidal Module
  - Key variable: testosterone/epitosterone ratio
  - Automatic match & Trigger confirmation procedure (IRMS), if IRMS negative, subject to expert review
  - 1-2 tests to generate profile
  - Automatic alert, automatic IRMS request to Lab
  - Everything managed by Lab- associated APMUs

7. Whom to test? When to test? What and how to test? Scientific risks to optimize detection

- Championship schedule
- Athlete (abnormalities etc.)
- Blood before comp (OOC), urine (IC)
- Contact WAADC to ask for which lab to contact in different questions

8. Other Symposium outcomes

- Education
  - Budget to education needed
  - Education contact e-mails published by WADA
  - All Sports risk of doping, education mandatory
  - Evaluation of education programs important
  - Partnerships needed
  - 2-3 October 2015 international education seminar in Ottawa
- Testing
  - No one size fits all testing program
  - Should be unpredictable, collecting blood, consider storage/re-analysing, utilising Lab resources
  - Guidance on what to test when will be published by WADA
- TUEs
  - TUE recognition process easy, particularly when all ADOs on ADAMS
  - Automatic recognition possible (or choose which ADOs to recognise TUEs from)
  - Retroactive TUE more flexibility
- Intelligence/Investigation
  - Make sense of information around, shift to intelligence
  - WADA to organise staff trainings on this
IFF TO DOs

- Plan/conduct IFF Testing Program based on TDSSA document
- Continue investigation of the need of APMU for Steroid profiles
- Plan best possible education model for IFF (possible to give feedback via WADA Education Committee)
- Plan how to include Intelligence & Investigation
- Add all Doping Control Forms to ADAMS

### National Associations

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<tr>
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1. **1st South-East Asian (SEA) Floorball Championships 18.-21.12.2014**

- The tournament was originally organised in order to give especially Indonesia and the Philippines the possibility to test their National Teams before the SEA Games. This had been requested by the NOC’s of both countries. Especially Indonesia performed very well and only missed the final on the goal difference in the Women’s tournament. The Philippines also developed very well during the tournament, but are still a bit behind the other teams.

- The tournament was organised in the Hougang Sport Complex, in North East of Singapore. There was a total of 16 matches played in the tournament. The event was well organised and run without any major issues. There was quite a lot of spectators attending the Events in all the matches and the space for approx. 200 spectators was mostly used. SFA had unfortunately forgotten to hand in the Information form for the tournament and ask for the nomination of the referees, which was made just before the start of the tournament. Neither did the SFA use the IFF Match Statistic Software, which would have increased the visibility for the tournament quite a lot.

- The tournament was refereed by four referee pairs, two international Sharil-Lim (SIN), Lin-Teo (SIN) and the two new development group pairs Kristiyanto-Rameli (INI) and Jetpuria-Khoo (MAL). They were given support and education by especially Mr. Sharil and Mr. Lim.

- The Singaporean referees were used in the Finals between Malaysia and Singapore, as the speed of the game required more experienced referees. This was first approved by the finalists.

- The final result of the tournament:

<table>
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<tr>
<th>Women</th>
<th>Men</th>
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<tr>
<td>1) Singapore</td>
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<td>4) the Philippines</td>
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2. **The Coaching Workshop**

- The workshop was organised with the idea to give technical and tactical guidance to the participating teams coaches. The workshop had in total 11 participants (4 Indonesian, 2 Malaysian, 3 Philippines and 2 Singaporean), which were working with the National Teams. In addition the IFF lecturer Mr. Saravanan (Singapore Men head coach) took part in the de-brief discussions before and after the Singapore Men’s games. There was some Thai participants supposed to participate, but they never arrived.

- The workshop was built around the observation tasks given to the participant for each game, which were discussed in the period breaks to provide ideas how to enhance the game and how to train such topics with the teams. In addition different tactical models and approaches were given to the participants and explained what effect possible changes will have for the team.

- The participants were asked to prepare the three things they would tell their team in the period breaks and explain why they have chosen these topics.

- The issues related to transition from different game situations (defence-opening-attack-pressure/fore check) were discussed in depth and the different individual player roles were observed and tips given on how to train these on a personal level.

- The feedback received from the coaches was very positive and especially the hands-on training was appreciated.
3. **SEA Games 2015**
   - Mr. Salim reported on the preparations for the SEA Games, so far there are between 5-6 countries participating, with Myanmar and Thailand in addition to the four playing here.
     - The tournament will be played in the ITE venue, where the group games were played in 2005.
     - The Manager for the tournament is Mr. Kenneth Ho, who was running the operations of the SEA Championships.
     - Depending on the number of participating countries the tournament will be played over 6 days
     - The athlete’s accommodation is planned for a resort at the Sentosa Island, with about 30 minute’s transportation to the venue.
     - The open question is how the referees will be selected as the SEA Championships clearly showed that only the Singaporean referees can handle the top matches.
     - More information will arrive later in Q1/2015
   - IFF will work with Gerflor to secure the delivery of a flooring for the SEA Games.

4. **SFA meeting**
   - A meeting was held with the management of the SFA (President: Sani Mohd. Salim, SG: Pierre Boudville), to discuss the present issues:
     - The SSC had perceived the SEA Championships as a very good event, with a lot of spectators, which is good for the SFA.
     - Mr. Salim informed that SFA has now handed in the application for the Singapore Sport Council grants
     - Mr. Salim will in the next two weeks hand in to IFF a new payment plan for the debts.
     - The SFA will have its General Assembly as soon as the financial files have been audited. The Presidency is up for election then and it is still unsure how the SSC will act here.

