
#### COSTS

<table>
<thead>
<tr>
<th>Cost Centre</th>
<th>Updated Budget</th>
<th>Outcome 30.09.2010</th>
<th>Compared 30.09.2009</th>
<th>Outcome 30.09.2010/Ann.budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 Central activities</td>
<td>15400</td>
<td>15040</td>
<td>10154,05</td>
<td>9670,64</td>
</tr>
<tr>
<td>11 Office</td>
<td>61500</td>
<td>595900</td>
<td>371769,73</td>
<td>370818,21</td>
</tr>
<tr>
<td>12 CB</td>
<td>25800</td>
<td>36100</td>
<td>53187,26</td>
<td>16509,14</td>
</tr>
<tr>
<td>13 ExCo</td>
<td>14500</td>
<td>9000</td>
<td>3938,89</td>
<td>4881,54</td>
</tr>
<tr>
<td>14 GA/PM</td>
<td>6500</td>
<td>6800</td>
<td>3,85</td>
<td>0,00</td>
</tr>
<tr>
<td>15 External meetings</td>
<td>15000</td>
<td>20300</td>
<td>25299,69</td>
<td>16722,29</td>
</tr>
<tr>
<td>16 IOC 50 Road Map</td>
<td>18000</td>
<td>16300</td>
<td>0,00</td>
<td>935,55</td>
</tr>
<tr>
<td>17 Equality Function</td>
<td>7000</td>
<td>7000</td>
<td>0,00</td>
<td>0,00</td>
</tr>
<tr>
<td>18 Athletes Commission</td>
<td>12000</td>
<td>11000</td>
<td>0,00</td>
<td>389,16</td>
</tr>
<tr>
<td>19 WFC</td>
<td>115000</td>
<td>99400</td>
<td>16830,74</td>
<td>9970,26</td>
</tr>
<tr>
<td>20 U19 WFC</td>
<td>17000</td>
<td>17200</td>
<td>12434,88</td>
<td>10156,28</td>
</tr>
<tr>
<td>21 SFC</td>
<td>46000</td>
<td>49100</td>
<td>8620,08</td>
<td>10812,83</td>
</tr>
<tr>
<td>22 WUC</td>
<td>12000</td>
<td>9600</td>
<td>3013,50</td>
<td>0,00</td>
</tr>
<tr>
<td>23 Anti-Doping</td>
<td>14000</td>
<td>16000</td>
<td>5445,36</td>
<td>6564,32</td>
</tr>
<tr>
<td>24 RACC</td>
<td>25500</td>
<td>39090</td>
<td>5020,50</td>
<td>16430,68</td>
</tr>
<tr>
<td>25 RC</td>
<td>27000</td>
<td>44310</td>
<td>18667,20</td>
<td>14302,32</td>
</tr>
<tr>
<td>26 Development</td>
<td>17000</td>
<td>15100</td>
<td>7536,03</td>
<td>18537,02</td>
</tr>
<tr>
<td>27 Development programme</td>
<td>34000</td>
<td>33000</td>
<td>2345,54</td>
<td>36606,12</td>
</tr>
<tr>
<td>28 Material</td>
<td>145000</td>
<td>114500</td>
<td>10198,61</td>
<td>14878,03</td>
</tr>
<tr>
<td>29 Marketing</td>
<td>25000</td>
<td>26700</td>
<td>2637,12</td>
<td>16274,65</td>
</tr>
<tr>
<td>30 TV/Internet TV</td>
<td>55000</td>
<td>77000</td>
<td>9828,90</td>
<td>14217,00</td>
</tr>
<tr>
<td>31 Information</td>
<td>0</td>
<td>14600</td>
<td>49,23</td>
<td>0,00</td>
</tr>
<tr>
<td>32 MC</td>
<td>9000</td>
<td>7600</td>
<td>268,45</td>
<td>4850,18</td>
</tr>
<tr>
<td>33 AC</td>
<td>1500</td>
<td>800</td>
<td>0,00</td>
<td>0,00</td>
</tr>
<tr>
<td>34 DC</td>
<td>1500</td>
<td>800</td>
<td>0,00</td>
<td>0,00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>CHF 1266700</td>
<td>CHF 1282600</td>
<td>567249,61</td>
<td>580730,92</td>
</tr>
</tbody>
</table>

#### INCOME

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3011 Transfers</td>
<td>73000</td>
<td>76000</td>
<td>48150,00</td>
<td>46950,00</td>
<td>-2780</td>
</tr>
<tr>
<td>3012 Participation fees</td>
<td>197000</td>
<td>222000</td>
<td>218000,00</td>
<td>196000,00</td>
<td>-4000</td>
</tr>
<tr>
<td>3013 Organizers fee</td>
<td>212000</td>
<td>195000</td>
<td>59500,00</td>
<td>150000,00</td>
<td>-13500</td>
</tr>
<tr>
<td>3019 Temporary play</td>
<td>0</td>
<td>3000</td>
<td>1600,00</td>
<td>1250,00</td>
<td>-1400</td>
</tr>
<tr>
<td>3210 Membership fees</td>
<td>115600</td>
<td>115000</td>
<td>117500,00</td>
<td>113000,00</td>
<td>2500</td>
</tr>
<tr>
<td>3219 Fines</td>
<td>0</td>
<td>0</td>
<td>7500,00</td>
<td>15000,00</td>
<td>7500</td>
</tr>
<tr>
<td>3250 Sponsors &amp; advertisements</td>
<td>178000</td>
<td>160000</td>
<td>22893,70</td>
<td>33498,72</td>
<td>-137106</td>
</tr>
<tr>
<td>3260 TV/Internet TV</td>
<td>80000</td>
<td>65000</td>
<td>0,00</td>
<td>0,00</td>
<td>-65000</td>
</tr>
<tr>
<td>3300 Office support</td>
<td>83300</td>
<td>90600</td>
<td>90600,00</td>
<td>83300,00</td>
<td>0</td>
</tr>
<tr>
<td>3310 Development support</td>
<td>40000</td>
<td>65000</td>
<td>51722,25</td>
<td>52926,00</td>
<td>-7878</td>
</tr>
<tr>
<td>3510 Sales</td>
<td>12500</td>
<td>6000</td>
<td>2936,00</td>
<td>0,00</td>
<td>-3064</td>
</tr>
<tr>
<td>3860 Material approval income</td>
<td>270000</td>
<td>270000</td>
<td>146431,35</td>
<td>174751,35</td>
<td>-123569</td>
</tr>
<tr>
<td>3899 Other incomes</td>
<td>5300</td>
<td>15000</td>
<td>1,03</td>
<td>0,00</td>
<td>-14999</td>
</tr>
<tr>
<td>8020 Interest</td>
<td>0</td>
<td>0</td>
<td>323,87</td>
<td>399,22</td>
<td>324</td>
</tr>
<tr>
<td>8080 Exchange rate gains</td>
<td>0</td>
<td>0</td>
<td>85,57</td>
<td>149,33</td>
<td>86</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>CHF 1266700</td>
<td>CHF 1282600</td>
<td>772643,77</td>
<td>867224,62</td>
<td>-509956,23</td>
</tr>
</tbody>
</table>

#### Balance sheet 31.12.2010

<table>
<thead>
<tr>
<th></th>
<th>01.01.2010</th>
<th>30.09.2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current assets</td>
<td>8400,00</td>
<td>7400,00</td>
</tr>
<tr>
<td>Claims 2005</td>
<td>4500,00</td>
<td>3000,00</td>
</tr>
<tr>
<td>Claims 2006</td>
<td>11500,00</td>
<td>10000,00</td>
</tr>
<tr>
<td>Claims 2007</td>
<td>409377,40</td>
<td>356877,40</td>
</tr>
<tr>
<td>Claims 2008</td>
<td>290889,37</td>
<td>98521,52</td>
</tr>
<tr>
<td>Claims 2010</td>
<td>0,00</td>
<td>110000,00</td>
</tr>
<tr>
<td>Deferr expenses and accr income</td>
<td>0,00</td>
<td>0,00</td>
</tr>
<tr>
<td>Receivables from rel.parties</td>
<td>501,16</td>
<td>35124,27</td>
</tr>
<tr>
<td>Total assets</td>
<td>893726,95</td>
<td>807879,03</td>
</tr>
</tbody>
</table>