5. **IFA meeting**
   - Mr. Raymond Nangoy, IFA secretary general informed that Floorball is now played in 5 out of the 12 provinces and that the teams consisted of the best players from these provinces.
   - The IFA has started the discussions with the organisers of the 2018 Asian Games and believe that if Floorball can showcase it well during the SEA Games it will be easier to lobby for Floorball. Also the possibility of the Asian Indoor Games was shortly discussed.
   - There are plans to host an international Event in Jakarta in 2016 (not decided yet) and the possibility for Indonesia to participate in the WFCQ was discussed for either 2016 or 2017.
   - The possibility of organising a Floorball Development Seminar in Indonesia was also discussed and these discussions will be continued after the SEA Games.

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**Upcoming meetings and issues**

- Update SEA Championships statistics to IFF system
- Discuss the referee question for the SEA Games (VH/RC)

**Issues that need to be discussed or decided upon or taken action upon**

- Follow-up on the discussions with SFA concerning the financial issues (SK)
- SFA to hand in a more detailed plan to pay off the debts (SFA)
- SFA to clarify what Floorball Material is needed for the SEA Games and how to handle the importation of that material. (SFA/VH)
- Continue discussions with SFA concerning the SEA Games.

**New ideas, etc…**

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IFF – Office Report
Floorball Development Seminar in Teheran, I.R. of Iran 23.-25.2.2015

Participants:  Mohammed bin Ismail Sharil, IFF Lecturer
               John Liljelund, IFF

1. **Background**
   The Iran Floorball Association has participated in two International Events so far, the APAC/WFCQ 2011 in Japan and the ISF Championships in Czech Republic. The Association is led by its president Mr. Ramenzali Davallo, who is presently employed as the secretary general for the Iran Basketball federation, who is well connected within the Sports Community in Iran.
   At the moment Floorball is being played in 10/20 provinces in Iran. There is active groups in 18 cities all over the country, with some 250 players in total. There are no national league played at the moment, but tournaments are organised for Adults, juniors 10-12, 13-15 and 16-19. In 2015 more tournaments shall be organised.
   Even though the sport is recognised by the NOC, it receives no support and it is financed purely by Mr. Davallo and with the support he receives from his partners.
   The Women’s National Team had plans to play in the WFCQ 2015, but didn’t participate due to financial reasons. Iran is considering participation in APAC/WFCQ.
   During the visit IFF discussed with the IFA and the Iran Sport Federation of Sport Associations, which has the task to represent 17 non-olympic Sports in Iran by the NOC. This organisation had approached IFF earlier. Based on the discussion IFF can continue to communicate directly with IFA. IFA asks for additional material support of sticks and balls, which IFF promises to supply.

2. **The Seminar**
   The seminar was organised in two streams, one for coaching (24 participants) and one for refereeing (29 participants), with a total of 53 participants, both Men and Women from 7 provinces (Ham, Kerman, Kurdestan, Qum, Semnam and Teheran), in the Azadi Sport Complex Basketball hall. Most of the participants were PE teachers.
   In the field of refereeing the focus was put on learning the basic game rules, the game management, the use of referee signs, movement on the field and basic communication skills towards the players. All participants had the chance to referee in the games played during the seminar.
   In the field of coaching the group was divided into a male and female group, where focus was given to basic personal technique and tactics, stick handling, the stages of the game and individual player roles. A lot of focus was given to the basic tactical parts of the game, as opening, attacking, giving pressure and defending. The IFF concept for the PointsMaster game format was introduced as a form of practise and an introduction and recreational game format. In the end of the seminar a PointsMaster tournament was played, where female referees refereed the men’s games.
   The participants received an level 1 certification for acting as coaches or referees in Iran as a result of a completed course.

3. **Floorball Development in West Asia**
   Mr. Davallo has for some years proposed that Iran would take a bigger responsibility to start floorball in the neighbouring region. IFF is positive to this development
   - It was agreed that Mr. Davallo will through his contacts start working to spread the sport to Azerbaijan, Turkmenistan, Uzbekistan and other countries in the region
   - IFF will continue the process started in the UAE, Kuwait and Qatar.
   - IFA will present an action plan and preliminary budget for how to start the promotion of the sport in these countries. Based on this plan IFF will write a Letter of Recommendation to Mr. Davallo/IFA, to work on behalf of the IFF in the region.
   - IFF can think to support the project with Floorball material and pay a part of the costs related to the project, based on receipts and invoices. This can be handled in exchange for some of the outstanding membership fees.
4. Turkmenistan Asian Indoor Games 2017
Mr. Davallo is a close friend of Mr. Hussain al Mossalam, the Asian Games secretary general, with whom he is discussing the possibilities for Floorball to participate in some form during the games.

5. International Tournament in Iran
The IFA would desperately need to host some kind of International Tournament in Iran. There is the possibility to play on the island of Quich, which is an international part of Iran (no visa required).
IFA will look upon the possibilities to host an APAC or a WFCQ in the future.