#### LIABILITIES AND EQUITY

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accr expenses and deferr income</td>
<td>-189000,00</td>
<td>-108591,14</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>-2030,61</td>
<td>-379,79</td>
</tr>
<tr>
<td>Transfers to reserves</td>
<td>-132519,85</td>
<td>-328,03</td>
</tr>
<tr>
<td>Development reserves</td>
<td>-51880,61</td>
<td>-22210,47</td>
</tr>
<tr>
<td>Development Board reserves 2008</td>
<td>-39401,36</td>
<td>0,00</td>
</tr>
<tr>
<td>Development Board reserves 2009</td>
<td>-46422,78</td>
<td>-38513,70</td>
</tr>
<tr>
<td>Equity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings</td>
<td>-432461,74</td>
<td>-432461,74</td>
</tr>
<tr>
<td>Profit 30.09.2010</td>
<td>0,00</td>
<td>-205394,16</td>
</tr>
<tr>
<td>Total liabilities &amp; equity</td>
<td>-893726,95</td>
<td>-807879,03</td>
</tr>
</tbody>
</table>

*Outcome of the material appr. system:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>0,00</td>
</tr>
<tr>
<td>Costs</td>
<td>0,00</td>
</tr>
<tr>
<td>Profit</td>
<td>0,00</td>
</tr>
</tbody>
</table>

---

**Appendix 2**

- **Balance sheet 31.12.2010**
- **Income**
- **Current liabilities**
- **Equity**
- **Total liabilities & equity**

---

**Note:** The table provides a summary of the financial statements, including income, costs, and equity, for the period ending 31.12.2010. The figures are represented in CHF, with some data indicating losses (negative values) and gains (positive values). The table also highlights the outcome of the material appraisal system for the period, showing income, costs, and profit.
### CLAIMS PER NATION, CLUB, OTHER 31.12.2010

<table>
<thead>
<tr>
<th>NATIONS</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>MF</td>
<td>Orgfee</td>
<td>Other</td>
<td>Total</td>
<td>MF</td>
<td>Orgfee</td>
<td>Other</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Argentina</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Armenia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Australia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Austria</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Belarus</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Belgium</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Brazil</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1500</td>
<td>0</td>
</tr>
<tr>
<td>Canada</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Denmark</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2000</td>
<td>0</td>
</tr>
<tr>
<td>Estonia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Finland</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>France</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Georgia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2000</td>
<td>0</td>
</tr>
<tr>
<td>Germany</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Great Britain</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hungary</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Iceland</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>India</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Indonesia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Iran</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Ireland</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Israel</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Italy</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Japan</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Korea</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Latvia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liechtenstein</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lithuania</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lithuania</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Malaysia</td>
<td>1000</td>
<td>0</td>
<td>1000</td>
<td>1500</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Moldova</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Mongolia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Netherlands</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>New Zealand</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Nigeria</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Pakistan</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Poland</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Portugal</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Romania</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Russia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Serbia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sierra Leone</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Singapore</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Slovakia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Slovenia</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Spain</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sweden</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Switzerland</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Thailand</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Turkey</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Ukraine</td>
<td>5000</td>
<td>500</td>
<td>500</td>
<td>0</td>
<td>5000</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>USA</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

### CLARIFICATIONS

**Nations:**

- *CLAIMS PER NATION, CLUB, OTHER 31.12.2010*
- *Updated per 08.10.2010*

**Legend:**

- **MF:** Media Fee
- **Orgfee:** Organiser Fee
- **Other:** Other Income
- **Total:** Total Income

### Other Income Sources

- **FINES:**
  - *Fines 1st Reg.*
  - *Fines 2nd Reg.*
- **MATERIAL INCOME:**
  - *Material Income*
- **TARIFFS:**
  - *Tariffs Income*
- **OTHER'S Total:**
  - *Other's Total*
Observer Programme Invitation
World Floorball Championships 2010, Hartwall Arena,
Helsinki, Finland 08.-09.12.2010

Dear Recipient,

IFF has received several requests for guidance and advice on how to organise International Events. Based on this we are pleased to provide you with an Observer Programme during the World Floorball Championships in Helsinki 08.-09.12.2010.

IFF and the organising committee of the World Floorball Championships – Magical Games, Helsinki are together interested and willing to share their knowledge on organising the event and this way help the future Event Organisers and National Federations considering international event organising in the sport of Floorball and beyond of that in indoor sports generally.

The Main Goals of the Observer Programme
To give a broad understanding of the multiple challenges the organiser will face and the best practises the Local Organising Committee (LOC) has used to solve obstacles during the preparation and organisation phase of the international indoor sports events, in this case especially Floorball.

The objective is to reflect and present the expectations of and on the other hand the support given by the International Federation or any other right holder, which is put on the LOC’s when they are granted the rights to organise world class indoor international events.

The observer programme at the World Floorball Championships 2010, will be connected to the launch of the IFF’s Event Handbook, which is an extensive document made to help IFF’s member associations in organising International Events.

Time of the Program:
The World Floorball Championships, Magical Games Observer Programme will run from Wednesday 08th to Thursday 09th of December 2010 (see the programme attached).
Costs of the Programme

The participation fee for the Observer Program is **100 €/person.** The price includes:
- The programme content and the guide services during the tours
- All materials provided for you during the program
- 1 Copy of the IFF handbook / participant
- Observer accreditation for the duration of the Observer Programme
- Match tickets for the matches during the program
- Meals listed in the Programme (Closings dinner in a nice Lounge during the second day match of the day)
- **Two hotel nights in a shared two-bed room**

Registration

The registration form can be found online at [www.slu.fi/sportfinland/observerprogramme](http://www.slu.fi/sportfinland/observerprogramme).

We ask you to fill the registration form **NO LATER than 12th of Nov 2010.** Only fully filled registration forms can be considered and persons registered to the Observer Programme. An invoice of the participation fee will be sent to the billing address in no later than 30th of November and **MUST** be paid before arrival – otherwise we can’t provide accreditation and access to the observer program.

Accommodation

The designated hotel for participants of the Observer Programme is Hotel Holiday Inn Helsinki – Exhibition and Convention Centre. This hotel is situated 500 meters from the main arena of the World Floorball Championships – the Hartwall Arena. The rooms are standard rooms for two persons. IFF is willing to take the cost for the two nights’ accommodation when participating in the IFF Observer Programme.

The hotel accommodation booking is made by contacting Mr. Veli Halonen at the IFF office [halonen@floorball.org](mailto:halonen@floorball.org) by the 12th of November. The hotel offer for the Observer Program accommodation is valid until the 12th of **November** (so it is advisable to book the accommodation by that date).

Please note that if you wish to stay longer at the World Floorball Championships 2010, Helsinki than just for the Observer Program days, you are more than welcome to do so. For additional ticket bookings we request that you to take contact to ticketing office [www.lippupiste.fi](http://www.lippupiste.fi).

The IFF offers the participants of the IFF Observer Program, if they want to stay for the WFC Finals until Saturday the 11th of December to book the accommodation at the Holliday Inn for the price of 80 EUR/night/room for a single room and 100 EUR/night/room and you can book the accommodation through IFF, in connection to the registration for accommodation for the Observer Programme.

The hotel accepts all common credit cards. The participants of the observer program are to pay their accommodation directly to the hotel.
We would like to invite you, to participate in the IFF Observer Program, during the World Floorball Championships, in order to give you an understanding of how an International Event is organized.

Looking forward to your positive reaction, we remain

with sincere regards,

John Liljelund
Secretary General
IFF

Ismo Haaponiemi
Secretary General
WFC 2010 - Magical Games

Arto Ahola
Development Director
Sports Finland

Attached material:
- Observer Program - program

Additional information:
Arto Ahola
Development Director Sport Finland
arto.ahola@slu.fi
+ 358 400 938 666
www.sportfinland.fi

Veli Halonen
Coordinator
halonen@floorball.org
+358 400 529 033
www.floorball.org
OBSERVER PROGRAMME
World Floorball Championships 2010, Helsinki

Date: 08.-09.12.2010

Contact person: Mr Arto Ahola, arto.ahola@slu.fi Tel: +358 400 938 666

For whom the Observer program is targeted:
Administration people - general administration people (Seg. Generals, administration, accreditation, accommodation, media operations and marketing people)

Sports people - people in charge of sports and venues technical services (Sports Directors and personnel, Athletes’ village/hotels, transportation, medical services)

IFF Member Associations – potential organisers of IFF Events or national events

PROGRAMME:

Wednesday 8th of December

11.00 Welcoming words
   Generalities about the International Event organising
   Tomas Eriksson/IFF President, Arto Ahola and Katriina Sahala/Sport Finland office

11.30 Introduction Seminar
   Floorball Championships ideology (objectives of the sport/WFC) Organisation and overall presentation
   John Liljelund/IFF
   Ismo Haaponiemi/SG LOC

12.30 Coffee

12.40 Floorball minimum requirements for good Championships Organisation
   Introduction of IFF Event Handbook
   Filip Suman/IFF RACC/Jury chairman
   John Liljelund/IFF.
   Kaarina Salomaa/IFF Comp.

14.30 Lunch at the athletes’ restaurant
   Hartwall Arena

15.30 Tour 1 (15 min. per item)
   - Team Accommodation – build-up and organisation
   - Accreditation system
   - Security
   - Team Transportation
   - Team Services at the Arena
   - Info for the teams
   Hartwall Arena
   LOC/Mervi Kilpikoski
   IFF/Kaarina Salomaa
   Ari Vehniäinen/LOC
   Tommi Korhonen/LOC
   Esko Kyyhkyinen/LOC
   Mervi KilpikoskiLOC
17.00 Administration and support
   - City of Helsinki Sports Services and support
     Sports Director Anssi Rauramo
   - Legacy for the City and National Federation
     Risto Kauppinen/SSBL
   - Cooperation with stakeholders
     Hanski Grönqvist/YLE /Exel

17.45 Live match of the Day – Quarterfinal 1 (Finland’s Game)

20.00 Questions and Answers Day 1

21.30 Free time (notice dinner at your own cost)

22.00 Free discussion session at the hotel

---

Thursday 9th of December

9.00 Seminar (20 minutes/session)
   - Doping testing system
     Merita Bruun/IFF
   - Officials Transportation
     Mervi Kilpikoski/LOC
   - Financing
     Ismo Haaponiemi/LOC
   - Marketing
     JP Lehtonen/LOC
   - Adjacent Programmes
     Kim Sällström/LOC
   - VIP services
     Eeva Welling/LOC

11.30 Lunch at the volunteers restaurant

12.30 Tour 2 (20-30 min/session)
   - Main Media Center
     Markku Huoponen/LOC
   - Mixed and Photo Zone

16.30 Questions and Answers Day 2

17.00 Free time

19.00 Live Match of the Day (Quarter Finals Q3)
   NOTE: Closing Dinner During the Match offered by IFF

22.30 Free discussion session at the hotel
<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Match</th>
<th>Takers</th>
<th>Produced</th>
<th>Uplink</th>
<th>Production</th>
<th>Satellite</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sat 04.12.</td>
<td>13:00</td>
<td>ITA-CZE</td>
<td>CTV</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>16:00</td>
<td>FIN-DEN</td>
<td>YLE</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>19:00</td>
<td>LAT-SUI</td>
<td>CHSF/CHTSR</td>
<td>Hi-lights</td>
<td>IFF</td>
<td>30/5 min</td>
<td>YLE</td>
</tr>
<tr>
<td>Sun 05.12.</td>
<td>13:00</td>
<td>JAP-CZE</td>
<td>CZE</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>16:00</td>
<td>FIN-CAN</td>
<td>YLE</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td>Mon 06.12.</td>
<td>12:00</td>
<td>POL-SUI</td>
<td>ES</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>15:00</td>
<td>CZE-NOR</td>
<td>CTV/ES</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td>Tue 07.12.</td>
<td>9:30</td>
<td>LAT-POL</td>
<td>ES</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>12:15</td>
<td>SUI-SIN</td>
<td>CHSF/CHTSR</td>
<td>Hi-lights</td>
<td>IFF</td>
<td>30/5 min</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>15:00</td>
<td>GER-SWE</td>
<td>ES</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>17:45</td>
<td>RUS-FIN</td>
<td>YLE</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td>Wed 08.12.</td>
<td>17:45</td>
<td>*Q1: (1A-2B)</td>
<td>YLE</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>20:45</td>
<td>*Q4: (1D-2C)</td>
<td>CTV/ES</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td>Thu 09.12.</td>
<td>16:00</td>
<td>Q3: (1B-2A)</td>
<td>TV4/ES</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>19:00</td>
<td>Q2: (1C-2D)</td>
<td>CHSF/CHTSR/ES</td>
<td>IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td>Fri 10.12.</td>
<td>17:30</td>
<td>Semi1 Q1-Q4</td>
<td>YLE/CTV/ES</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>20:30</td>
<td>Semi2 Q2-Q3</td>
<td>YLE/CTV/TV4/CHSF/CHTSR/ES</td>
<td>YLE/IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td>Sat 11.12.</td>
<td>13:00</td>
<td>Bronze</td>
<td>YLE/CTV</td>
<td>YLE/IFF</td>
<td>IFF</td>
<td>Match</td>
<td>YLE</td>
</tr>
<tr>
<td></td>
<td>16:00</td>
<td>Final</td>
<td>YLE/CTV/TV4/CHSF/CHTSR/ES</td>
<td>YLE</td>
<td>YLE</td>
<td>Match</td>
<td>YLE</td>
</tr>
</tbody>
</table>
AOFC DEVELOPMENT REPORT 2009-2010

1.0 INTRODUCTION
The AOFC was formed in 2005 to represent the interests of its member countries within International Floorball. The AOFC is affiliated with the International Floorball Federation (IFF).

The AOFC is structured with a Central Board (CB) of 8 members and 2 sub committees reporting to the CB. The CB and sub committee positions are determined every 2 years at the General Assembly.

- Rules and Competition Sub Committee
- Marketing and Development Sub Committee

The AOFC carries out the following roles and activities

- Coordinate the calling for and recommendations for organisers to hold the Asia Pacific Floorball Championships (APAC) annually. APAC is rotated through member countries who submit bids to hold the tournament. As from 2010 APAC will also become the WFC qualification for men and women each subsequent year.
- Liaise directly with IFF on issues of marketing, development and competitions. This includes where and when to hold IFF Development seminars, loan rinks and competitions for WFC qualifications
- The AOFC is now developing sponsorship and preferred supplier packages for member countries to take advantage of
- The AOFC coordinates with the IFF where, who, how and when the IFF support for new developing countries is utilised such as sticks, balls, rinks etc
- The AOFC now has a number of personnel trained by IFF to be able to present the IFF Development seminar materials which cover Organisation, Coaching

Asia Oceania Floorball Confederation 26, Jalan Benaan Kapal, Kailang Park
Republic of Singapore 399629
and Refereeing. These persons are available to assist new countries develop their own skills and present the sport in their country.