Upcoming meetings and issues
- IFF to discuss level of support and transportation for IFA concerning equipment (VH/JL)
  - Discussed to send 100-150 sticks and 300-400 balls to Iran
- IFA to provide the IFF with shipping information (IFA)

Issues that need to be discussed or decided upon or taken action upon
- IFA hand in a plan on the promotion of Floorball in West Asia by end of March (IFA)
- IFF to write a Letter of Recommendation to Mr. Davallo/IFA for the promotional work based on the approved plan (JL)
- IFF to decide what level of support is given for the West Asia project (JL)
- IFA to report on the discussions concerning the Asian Indoor Games 2017 in Turkmenistan

New ideas, etc...
- IFF to invite all the ambassadors of the IFF member associations for one day to participate in the WFC 2015 in Tampere, to promote the sport.
FLOORBALL AMBASSADOR ROLE

1.0 INTRODUCTION

1.1 This document is provided to assist National Associations consider the benefits of having an Ambassador for Floorball in their country and the process and considerations that they need to consider in the process to invite and appoint an Ambassador.

1.2 You can appoint more than 1 Ambassador as you may decide to appoint different Ambassadors who can meet different markets/aims of your NA. The Ambassadors can be aimed at International, National and Regional support hence you may have Ambassadors at each level.

2.0 AIMS

2.1 Appoint an Ambassador who can assist the NA to promote and achieve one or more of the following aims:
   2.1.1 Credibility in the Sports market
   2.1.2 Access/Support to Sponsors
   2.1.3 Access/Support to Government/Sports bodies
   2.1.4 Marketing to the general population

3.0 ROLE

3.1 Front the sport in marketing activities. Extent to be discussed and agreed with the person. Can include:
   3.1.1 Media face
   3.1.2 Interviews
   3.1.3 Attendance at National events
   3.1.4 Attendance at meetings with NOC, Government bodies
   3.1.5 Attendance at Development functions/seminars
   3.1.6 Attendance at Marketing functions

4.0 EXPECTATIONS

4.1 To be agreed with the individual ambassadors as to time commitments. You would want to have the Ambassador be able to as a minimum action the following:
   4.1.1 Attend or support marketing efforts for the National Championships
   4.1.2 Participate in preparation of marketing documentation/programs
   4.1.3 Attend any International events being held in the Country

5.0 ATTRIBUTES

5.1 The Ambassador is expected to have some or all of the following attributes. The attributes are split into compulsory and preferred.

5.1.1 Compulsory
   • Drug free career
   • Face is known to a reasonable % of the population
   • Conviction free
   • Seen as a clean person

5.1.2 Preferred
   • Known to the younger population
• Has played Floorball or been exposed to Floorball
• Is articulate and can be the face of the sport
• Their profile can add value to the sport

5.2 The Ambassador may come from any of the following fields of endeavour. It will be
driven by the individual country and what that country sees as important within that
country. By this is it is meant each country will see Sports Stars, Movie Stars, TV Stars,
Politicians etc differently in terms of being more important or marketable in each
country
  5.2.1 Sports
  5.2.2 Political
    • National, State or Local depends on what level the Ambassador is
      being sought and can add value
  5.2.3 NOC
  5.2.4 TV and Movies
  5.2.5 Entertainment ie Opera, Stage, Painting etc

6.0 INVITATION

6.1 The hardest part is often how do you list the potential invitees and then how do you
approach them. The following will hopefully assist in that process
  6.1.1 ATTRIBUTES.
    • List the attributes for the role your NA considers important
  6.1.2 CANDIDATES.
    • List potential candidates according to how they meet the Attributes
      list
  6.1.3 APPROACH
    • Approach the Candidates through one of the following options
      - Personal contacts through a member of your NA. It is not
        uncommon for someone who plays Floorball in your country to
        know the person
      - Write to the person concerned. A suggested letter template is
        attached
      - Contact the person or their management to organise a meeting

DRAFT LETTER

Dear xxxxxxx

RE: Floorball Ambassador Role

We write to request your consideration to becoming an Ambassador to our sport of Floorball.
You have the attributes, presence and profile which we believe can add a positive value to our
sport.

We also believe that taking on the role of Ambassador for Floorball can provide you with some
benefits by being associated with a rapidly developing sport with a strong youth influence and
well on the path to becoming an Olympic Sport.
The role as Ambassador we would hope you will consider is as follows:

- Attend and support marketing efforts for the National Championships
- Participate in marketing documentation/programs
- Attend any International events being held in the Country in your role as Ambassador
- Become the face of the development works in the school/juniors system in our country

We do not see the role as requiring significant hours and we are flexible as to the extent of time in the role based around your existing commitments.

Some background on the sport is included in the brochure included with this letter. Additionally the recent World Championships in December 2104 in Sweden had over 104,000 spectators and over 1.5 million viewers on TV plus a substantial web presence (over 790,000 views) with all matches broadcast live on YouTube.

We would appreciate the opportunity to discuss this in more detail with you. We will contact you to arrange a suitable time to meet if that is agreeable to you.

Best regards

XXXX
Status Report – EOTO Bi-lateral projects

When the EachOne – Teach One was launched by the IFF CB in September 2014 most of the IFF member associations were really enthusiastic and active with the starting of the project. Several meetings were agreed to be held in Gothenburg in connection with the IFF GA and many meetings also took place. Especially the IFF member associations from Europe had their first meetings in Gothenburg.

12 European bilateral pairs had their first meetings in Gothenburg and after that there has been three more starting meetings organized via skype and the IFF office has participated to those skype meetings. Smaller member associations, such as Denmark, Great Britain and Slovenia have been really active with the project and they have already decided the next steps to have mutual educations in April/May.

Among the bigger IFF member associations the Finnish Floorball Federation has been active and has started all the three projects. Czech Floorball Union also has some good plans, but has faced some problems in activating the other part of the project and they also have some other educational projects with other member associations in the region. Swedish Floorball Federation is starting first actions in May in an educational meeting meant for the referees.

Problems with some bilateral projects have been the difficulties to activate the other of the member associations involved and it seems that not all participating member associations have totally understood the deeper purpose of the project and the need for their own active actions nor have they been able to define what help they would eventually need.

In Asia the development in the EOTO has on the other hand been slow and only few member associations have had their first meetings regarding the project. No actual plans have so far been made. Some existing projects have been added to be part of the EOTO projects.

During the last months there have been more projects coming up, mainly concentrating on the educations and organizational issues. The IFF office is actively being involved with the starting, ongoing and upcoming projects, but there is still lot to be done mostly in supporting the member associations to proceed.
IFF - SP Meeting, Gothenburg, February 10th, 2015

Participants: Lars-Åke Henriksson, SP  
John Liljelund, IFF general Secretary

Report on present issues

1. **Opening**
   Mr. Liljelund opened the meeting at 09:00 at the SP Office, Gothenburg, Sweden.

2. **General issues**
   - **Last meeting February 2014**
     - SP has informed the manufactures through a newsletter about the new financial rules for the Certified Equipment
     - SP decided not to participate in the Fun Zone in the WFC2014
     - SP has sent out a new copy of the agreement for signature, which has been signed.
     - SP to contact Dor-Sport rink manufacturer, the CFbU has not handed in the medical reports SP/IFF has asked for.
       - SP can cancel the certificate, if the rink is considered dangerous, but for that clear evidence is needed
       - SP will not re-issue a certificate for the Dor-Sport rink, when the present certificate ends in October 2015
     - The LEXX case has been cleared and LUC Marketing GmbH
     - SP has followed up the system of dispenses for the Manufacturers.
       - Karhu and Unihoc/Zone needs to provide information by end of March 2015 of number of sold sticks.
     - SP has contacted the companies that have not answered.
       - Sher-Wood and Salmans has informed that there has been no sales
     - SP has tried to clarify the rules for Face Masks
       - One solution could be to certificate the face grill to a number of Face Masks
       - The question shall be discussed during the next IFF Development Board meeting
     - SP has reported the new Ball test for the MR2016
       - No reaction from the manufacturers to SP
   - **Manufacturer SB Yhtiöt**
     - SP-Yhtiöt has not paid the three last invoices sent out by SP
       - Invoice 14410466, payment date 10.07.2014 16.732 SEK
       - Invoice 14415893, payment date 06.11.2014 11.258 SEK
       - Invoice payment date 15.02.2015 24.977 SEK
     - SB-Yhtiöt should receive a sanction fee for the unpaid invoices
     - SP/IFF is forced to take action in the case, the best solution is to temporarily withdraw of the certificate.
       - SB-Yhtiöt will have time to pay off the invoices by end of February 2015, otherwise IFF will demand that the certificate will be temporarily revoked from 15.03.2015.
   - **Material Regulation**
     The Companies are to present their thoughts by the 28th of February.
     All the proposals must be at hand by the SP/IFF prior to the DB meeting in March/April
       - SP to send a reminder to the Manufacturer in this matter
Report on present issues cont.

• Dispenses
  There are a number of dispenses on the market at the moment:
  - SP has created a list of active dispenses given to the companies.
  - There is a need to become more strict concerning the dispenses

• SP to follow-up with these dispenses with the companies.
  - Renew Group Sweden AB – different blade name
  - Habo Plast AB – Missing IFF marking on blade
  - SB-Yhtiö – Missing Brand name on blade
  - L-Tec Sport Ltd. – Missing IFF marking on blade
  - Power Stick Oy – Wrong IFF sticker design/Boom blade

In Process:
  - Sports2020 s.r.o. (Czech Rep.) sticks – using different blade and shaft names.
  - HS Sports (Czech Rep.) might be looking for a dispense

New Companies on the way in:
  - Artekno with the rink Nexxt
  - No face masks sent in from Blindsave – we will wait for
  - There are a number of new companies asking questions from China, Norway, Sweden, Singapore and Slovakia

• SP web site/Newsletter
  - There was one newsletter sent during 2014 and the web site is regularly updated

3. Marking of products
• Development of pre-sold markings:
  - The amount of pre-sold marking stickers for total year 2014:
    o From the start of the year 2014:
      ▪ Balls 2,255,135 pcs (2,291,767 pcs)
      ▪ Sticks 706,043 pcs (626,179 pcs)
      ▪ Goals 2,865 pcs (1,540 pcs)
      ▪ Rinks 385 pcs (344 pcs)
      ▪ Face masks 2,000 pcs (392 pcs)
  - Only Cobra, Sigentahler and Salmans has not filed the report concerning the self-printing for the sticks sold and has informed that they will not report to IFF. SP will follow this up.

• Development of pre-sold markings:
  - There is a total of 47 of active companies (52 in 2013), with 429 (456) certificates:
    - There are 13 SWE, 11 CZE, 9 SUI, 7 SUI, 3 POL, 0 SVK, 1 CAN, 1 HK, 1 PAK and 1 TPI companies.
    - There are 30 approved balls, 1390 sticks names (174 blades), 16 goals, 23 rinks, 3 face masks and 23 Protective eye-ware products.
    - The price of the marking stickers has been the same since 1999.