The AOFC member countries are encouraged to help make contact and work to develop new member countries. Where practical the current member countries are asked to act as mentors to those potential new countries.

2.0 CURRENT MEMBERS
The AOFC currently consists of 11 member countries being:

- Australia
- India
- Indonesia
- Japan
- Korea
- Malaysia
- Mongolia
- New Zealand
- Pakistan
- Singapore
- Thailand

3.0 ACHIEVEMENTS 2009-2010
The AOFC was successful in achieving a number of goals it set for itself in 2009. The major achievements were as follows:

- Indonesia and Iran became provisional members of IFF
- Indonesia became a member of AOFC
- Iran will apply to become a member of AOFC at the AOFC General Assembly in Perth January 2011
- New Zealand reformed with the new Association recognised by IFF and AOFC
- Thailand has 2 groups currently working to develop floorball. The 2 groups are now discussing joining together for the benefit of floorball in Thailand
- Contact has been made in Sri Lanka, Bangladesh, Nepal and the Philippines with groups who are working with AOFC and IFF to develop floorball in their country. It is hopeful that all 4 will apply for provisional membership of IFF in the next 12-24 months
- Mongolia after a long period of little or no action is now actively developing floorball
- The continued growth of the game in Australia, Singapore and Korea has been positive
- A number of AOFC persons have been trained by IFF to deliver the IFF seminar throughout the AOFC region.
- IFF development seminars were held in India, New Zealand and Singapore
- AOFC now has members on a number of IFF bodies and has referee pairs and referee observer. This reflects the more active involvement of AOFC with the IFF and recognition of the importance of the role AOFC must play to develop floorball in our region
4.0 POTENTIAL MEMBERS
Potential members to continue to work with to help them develop the game and their structures to allow them to apply provisional membership of IFF are
• Bangladesh -
• Nepal – new contact to be followed up
• Philippines – waiting on balls/sticks and IFF seminar for 2011
• Sri Lanka – waiting on balls/sticks and IFF visit proposed for Jan 2011 to do an Official launch and training
• China – waiting on timeframe to allow the Chinese Association to be recognised by the Chinese government
In addition to these countries there are another 32 countries in the AOFC region that have the potential to commence to play floorball, this excludes the smaller island nations

5.0 ACTIONS REQUIRED/PLANNED
There are a number of actions required to continue to achieve the following main goals
• Increase the number of countries playing the game and the number of countries becoming IFF and AOFC members
• Work with existing member countries to ensure they meet the future IFF registration requirements
In order to meet these 2 main goals the AOFC will need to work closely with the IFF to develop the resources in AOFC to allow AOFC and its member countries to pursue these goals. The resources to be developed and actions to be taken include the following
• Persons in AOFC countries capable to deliver the IFF Development seminar materials at various levels in different countries at different development stages
• Continue to seek and receive support from IFF to
  o Provide balls, sticks and other equipment for new developing countries
  o Develop and deliver training materials, seminars etc for developing countries and existing members
• Appoint a full time Development Officer for the AOFC who would have the following roles
  o Identify through various contacts, channels etc potential persons in countries to work with to develop floorball in new countries
  o Contact and work with new contacts to establish the game in their country
  o Work with existing potential countries to develop their structures, resources etc to enable them to meet the IFF membership criteria
  o Work with existing AOFC member countries to ensure they meet the future IFF registration requirements including National Associations, National Championships and numbers of clubs/teams
• The AOFC will need to seek funding assistance for the Development Officer from the current AOFC members, their government bodies and the IFF and potential sponsors
• Training program and assessment visit to Iran with IFF and AOFC being planned for January 2011
• Visit to Sri Lanka to launch floorball and conduct some training with IFF and AOFC being planned for January 2011
• AOFC persons attending Indonesia in December to conduct introductory training to University program
• Ongoing discussions with a deadline set for November to have the 2 Thailand groups establish an ongoing structure for floorball in Thailand otherwise after which IFF and AOFC will take further action
• Holding of an IFF Development seminar in mid 2011 in South East Asia aimed at the new countries
To: IFF Central Board

RACC proposal to change the Competition regulations concerning the ballot as a last resort, in cases of a decisive last match in a tournament:

4.5 The ranking within a group shall be decided in the following order:

a) The total number of points.

b) If two or more teams have the same number of points the internal matches of the teams concerned, the internal goal difference if necessary included, shall be decisive.

c) If the internal matches according to b), are not decisive, most scored goals internally shall be decisive.

d) If the ranking can not be decided by the internal matches the total goal difference of the teams concerned shall be decisive.

e) If the total goal difference is not decisive most scored goals of the teams concerned shall be decisive.

f) If most scored goals is not decisive a drawing of lot with the teams concerned shall settle the ranking unless the ranking concerns only the two teams playing a last round match deciding about promotion or relegation when extra time and, if needed, penalty shots shall decide the ranking.

Proposal for the new formulation of the solution, for the cases where a team misses a match or matches to be included in the same paragraph:

The results of all matches versus a team which has missed a match or matches, and lost these by walk over 5-0, shall not have an affect on the final ranking between teams having ended up in the same amount of points unless the team having missed the match or matches is itself involved.

on behalf of the RACC,

Stefan Kratz
competition manager
Helsinki 29.9.2010

The IFF RC meeting

Prague 24th to 26th of September, hotel Park Inn

Hans Botman, Chairman
Thomas Thim Vice chair
Lukas Gyger
Klaus Koskela
Jan Nordli
Petr Seda
Veli Halonen/IFF Office&referee Coordinator/ secretary of the meeting

1. The RC chairman Mr. Hans Botman opened the meeting and welcomed all the participants.

Mr. Botman gave a short introduction from the IFF CB meetings. There has been 2 CB meeting after the last RC meeting in Zurich in April. In May in Olomouc during the WU19 WFC and then the other in the beginning of September in Amsterdam. The CB has decided to increase the number of CB members and also to bring in both genders to CB and to its committees. This also brings in the requirements for the RC actively to try to increase the number of female referees and also to have women in the referee world. The RC had a wide conversation of this issue.

Mr. Botman also presented the new Champions Cup to the members of the RC. Mr. Botman also talked about the budget. The RC will present a budget proposal and discuss it with the IFF Office.

2. The referee observer sheet was presented in April and studied by the RC and it was approved and will be used. The manual will be added and it will be ready by the end of November 2010.

The RC discussed about the amount of rule questions coming in to all national federation. There are a lot of rule questions which will need interpretations on the international level. The RC found it necessary to make a rule test or questionnaire for the referees, who will be refereeing in the WFC final round in order to find out the difficult parts of the rules and the controversial interpretations in
different countries. Mr. Botman will contact the RACC and Mr. Thim will contact Johan Råsbrink to point out the difficult parts.

3. The RC discussed about the referee nomination proposals and the observer proposals. The approved nominations in the appendix 1. Some proposed referee pairs were approved as “development group” members. The RC found it necessary to get official observation data about these referee pairs before they can be nominated to the actual IFF referee group. The new observers will be invited to the IFF events in their own countries in order to get the proper education for them in the early stage of their career. This shall be discussed in the meeting in December in Helsinki, where also the chairmen of the national referee committees shall be invited.

4. The RC went through the action plan for 2011-2015 and stated that the aim for 16 gold level referees from 8 countries is the key goal in this plan and all the other 15 sections are steps to support this goal (APP 2).

Also the plan for the career planning and support program was approved (APP 2)

5. The RC discussed about the upcoming WFC final round and the referee education in this event. The original plan was to invite the IFF referees, observers and the national RC chairmen to a meeting and education in Helsinki.

The RC came to conclusion that the IFF observers will be invited to Helsinki for education and to start working as a group to produce more and better material for the future. This will also help the new observers to be part of the referee coaching team more efficiently. The RC decided that Mr. Klaus Koskela will be in charge of carrying out the education for the observers and also the invitation and agenda for this education. The RC also talked about the importance of this education in general. There might be some costs for this education in order to get professional educator or educators.

The other group to be invited will be the chairmen of the national referee committees and if a member association does not have an RC, then the invitation will be sent to person who is responsible for the referees and referee education in their own country. The main purpose for this group is to get to know the referee organization worldwide and also to help to improve the level of the referees in their own countries. Also to tell them the possibility to co-operate with the IFF referee development group and also to build up exchange programs if possible.

The RC decided that Jan Nordli will take care of the invitation and the agenda for this education.

The RC decided to cancel the planned education for the newly nominated referees because there are only a few new nominations. We expect we will be able to contact them directly during one of the upcoming tournaments in 2011.

The invitation to both educations shall be sent out to the participants by the IFF office.
6. The RC talked about the new group (development group) and the general guidelines for it. The RC decided that Jan Nordli will make the general plan for the new group and the function of the group. In the plan will be stated who will be guiding the group and also guiding the future educators for the group. All IFF members will be invited to nominated referee couples to the group. The IFF RC will then try and find suitable nominations and education options. All referee couples in the development group will be linked to an international observer who will act as their coach.

7. The RC talked about the budget for the next year. The basic RC budget contains funds for two annual RC meeting and the travels for the observers to the IFF events. The RC sees that the amount of observations should be increased in the future in the international tournaments to which the IFF nominates referees, but which are not actual IFF events.

8. Mr. Thomas Thim presented material from the referee education development project. The material should be ready by the 1st of May 2011. The material is being produced by the Czech, Finnish, Norwegian, Swiss and Swedish associations. The IFF has been supporting this work by helping with the project and gathering information and materials. This has nevertheless not been an IFF project and the IFF has not appointed any funds for this project.

The material also contains a new web based rule test program, which could also be used by the RC before the IFF tournaments to plan the education for the IFF referees in the rule issues. The RC proposes that the IFF would be a part of this rule test project.

In the last meeting in Gothenburg from the 17th to 19th of September it became clear that the agreements regarding the co-operation between the 5 countries and IFF have to be formalized. Unfortunately the representatives of the Norwegian Federation never showed up to the meeting in Gothenburg.

The RC is proposing that the IFF would help solve the problems regarding the project. The RC chairman will contact the federations regarding this issue.

9. The RC chairman Mr. Hans Botman ended the meeting on the 25th of September 2010 at 5 o’clock pm and thanked all the participants.

10. Since this was the last meeting for this RC before the new to be elected in December 2010 the chairman also thanked the members for this past two years period and for the development work done in the RC.
Thinks to do

- Klaus Koskela and Lukas Gyger to plan the education agenda for the WFC 2010 in Helsinki for the observers and the national referee responsible persons
- Veli Halonen to check the board and lodging for the participants in those educations. To find out if there is some possibilities to be in a LOC partner hotel and find out about the prices. To inform those issues in the invitations which shall be sent out after the agenda has been completed.
APPENDIX 9

IFF RC Plan of Action 2011-2015

Our overall goal for 2015

“To reach a minimum of 16 gold level referee pairs from at least 8 different countries.”

Floorball is developing in all directions. More and more members join IFF, the overall level of floorball is increasing and we see a growing number of players in all member countries. The ultimate goal of all member countries is to go to the World Championships and win. The development of floorball refereeing should reflect this. The top teams deserve the best referees, which means that we need enough top level referee couples for all top level matches. We need 8 referee couples for each World Championship, for both men and women, so a total minimum of 16 gold level referee couples. To reach this goal and to ensure that we will have enough qualified referees for the years after 2015 we need to invest in the overall development of refereeing and create a high quality support system.

We have identified 15 steps which we think are necessary to reach this goal. Below we discuss these 15 steps, in random order.

15 Steps to reach our goal:

1. Fully functional career development and support system for referees and observers.
2. The international referee community reflects the international world of floorball, based on both geography and gender.
3. The average career of an international referee couple has been stretched with at least two years.
4. A worldwide referee education system, based on a worldwide common vision on refereeing.
5. A worldwide education system for referee observers.
6. International referee development group that consists of referees aiming for the international level that are available for exchanges and friendly club tournaments.
7. A new top class support system for gold level referees, including physical and mental support during Men and Women World Championships.
8. Electronic and/or camera support for referees.
9. An efficient cooperation network amongst national RC's and IFF RC focused on education, talent management, referee exchange and referee support.
10. Online support system for nominations, education, referee development and evaluation.

11. Online rule test system which can be used both on national and international level.

12. A public grading system for IFF referees and events.

13. A good working IFF RC with a clear division of tasks and responsibilities.

14. Tournament organizers provide good arrangements for referees so they can fully concentrate on their job.

15. An improved compensation system for referees and observers that covers all expenses.

Explanation per step:

1. Fully functional career development and support system for referees and observers.

   This step is described in detail in the next chapter.

2. The international referee community reflects the international world of floorball, based on both geography and gender.

   The majority of international referees is male and living in Europe. From these referees, the majority represents one of the leading floorball nations. With the worldwide spread of floorball, we should encourage female referees and stimulate referee development in all IFF member countries. We mainly want to reach this goal by:
   
   - specialization in refereeing male and female matches
   - special support projects to support female referees and observers
   - developing high quality referee and observer education material (steps 4 and 5)
   - using the new talent group (step 6)
   - encouraging international referee exchanges

3. The average career of an international referee couple has been stretched with at least two years.

   A new international referee will need 4-8 years of experience to reach top level. During these years both the referee couple, their national federation and the IFF RC invest a considerable amount of time and money in the development of this referee couple. To gain maximum benefit from all these efforts a couple should be active for a minimum of 8 years. We mainly want to reach this goal by:

   - improved support from the IFF RC
   - improved cooperation with the national RC’s
• improved education
• improved career and development support for referees
• improved compensation system (goal 15)

4. A worldwide referee education system, based on a worldwide common vision on refereeing.

As a result of the discussions during the IFF General Assembly 2008 a joined project by the Federations of Czech Republic, Finland, Norway, Sweden and Switzerland, supported by IFF, will develop new referee education material. This material will be based on a common vision on refereeing. After completion, the material will be available for the whole floorball community. The material should be available in 2012. Based on this material, the IFF RC will develop new education material for both new and experienced international referees.

5. A worldwide education system for referee observers.

After completion of the new referee education material the IFF RC will start with the development of an education system for international observers. This material should be available end of 2014.

6. International referee development group that consists of referees aiming for the international level that are available for exchanges and friendly club tournaments.

The referee development group is a group of experienced referees on the national level that are interested in a career as international referee. All federations can propose referees for the development group, but the focus will be on federations that have none or only a few international referee couples. Only Federations can propose referees for the development group but all international observers can scout and propose potential participants.

All referee couples in the development group will be link to a coach. This coach is an international referee observer.

The IFF RC will create a working group that will help the referees in the development group with finding suitable educations and nominations.

7. A new top class support system for gold level referees, including physical and mental support during Men and Women World Championships.

Being a referee during World Championships is a challenging and demanding job. To ensure optimal performance we would like to provide optimal conditions. As a first step, we will investigate the possibility to offer the services of a physiotherapist. On the longer term we will investigate the possibility to provide mental support for referees.
8. Electronic and/or camera support for referees

We have seen both in floorball and other sports a growing demand for electronic support. In the upcoming years we would like to investigate the pro's and con's of camera support for goal situations. A possible solution could be the placement of camera's in or above the goalcage. In a goalsituation an independent observer can watch the recordings and inform the referees whether the ball has passed the lines. The technical implementation of such a system is fairly easy, but there are still many questions regarding rules, regulations, implementation and effect on the game which need to be answered.