4. Surveillance Market Control
• The yearly surveillance market control has been carried out.
• Following products have be tested in 2014:
  o 1 pcs balls
  o 21 sticks have been tested
  o 5 pcs goal cages
  o 6 pcs rinks
  - A total of 2 sanctions have been sent out to the companies failing the surveillance test.
  - SP will send the material to IFF.
  - In 2014 the goal cages and rinks will be tested in Czech Republic..In addition some balls and sticks.
  - To look upon how to get materials for the surveillance tests from the manufacturers. To be discussed at the Development Board..
Material Regulation MR2016

- The timetable for the revision of Material Regulation edition 2016 was checked
- Last day to send in new ideas 28th of February 2015
- IFF/SP checking the proposals in March-April 2015
- Development Board meeting in beginning of April 2015
- Draft sent out to manufacturers end of April 2015
- IFF CB makes decision in May/August 2015
- Material Regulation 2016 published by 1st of July 2015
- It takes effect 1st of July 2016.

New ideas for the upcoming MR2016
- New Test method for the ball bounce
- To use the double flex figures on the shaft
- How to use Extra Names/Special Editions on the sticks
- Include weight per running meter for rinks

5 Next IFF Development

The following topics are to be discussed during the IFF Development Meeting:

- Material Regulation MR2016
- Basic rules for the dispense system
- New test methods for MR2016
  - Ball bounce
  - Extra names/Special Edition names
- Market Surveillance Tests – collecting equipment
- Face Mask certification
- Prices for self-marking
- DB Development Support

Upcoming meetings and issues

- The next meeting will be held in August/September 2015.
- The IFF Development Board Meeting in April 2014.

Issues that need to be discussed or decided upon or taken action upon

- SP to look upon the solution for the Dor-Sport rink manufacturer
- SP to test the possibilities for reduced speed of the ball
- SP to communicate with SB-Yhtiöt concerning their problematic situation
- SP to follow-up with these dispenses with the companies
- SP to communicate with the companies, which have not answered the reporting.
- IFF to prepare the DB meeting for April, venue open
- SP to prepare a report on the new test method for the Ball, for MR2016

New ideas, etc…
EQUALITY POLICY

Introduction

The International Floorball Federation (IFF) is the world governing body for all types of Floorball, providing a comprehensive range of services to our Member Associations and delivering international Floorball events throughout the world.

The Oxford dictionary defines equality as “the state of being equal, especially in status, rights, or opportunities”. The IFF believes that equality is about fair and equitable treatment, recognising inequalities and taking steps to address them to ensure that people have equal opportunities to participate and practice the sport. The pursuit of equality might involve changing the culture and structure of Floorball to ensure that it becomes accessible to all of members of society, and sometimes it might involve treating people differently in order to ensure equality of opportunity.

1. Statement of Intent

1.1. International Floorball Federation (IFF) is fully committed to the principles and practice of equality of opportunity in all its functions. It is responsible for ensuring that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in Floorball at all levels and in all roles. That is, as a participant, coach, official, volunteer, manager, administrator, employee or spectator.

1.2. IFF considers Floorball to be a “sport for all”. Floorball can and should be made accessible to everyone, to the greatest extent possible.

1.3. IFF will endeavour to provide equality of opportunity through all our actions and in the promotion and development of Floorball throughout the world.

1.4. The IFF believes that it, and its members, has an ethical, moral and business responsibility to take stock of their current position and plan for the inclusion of a wider range of participants.

2. Purpose of the Policy

2.1. IFF recognises that individuals and/or certain groups in our society have been affected by past discrimination and may be denied the opportunity to participate equally and fully in Floorball at all levels.

2.2. IFF recognises the need to provide different and diverse opportunities as a means of creating entitlement and access.

2.3. This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members, participants and volunteers.

3. Objectives

3.1. To ensure that all present and potential members and employees of the IFF receive fair treatment.

3.2. To provide all its services in a way that is fair and accessible to everyone.
3.3. It is the aim of the IFF in its relationships with its members and employees and in the provision of its services, not to disadvantage any individual or group by imposing any conditions or requirements that cannot be fully justified.

3.4. To educate and guide employees, members, participants and volunteers on IFF’s commitment to and implementation of the equality policy.

3.5. To recognise and take positive action to tackle barriers, real and perceived, which may discriminate against particular identified groups.

3.6. To ensure that the format and content of competitions and regulations provide equality for all, except where it is necessary to implement certain conditions to ensure equitable, safe and reasonable competition.

3.7. To ensure that all materials produced and distributed by or on behalf of the IFF portray a fully inclusive and positive image of the profile of all those involved in the game.

4. Actions

4.1. IFF will consult its employees and members in developing the Equality Policy and programmes to ensure reflection of the diversity of those within Floorball.

4.2. IFF will establish an Equality Commission to guide the implementation of the Equality Policy and monitor the effects of implementation.

4.3. IFF will produce and maintain and action plan to ensure that intent of this policy is delivered.

4.4. All areas of the organisation will be affected by this action plan which will be reviewed and updated on an annual basis.

4.5. IFF recognises that in some cases to achieve the principle of equality, unequal effort is required and, if appropriate will consider taking special measures &/or positive action in favour of any group that is currently under-represented in its membership, representative bodies or workforce.

5. Responsibility

5.1. The IFF Central Board has overall responsibility for the effective operation of this policy, ensuring its compliance, and reviewing when appropriate. The Central Board is responsible for ensuring that key strategic decisions pay due regard to equality.

5.2. The IFF Secretary General has the overall responsibility for the implementation of this policy.

5.3. The IFF Equality Commission has responsibility for advising on the implementation, monitoring the delivery of the policy, reviewing the policy and providing recommendations on any necessary changes.

5.4. All IFF employees and volunteers have a responsibility to comply fully with the policy and apply the policy in their day-to-day work programme.

5.5. All IFF members have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and endeavour to implement similar policy within their own organisation.

6. Implementation & Communication

6.1. The new/amended policy will be implemented immediately following the decision of the Central Board.

6.2. A copy of this policy will be available to all current employees and volunteers.

6.3. A copy of this policy will be distributed to all current members.

6.4. All new employees, members and volunteers will be made aware of this policy when they join the IFF.
6.5. A copy of this policy will be available on the IFF website.

7. **Monitoring & Evaluation**
   7.1. This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.
   7.2. The Equality Action Plan, created to ensure the objectives of this Equality Policy are delivered, will be reviewed by the IFF Equality Commission regularly. Progress relating to the policy will be recorded annually and a full report will be presented to the IFF Central Board to review the progress and the policy status.
   7.3. Once approved by the Central Board, a report will be published internally and externally (with due regard to the sensitivity of the information), to show the impact of this Equality Policy and progress towards achieving the Equality Action Plan.

8. **Disciplinary & Complaints Procedures**
   8.1. In pursuance of this policy, the IFF reserves the right to discipline any of its members &/or employees who practise any form of discrimination on the grounds of a person’s age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.
   8.2. To safeguard individual rights under this Equality Policy, any employee, volunteer, participant or member, who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.
   8.3. An individual may raise any grievance and no employee, volunteer, participant or member will be penalised for doing so unless it is untrue and not made in good faith.

**TERMINOLOGY**

**Discrimination**
The action that people take on the basis of their prejudices, which results in unfair and unjust treatment.

*Direct discrimination* - Treating one person less favourably than another would be in similar circumstances

*Indirect discrimination* - Having requirements or conditions which appear to apply equally to all but which, in practice, can be met only by certain advantaged individuals. Such requirements or conditions are lawful only if they can be objectively justified.

**Equality**
Equality is about fairness and access for all. The process of allocating (or reallocating) resources and entitlements, including power, fairly and without discrimination. It may use positive action initiatives and measures to address existing inequalities.

**Harassment**
Inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to a person or group. It may be of a sexual or racial nature or it may be directed towards people because of their age, sexuality, disability or some other characteristic.

**Positive Action**
A range of measures or initiatives intended to redress the effects of past discrimination. Special measures may be introduced for any group that is under-represented in the membership, representative bodies or workforce.
EQUALITY POLICY ACTION PLAN