In line with this we would also like to investigate the pro’s and con's of repeating offences and referee decision on the jumbotron in the stadium.

9. An efficient cooperation network amongst national RC's and IFF RC focused on education, talent management, referee exchange and referee support.

Currently there is only limited contact between the IFF RC and the national RC’s. In the upcoming years, we want to build a good cooperation, mainly to improve the flow of information, to stimulate education and development, to stimulate international exchanges and to manage the talent pool.

The IFF RC will organize a meeting with the national RC's at the start of each nomination period to exchange information, discuss cooperation and divide tasks.

10. Online support system for nominations, education, referee development and evaluation.

The IFF RC is planning to develop an online support system that contains information about all international referees, all tournaments and all matches. The support system will be an administrative tool and information database for referees, observers, national RC's and the IFF RC.

- For referees: give their availability for nominations, check nominations, update their referee folder and check observation feedback
- For the IFF office: nominate referees for tournaments and matches, ask for feedback, monitor usage of the system, upload and manage observation feedback
- For the IFF RC members and observers: ask for feedback, give feedback, check nominations, keep track of development, check observation feedback
- For National RC members and observers: give feedback, follow their referees
- For National team coaches: give observation feedback after a match

All feedback will be given via a standard feedback form, with different versions for observers and coaches. All feedback will be collected and shown in writing, numbers and graphs based on individual matches, tournaments and overall performance/development. This system will be used both for all international referees and the referees in the talent pool.

Timeline:
INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

December 2012: First version of the system which will focus on the possibility to give feedback by the observers and coaches

December 2013: The system can be used for both nominations and feedback and can now also be used by national RC's and for the talent pool

December 2014: Complete reporting function including statistics and graphs

11. Online rule test system which can be used both on national and international level.
An online system with a lot of questions on different levels. Based on this the administrator can automatically create a rule test on different levels. This rule test can then be presented to referees, they fill it in online or on paper. All results are put into the system and it automatically calculates the results. The IFF RC gets all the answers and statistical info and can thus grade referees and also grade questions and tests. The system should be operational at the next nomination period, being in spring 2012. The system is currently being developed and tested by the Swedish Floorball Federation. After completion, all IFF member countries will be invited to participate in the system.

12. A public grading system for IFF referees and events.
The IFF RC is currently working with a internal grading system. All referees and tournaments are graded according to this system. In the upcoming years we will adapt this system to the new specialization in male/female matches. As soon as all the referees have been graded, we will publish all gradings. Usage of the gradings will also be part of the new education and development system.

13. A good working IFF RC with a clear division of tasks and responsibilities.
The IFF RC currently consists of 5 members and a CB member as chairman. We propose to keep these numbers in the upcoming years. We do aim at an RC which represents the world of floorball based on both geography and gender.

To be able to handle the increasing workload we will start with working groups that will be given specific tasks such as the development of observer education, management of the talent pool, handling of rule questions, support projects for female referees and observers, development of the rule test system, development of the nomination and feedback system. The newly nominated RC will decide in 2011 which working groups will be needed.

Currently, all RC members are also available as international observers. We will continue this requirement for the upcoming 2 years. In 2012 we will evaluate if the tasks and duties of the RC require other experiences and competences to be included in the RC.

14. Tournament organizers provide good arrangements for referees so they can fully concentrate on their job.
We expect to reach this goal easily, based on our experience that all organizers are already trying their best to provide good arrangements. The new IFF handbook for organizers will further support this. And naturally an improved feedback system and closer cooperation with national RC’s will help us reach this goal. Main task for the IFF RC will be to provide information to organizers and ask feedback from referees, observers, jurymembers and organizers.

15. An improved compensation system for referees and observers that covers all expenses.

Being an international referee or observer is a very demanding voluntary job. Often referees have to take leave from their jobs and spend their holiday for floorball. We highly appreciate all the time and effort that so many people invest in floorball. Specially since development of referees and observers is largely based on experience and on-the-job training.

The current compensation system is valid until 2012. In 2011 we want to evaluate the system and look at the steps we need to take. In 2012 we will develop a new proposal for 2013-2016. We will have to look at all aspects: travel costs, boarding and lodging, daily allowance and loss of income. At the same time, the new system should be affordable for all organizers and all IFF member countries.
Fully functional career development and support system for referees and observers: Ten steps towards a World Class referee community.

With this plan the IFF RC wants to raise the level of the International referees and prolong the average career. The IFF RC is well aware of the financial situation in floorball. Therefore we focus on learning on the job, online support and peer review and thus we can take huge steps with a very limited budget.

The IFF RC aims to build an open and enthusiastic international referee community. Within this community referees work together on their development. They share experiences, help each other and stimulate each other to further develop their knowledge, skills and experience. Together, we improve the overall quality and quantity of the worldwide floorball referee community so we can provide the players, coaches and audience with the referees they deserve. To reach this goal, the IFF RC will start in December 2010 with implementing the following 10 stage plan. We will use 2011 and 2012 to further implement and develop the 10 stages, so it can be fully functional during the nomination period 2013-2014.

1. **Common understanding about floorball refereeing**
   There should be one worldwide vision on floorball refereeing. This vision will be developed and maintained by IFF RC in close cooperation with the national RC’s. The vision will be translated in education and observation methods and standards that will be shared by the worldwide floorball community. A joined project by the Federations of Czech Republic, Finland, Norway, Sweden and Switzerland will develop new referee education material, supported by IFF. IFF will make this material available for the whole worldwide floorball community. As a next step, the IFF Referee Committee will develop education material for international referees and observers.

2. **Good co-operation between national RC’s and the IFF RC**
   IFF RC and national RC work in close co-operation. They share information and observation results, they provide observers at all levels and they arrange exchanges and educations.

3. **Talentscouting and support**
   Together with the national RC’s potential international referees will be identified and given the chance to develop by international exchanges, participating in international educations and visiting international events. These promising referees will be added to the IFF RC Referee development group. The IFF RC will link these referees to the organizers of friendly clubtournaments and stimulate their respective national RC to further stimulate and educate them.

4. **A Personal Development Plan for all international referees**
   At the start of each two year nomination period a Personal Development Plan (PDP) will be made.
together with each referee couple. This plan will contain the long term goals for each couple and the steps to take to reach these goals.

5. **An online referee folder and feedback system for all involved**
   All International referees will be given a referee folder. This folder contains all education material, the PDP, all observation feedbacks and all self evaluations. The folder will be used during all nominations and will be updated after every nomination, both by the referees, the observers and the national RC's. The complete referee folder will be available online so all involved can have easy access and upload their input.
   The referee folder will be part of an online feedback system, which will contain all observation feedback from all international nominations.

6. **Career long education**
   All international referees will be educated throughout their career. This education will be combined with nominations and thus be a combination of on-the-job education during a tournament and formal education prior to a tournament. To enable this education referees should arrive early on the day prior to the start of a tournament.

7. **Building and supporting an international referee community**
   The IFF RC will stimulate a good atmosphere and good personal relations between all involved. All referees and observers should feel they are part of the world wide floorball community and should feel the urge to 'stay on the team'. To help develop this community a joined meeting will be organized for all referees and observers at the start of each nomination period. We will also use social media such as Facebook to support and maintain an international referee community.

8. **Internal support within the referee group**
   Like we have done in the past, the IFF RC will stimulate all international referees to help and support each other. During tournaments, the IFF RC will organize meetings and activities to build a good relationship among the referees. We will also encourage the referees to go and see each others matches, give feedback and share experiences.