1) Establish an Equality Commission to review, implement and monitor the policy
2) Review current policies, including statutes. For example:
   - General Assembly participation and voting
   - Minimum targets for GA, CB, ExCo, Commissions, Commission chairs
   - Tenures for senior positions
3) Review organisational language (eg. Chairman = chairperson / chair)
4) Review development material to include equality
5) Identify the groups that are under-represented (gender, disability, race) in order to focus equality work towards these groups
6) Develop strategies to address the imbalance. For example:
   - gender equality policies – employees, coaching, boards
   - greater inclusion of disabled athletes/programmes within IFF governance
   - establish closer alliance with groups working with minority groups (ethnic, disabled etc)
   - mentor programmes
   - social justice programmes
7) Review media policies / strategies for greater equality
8) Develop strategies to influence gender equity within our member organisations
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<table>
<thead>
<tr>
<th>Topic</th>
<th>Actions</th>
<th>Time table</th>
<th>Responsible</th>
<th>IFF Office support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition</td>
<td>Split countries in Possible/Probable office FEB-MAR</td>
<td>Initial contact to countries MAY-AUG</td>
<td>CB members to have one country</td>
<td>P/L, VH, SM</td>
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<td></td>
<td>Support application phase</td>
<td>Evaluation and planning MAR-MAY</td>
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<td></td>
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<td>Activities AUG</td>
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<td>Recognition</td>
<td>Prepare a Floorball Guide for IOC/NOC, with the values of Floorball</td>
<td>International Floorball Lobby work folder</td>
<td>Association Meeting Dec 2013</td>
<td>Steve King, JL</td>
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<tr>
<td>Organisation</td>
<td>Build a national organisation and secure players</td>
<td>Proposal by JUN 2014</td>
<td>RACC chair Martin Wolmhed</td>
<td>SK</td>
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<td></td>
<td>Introduce the sport through schools and Universities</td>
<td>Proposal by AUG 2014</td>
<td>John Liljelund</td>
<td>VH</td>
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<td>Form and build active clubs</td>
<td>Proposal by 2015</td>
<td>John Liljelund</td>
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<tr>
<td>Awareness</td>
<td>Agree of the use of the Name Floorball in all International Activities</td>
<td>Link the identity with a Brand - One generic name</td>
<td>Discussion during the Association meeting DEC 2013</td>
<td>Tomas Eriksson, JL</td>
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<tr>
<td></td>
<td>Just Change the name!</td>
<td>When to change the name - what is needed?</td>
<td>Proposal MAY 2014</td>
<td>Tomas Eriksson</td>
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<tr>
<td>Awareness</td>
<td>Find Floorball Ambassadors from each country</td>
<td>Create a role description material for the Floorball Ambassadors</td>
<td>MAR 2014</td>
<td>Johanna Mikkola, JL</td>
</tr>
<tr>
<td></td>
<td>List potential Floorball Ambassadors</td>
<td>MAY - DEC 2014</td>
<td>National Associations</td>
<td>JL</td>
</tr>
<tr>
<td></td>
<td>Introduce a Builder of the Year Award</td>
<td>First reward in the MA 2015, CB decides</td>
<td>Johanna Mikkola</td>
<td>JL</td>
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<tr>
<td>Awareness</td>
<td>Create a Public Service Annoucement</td>
<td>Create a short video to sell the sport: &quot;The Sport to Play&quot; - what makes it cool</td>
<td>The proposal by September 2015, presentation in the Associations Meeting</td>
<td>Johanna Mikkola, JL</td>
</tr>
<tr>
<td>Anti-Doping</td>
<td>Need to enhance the knowledge about Anti-Doping work with-in National Associations</td>
<td>IFF to produce a generic NA Anti-Doping Policy</td>
<td>IFF General Assembly 2014,</td>
<td>Medical Committee, MB</td>
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<tr>
<td>Anti-Doping</td>
<td>Support with information of what is needed for the education and what should be educated</td>
<td>IFF to produce basic AD short guide education materials or use WADA's Produces a list of existing materials</td>
<td>AUG 2014</td>
<td>Medical Committee, MB</td>
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<td>Actions</td>
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<td><strong>Organisation</strong></td>
<td>Lack of IOC comtebible Good Governance and Code of Ethics documents</td>
<td>Conduct a session What is Good Governance at the Association Meeting</td>
<td>IFF Association meeting DEC 2013</td>
<td>Risto Kauppinen</td>
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<td>Build an IFF Model for Good Governance/Code of Ethics regulation</td>
<td>CB to decide in 2014</td>
<td>Risto Kauppinen</td>
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<tr>
<td><strong>Organisation</strong></td>
<td>National Associations to mentor Inner Circle countries to close the gap</td>
<td>Build a mentoring program for the Inner circle countries</td>
<td>Initial Contacts MAR</td>
<td>Top 8-12 countries 1-2 countries per mentor</td>
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<td>Exchange of people and experiences</td>
<td>Activities APR</td>
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<td>CZE SVK, SLO, USA</td>
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<td>FIN RUS, EST</td>
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<td>SUI FRA, BEL</td>
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<td>GER UK, AUS</td>
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<td>ESP POR, South America</td>
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<td>CAN Jamaica, North &amp; Central America</td>
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<td><strong>Organisation</strong></td>
<td>Make a strategy to make the dream come true in an easier manner, with the use of the strategic objectives to measure development</td>
<td>Conduct a check-up of the IFF Strategy for 2020 for the GA 2014, with a recommendation for NA’s</td>
<td>IFF General Assembly 2014</td>
<td>ExCo/Tomas Eriksson, in 2014</td>
</tr>
<tr>
<td><strong>Finance</strong></td>
<td>How to build and use a National Player Licence system</td>
<td>Build a basic Player Licence system</td>
<td>Proposal by AUG-&gt;IFF Member Associations meeting 2015</td>
<td>IFF Competition/RACC/Mart in Wolmhed</td>
</tr>
<tr>
<td><strong>Finance</strong></td>
<td>Lack of Financial means to develop the Sport on a National level</td>
<td>Build an Income collection model and fundraising ideas</td>
<td>Aug/Sep 2015</td>
<td>Monica Bakke</td>
</tr>
<tr>
<td><strong>Marketing</strong></td>
<td>Need to promote and consolidate the visibility of Floorball</td>
<td>Build a plan for how to start collecting traffic and visibility into one source</td>
<td>AUG 2014</td>
<td>CCMNG/Suman</td>
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<td>Marketing</td>
<td>Build a Best practise models for different Levels of Countries with Marketing as a Tool</td>
<td>Lift off Sponsor segments for ex. 1st Floorball manufacturers, 2nd Apparel and Sport drinks, 3rd Insurance and Banks  Create basic sales material for NA's</td>