9. **Two-tier nomination path: Education/development and Top class**
   At present day IFF events are our main opportunity to observe and educate referees. As a consequence, we have too few occasions to observe and educate new and bronze level referees and we have too many bronze and silver referees being nominated for higher level tournaments. If we can separate education from nomination, we can find more suitable 'educational nominations' for new and bronze referees and at the same time give our silver and gold referees the nominations and attention they deserve.
10. **Yearly evaluation**

The development of each referee couple will be evaluated on a yearly basis. Based on this evaluation the PDP can be adjustment and specific agreements can be made regarding nominations and education.

If a referee couple ends their international career the IFF RC will contact this couple to evaluate their career and to discuss the possibilities to continue their involvement in floorball as referees, observers, educators, or IFF official.
APPENDIX 10

IFF RC and RACC: Handling Rule interpretations and questions

Experience in different countries has shown us that this might be a very time consuming task. Many questions might come and giving 'crystal clear' answers is not easy. Therefore, we want to take a step by step approach and start with handling interpretations.

Regarding interpretations

1. Only countries (national RC's) have the possibility to send in interpretations questions.
2. The questions are collected by the IFF office and forwarded to Björn Ingolf at the beginning of every quarter.
3. Björn Ingolf will come with a proposal on how to handle this interpretation question.
4. All proposals will be evaluated by the IFF Rule group. The Rule groupe will decide how it should be handled (or propose to CB changes)
5. Rule interpretations will be published on the IFF website twice a year, in January and July.
6. If the Rule group comes to the conclusion that a rule change is needed, this will be noted as input for the rules version 2014-2018, If the Rule group is of the opinion that a faster change is required, they will propose the change to the IFF RACC and IFF CB.

Regarding Questions

- All rule questions should be addressed to the national RC's. They should be able to answer the majority of the questions.
- If the national RC does not know the answer, they can forward the question to the IFF office. Questions will be collected by the office and forwarded to Björn Ingolf once per quarter. Naturally, all questions will be checked and grouped.
- Björn will check the questions and propose answers. All answers will be forwarded to the Rule group. The rule group will check the answers. All questions and answers will be grouped by Rulebook paragraph and published on the IFF website.
- This procedure will start 1st of July 2011 and will be evaluated in January 2012.

Planning

01-11-2010 First batch of interpretations will be handed to Björn
01-12-2010 Rule group will evaluate first batch of interpretations
01-01-2011 First batch of interpretations will be published on the IFF website
01-01-2011 Second batch of interpretations will be handed to Björn, etc.
01-06-2011 First year's input will be evaluated by Björn, IFF Office and Rule group. If there is a common understanding that the workload is acceptable, we will start the procedure for rule questions.
01-01-2012 Evaluation of the procedure for answering rule questions by Björn, IFF Office and Rule group. IFF RACC and IFF RC will decide on continuation or changes, based on this evaluation.
<table>
<thead>
<tr>
<th>Country</th>
<th>Surname</th>
<th>First name</th>
<th>Categorie</th>
<th>Status</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUS</td>
<td>Cathie</td>
<td>Melanie</td>
<td>Women</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Woods</td>
<td>Leith</td>
<td>Women</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td>AUT</td>
<td>Antretter</td>
<td>Thomas</td>
<td>Both</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dolzer</td>
<td>Hannes</td>
<td>Both</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td>CZE</td>
<td>Vasicek</td>
<td>Ondrej</td>
<td>Men</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nováček</td>
<td>Marek</td>
<td>Men</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bartosek</td>
<td>Michael</td>
<td>Men</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bartosek</td>
<td>Daniel</td>
<td>Men</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cerný</td>
<td>Petr</td>
<td>Men</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Janousek</td>
<td>Jiří</td>
<td>Men</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td>DEN</td>
<td>Kristoffersen</td>
<td>Adam</td>
<td>Both</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TØnnesen</td>
<td>David</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kronow</td>
<td>Ricky</td>
<td>Both</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Juul</td>
<td>Jesper</td>
<td>Both</td>
<td>Re-nomination</td>
<td></td>
</tr>
<tr>
<td>FIN</td>
<td>Alakare</td>
<td>Mikko</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vilkki</td>
<td>Vesa</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Järventausta</td>
<td>Tommi</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Myllykangas</td>
<td>Miikka</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lewis</td>
<td>Andrew</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Silvo</td>
<td>Anssi</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Koskinen</td>
<td>Janne</td>
<td>Women</td>
<td>New</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rannikko</td>
<td>Teemu</td>
<td>Women</td>
<td>New</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Saario</td>
<td>Heli</td>
<td>Women</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Heiskanen</td>
<td>Tuija</td>
<td>Women</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fordell</td>
<td>Tero</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vuola</td>
<td>Lasse</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>HUN</td>
<td>Kelemen</td>
<td>Gabor</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vörös</td>
<td>Laszlo</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Liebe</td>
<td>György</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kovacs</td>
<td>Gergely</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>IND</td>
<td>Gil</td>
<td>Prabhjot</td>
<td>Both</td>
<td>New</td>
<td></td>
</tr>
<tr>
<td>Country</td>
<td>1st Name</td>
<td>2nd Name</td>
<td>Gender</td>
<td>Nomination</td>
<td></td>
</tr>
<tr>
<td>---------</td>
<td>--------------</td>
<td>--------------</td>
<td>--------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>JPN</td>
<td>Okano</td>
<td>Eisaburo</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>SUZUKI</td>
<td>Keita</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LAT</td>
<td>Larinovs</td>
<td>Martins</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gross</td>
<td>Martins</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mihejevs</td>
<td>Arsenijs</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kumerdanks</td>
<td>Maris</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>NED</td>
<td>Kruseman</td>
<td>Johan</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hoogwout</td>
<td>Eelco</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Schram</td>
<td>Joost</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kroese</td>
<td>Bart</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>NOR</td>
<td>Olavsson</td>
<td>Eirik</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Smaga</td>
<td>Mathias</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Henriksen</td>
<td>Bjørn Aksel</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ingebrigtsli</td>
<td>Jan Magnar</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>POL</td>
<td>Bienkowski</td>
<td>Aleksander</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chomnicki</td>
<td>Marek</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Czarnecki</td>
<td>Wojciech</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Burek</td>
<td>Bartosz</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>SIN</td>
<td>Ismail</td>
<td>Sharil</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chi Minh</td>
<td>Lim Dennis</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>SLO</td>
<td>Zupancic</td>
<td>Andraz</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Zorman</td>
<td>Ales</td>
<td>Both</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>SVK</td>
<td>Bluska</td>
<td>Roland</td>
<td>Both</td>
<td>New Development Group</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Melisek</td>
<td>Richard</td>
<td>Both</td>
<td>New Development Group</td>
<td></td>
</tr>
<tr>
<td>SWE</td>
<td>Råsbrink</td>
<td>Johan</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Grahn-Gustavsson</td>
<td>Håkan</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Boström</td>
<td>Glen</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hammerin</td>
<td>Sven</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Skoog</td>
<td>Daniel</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pettersson</td>
<td>Ola</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>SUI</td>
<td>Baumgartner</td>
<td>Thomas</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kläsi</td>
<td>Thomas</td>
<td>Men</td>
<td>Re-Nomination</td>
<td></td>
</tr>
<tr>
<td>Surname</td>
<td>First name</td>
<td>Status</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------</td>
<td>------------</td>
<td>--------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Erhard</td>
<td>Thomas</td>
<td>Men Re-Nomination</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Renz</td>
<td>Philippe</td>
<td>Men Re-Nomination</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brändle</td>
<td>Roland</td>
<td>Women New</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Niedermann</td>
<td>Remo</td>
<td>Women New</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>USA</td>
<td>Faso</td>
<td>Both Re-Nomination</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Karlsson</td>
<td>Both Re-Nomination</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Observer Nominations 2011-2012**