<td>AUG 2014, DEC 2014</td>
<td>CCMNG/Suman, Suman</td>
</tr>
<tr>
<td>Media</td>
<td>IFF to provide free to air signal for National Associations for non-users, to start the process of cooperation with TV.</td>
<td>Co-ordinate offers to WFC participating countries with one already televised game to start with</td>
<td>Start WFC 2014 March after the draw, target: SVK, NOR ESP, RUS......</td>
<td>John Liljelund</td>
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<td>Media</td>
<td>Prepare and build a Event based Media Plan</td>
<td>Update the IFF Event Manual</td>
<td>MAY 2015</td>
<td>Merita Bruun</td>
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<tr>
<td>Communication</td>
<td>Create an identification gimmick for all belonging to the Floorball Community</td>
<td>Competition during the Associations meeting</td>
<td>Proposal by AUG 2014, Delivered in the GA 2014</td>
<td>Tomas Eriksson</td>
</tr>
<tr>
<td>Communication</td>
<td>Create more visibility for Floorball Stars and make the Floorball Family aware of them</td>
<td>Make surveys/interviews with the Players during the WFCs on what is interesting. Use the Athletes Commission</td>
<td>Started in WFC 2013, all WFCs in the future</td>
<td>Magdalena Kotivkova</td>
</tr>
<tr>
<td>Communication</td>
<td>Put forward the question what is interesting for the NA in order to develop the sport, internationally ja nationally.</td>
<td>Make a survey during the Associations meeting</td>
<td>Associations meeting DEC 2013, done</td>
<td>Veli Halonen</td>
</tr>
<tr>
<td>Competitions</td>
<td>Include female competition part into the GirlFloorball Project                                                                escription of the launch of the GirlFloorball Project during the Associations meeting</td>
<td>Associations meeting DEC 2013</td>
<td>Sarah Mitchell</td>
<td></td>
</tr>
<tr>
<td>Competitions</td>
<td>Build a tool for competition structure and how to organise this</td>
<td>Create a Excel based macro for building series and tournaments</td>
<td>IFF General Assembly 2014</td>
<td>IFF Competition/Sarah Mitchell</td>
</tr>
<tr>
<td>Competitions</td>
<td>Create a list of objectives the countries will have to achieve, in order to proceed in development</td>
<td>Build a Licence system 2.0 for the 2018 WFC</td>
<td>IFF General Assembly 2014</td>
<td>ExCo/Steve King</td>
</tr>
<tr>
<td>Topic</td>
<td>Actions</td>
<td>Time table</td>
<td>Responsible</td>
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<tr>
<td>National Teams</td>
<td>Relatively low number of International Matches at home vs. abroad</td>
<td>RACC to look upon the next phase of the Competition system with Qualifications</td>
<td>Associations Meeting 2015</td>
<td>RACC/Martin Wolmhed SM/SK</td>
</tr>
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<td>Participation</td>
<td>Relatively too small number of member associations organising IFF events</td>
<td>Present the advantages of being an organiser and a helping plan from IFF in a Local support guidelines document</td>
<td>OCT 2014</td>
<td>Carlos Lopez SK</td>
</tr>
<tr>
<td>Education</td>
<td>Define detailed steps for a development strategies, with objectives for the three type of Associations</td>
<td>Build a Plan of Action for the Development work</td>
<td>IFF General Assembly 2014</td>
<td>Daniel Bollinger &amp; Risto Kauppinen VH/JL</td>
</tr>
<tr>
<td>Education</td>
<td>Relatively low number of International Referees</td>
<td>Build an on-line rule test on the web</td>
<td>MAR 2014</td>
<td>Halonen</td>
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<td>Video based referee education for basic game situations</td>
<td>Associations Meeting DEC 2013</td>
<td>RC/Halonen</td>
</tr>
<tr>
<td>Each One, Teach One</td>
<td>Help to get the countries started and support for the provisional membership</td>
<td>Search for new members</td>
<td>Initial Contacts MAR 2014 - Countries and CB members</td>
<td></td>
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<tr>
<td>Recommendation</td>
<td>Action</td>
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</table>
| 6) Cooperate closely with other sports event organisers | - Present our Sport at its Best in the TWG (Competition, atmosphere, spectators, visibility, image)  
- Explain the implications and importance to the participants  
- Create a project group with the Participating Countries  
- Lobby towards the TWG 2021 LOC  
- Introduce the slogan "Floorball Olympics" |
| - Cooperation between IOC and IWGA on the sports program | - Inform the IOC of our interest to participate in the YOG  
- Develop a “Floorball product” that could easily be integrated within the IOC concept of “Sport Lab”.  
- Continue the networking with IOC members / lobbying activities. |
| - Sports Lab or sport initiation programmes | - Introduce a different format of the sport and a different number of players  
- Consider reviewing the number of players per team roster.  
- Start discussions with the FIH to ease the road to the Olympics.  
- Be ahead and participate in the bidding stage of a City’s OCOG’s  
- Continue to expose/promote Floorball in order that all IOC members have a clear understanding about the sport and support it.  
- Try to get a meeting with Kit as soon as possible in Lausanne |
| 10) Move from a sport-based to an event-based program | - IOC Session to decide on the inclusion of any sport (IF)  
- IOC to allow the OCOG’s to make proposals of one add events |
| - IOC Session to decide on the inclusion of any sport (IF) | - Clear and strong communication about the fact that Floorball is offering high level events for both genders.  
- Reinforce the fact that the sport is clearly orientated towards gender equality - promote Champions Cup/EuroFlorball Cup |
| - IOC to allow the OCOG’s to make proposals of one add events | - Is there a need to find a mixed gender sport solution  
- Clarify that the Wroclaw 2017 World Games have imposed one event only; this has never been a choice of IFF.  
- Positive segregation included in the Licencers system 2.0 |
| 11) Foster gender equality | - Achieve 50 per cent female participation  
- To stimulate women’s participation  
- IOC to encourage the inclusion of mixed-gender team events.  |
| 17) Honour clean athletes (Anti-Doping/Betting) | - Enlarge the education of the Athletes concerning the Clean Sport (Anti-Doping and Betting) |
| 25) Review Youth Olympic Games Positioning |  |
- YOG Sports Program
  -> Show the IOC that it is our aim to be in the Youth Olympic Games.

- Tripart organisation group
  - IFF to smartly inform the IOC about the availability of a IFF member to be part of this new body

32) Strengthen ethics
  - Process of Good Governance
    - IFF to continue to adapt accordingly in order to comply with all PGG.
    - Send out the Policies approved by the IFF to the members, included in the IFF Licence system 2.0

19) Launch Olympic Channel
  - IOC has invited the ARISF members to an introduction of the Olympic channel
  - Introduction of the TV Magazine

23) Engage with communities
  - Engage the general public and youth
    -> Continue the development of our tools and channels
    - Be in the front-line of the use of social media

28) Support Autonomy
  - Work with lobby work
  - Organise meetings with National Associations and NOC's in connection to CB meetings