<table>
<thead>
<tr>
<th>Surname</th>
<th>First name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUS</td>
<td>Harris</td>
<td>Peter Re-nomination</td>
</tr>
<tr>
<td>CZE</td>
<td>Hora</td>
<td>Radek Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Sedá</td>
<td>Petr Re-nomination</td>
</tr>
<tr>
<td>DEN</td>
<td>Bilde</td>
<td>Erik New</td>
</tr>
<tr>
<td></td>
<td>Poulsen</td>
<td>Ken Re-nomination</td>
</tr>
<tr>
<td>FIN</td>
<td>Brännbacka</td>
<td>Ronny Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Koskela</td>
<td>Klaus Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Oksanen</td>
<td>Lauri Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Rahikainen</td>
<td>Sami Re-nomination</td>
</tr>
<tr>
<td>GER</td>
<td>Büchting</td>
<td>Florian New</td>
</tr>
<tr>
<td></td>
<td>Jahn</td>
<td>Georg New</td>
</tr>
<tr>
<td>HUN</td>
<td>Kiss</td>
<td>Attila New</td>
</tr>
<tr>
<td>NOR</td>
<td>Nordli</td>
<td>Jan Re-nomination</td>
</tr>
<tr>
<td>SIN</td>
<td>Boudville</td>
<td>Michel Pierre Re-nomination</td>
</tr>
<tr>
<td>SWE</td>
<td>Öster</td>
<td>Mats Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Norberg</td>
<td>Göran Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Ingolf</td>
<td>Björn Re-nomination</td>
</tr>
<tr>
<td>SUI</td>
<td>Leuenberger</td>
<td>Frank Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Eggenberger</td>
<td>Beat Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Gyger</td>
<td>Lukas Re-nomination</td>
</tr>
</tbody>
</table>
### Observer Nominations proposals 2011-2012

<table>
<thead>
<tr>
<th>Country</th>
<th>Surname</th>
<th>First name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUS</td>
<td>Harris</td>
<td>Peter</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>CZE</td>
<td>Hora</td>
<td>Radek</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Sedá</td>
<td>Petr</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>DEN</td>
<td>Bilde</td>
<td>Erik</td>
<td>New</td>
</tr>
<tr>
<td></td>
<td>Poulsen</td>
<td>Ken</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>FIN</td>
<td>Brännbacka</td>
<td>Ronny</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Koskela</td>
<td>Klaus</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Oksanen</td>
<td>Lauri</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Rahikainen</td>
<td>Sami</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>GER</td>
<td>Büchting</td>
<td>Florian</td>
<td>New</td>
</tr>
<tr>
<td></td>
<td>Jahn</td>
<td>Georg</td>
<td>New</td>
</tr>
<tr>
<td>HUN</td>
<td>Kiss</td>
<td>Attila</td>
<td>New</td>
</tr>
<tr>
<td>NOR</td>
<td>Nordli</td>
<td>Jan</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>SIN</td>
<td>Boudville</td>
<td>Michel Pierre</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>SWE</td>
<td>Öster</td>
<td>Mats</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Norberg</td>
<td>Göran</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Ingolf</td>
<td>Björn</td>
<td>Re-nomination</td>
</tr>
<tr>
<td>SUI</td>
<td>Leuenberger</td>
<td>Frank</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Eggenberger</td>
<td>Beat</td>
<td>Re-nomination</td>
</tr>
<tr>
<td></td>
<td>Gyger</td>
<td>Lukas</td>
<td>Re-nomination</td>
</tr>
</tbody>
</table>
IFF DEVELOPMENT PROGRAMME
SEMINAR’S 2005 -2010

Evaluation

1. Introduction
2. Initiative
3. Objectives
4. Actual/Obligation
5. Mode of acting/measurements
6. Realisation
7. Findings/outcome
8. Conclusion/Recommendation

Renato Orlando
September 30th, 2010
1. Introduction

This evaluation report shall reflect the merit and the value of the IFF Development Programme Seminars, which were introduced late 2005 after a decision taken by the CB of IFF in 2004.

It shall make a judgement on the effectiveness of the efforts made towards the stakeholders of IFF – Associations, Clubs, coaches, referees and officials/administrators.

It shall be a short report asking the question “are the results desirable, affordable, replicable and sustainable” and not “what was the problem?”.

This evaluation report is primary an instrument for the CB of IFF to decide about further development; and less for another audience. Therefore it can be short and does not have to be too scientific.

2. Initiative

In 2001 the CB of IFF held its first Strategic Workshop. The analysis was based on a review of the present situation, in order to make a plan for the future. The end result of the workshop was to formulate the first vision statement of IFF, putting forward the question of “where do we go”! In this process the basis, however, was laid down for an ongoing discussion about how IFF could grow, expand and by what means.

On August 25th, 2004 the Presidents of the three Founder Nations (Sweden, Finland and Switzerland) and the President of IFF met in Helsinki in order to discuss a possible breakthrough in achieving its goals and the planning of the future of IFF.

It was established and approved by the CB of IFF that in order to grow and to become a respected Federation, the focus has to be on three main topics:

   Marketing – Development – Political Work

The three Founder Nations already had put a considerable amount of resources into development worldwide. Sweden, Finland and Switzerland had agreed to “divide” the Floorball world into sections, thus each of them being responsible for the support of individual associations.

It was stated, that only by offering a joint development to the member associations a sustainable growth can be achieved. It was agreed, that it would be of a great advantage to concentrate and “bundle” the activities and resources.

The basic objective still was to strengthen the federations and IFF, to service, promote and unite the whole Floorball world.

The task to formulate a Development Action plan was given to the Development Steering group, headed by Renato Orlando, with Martin Vaculik and John Liljelund as members. Based on this preparatory work the IFF CB decided to give the task to the vice president
Mr. Renato Orlando to prepare an appropriate project-proposal. Soon the General Secretary, John Liljelund, was also involved in the preparation work.

3. Objectives

By offering the development seminars to the member associations, the participants of such seminars shall have a basic knowledge of Floorball and after following the seminar they shall be in a position to teach, coach and observe coaches, referees and officials/administrators in their respective federation.

*Train the Trainer - is the key-point*

At least three to four neighbouring countries shall be invited to a seminar since the success of such an event depends also on the interaction of the participants. Common knowledge, exchange of ideas and future cooperation strengthen the support of the Floorball-sport.

4. Actual/Obligation

The persons in charge made an actual/obligation analysis of the development in various federations. It was established, that not many countries were properly organised in education but relied mostly of help given by one of the three founder nations of IFF.

In order for a federation to grow it is vital that the development sector is fully working. Therefore the federations shall install an appropriate organisation for education, administration and observation.

These facts are also essential for IFF to become a respected and recognised International Federation.

Since the necessity of such a programme was never doubted and the benefit was foreseen, the initiators made only a short SWOT Analysis. There were no threats, hardly any weaknesses but a lot of strength and opportunities.

5. Mode of Acting/measurements

Before presenting the project the following questions were raised:

- What the project was going to do
- What the objectives were
- How it was to be done
- Where it was to be done
- Who was going to do it
- At what cost
a) Programme:
On the basis of experience, clarification and investigation, the programme (*enclosure 1*) was built up which, in the opinion of the members of the project, fulfilled the requirements and was very close to the expectation of IFF.
The design of the project was also to improve the capability of the participants to become educators and also leaders in their federation.

The idea was to: *Train the Trainer*

b) Resources

In order to get the “right” message through - next to the technical education in particular also the regulations and rules of IFF - persons (experts) of a sound knowledge of the themes were “engaged”.

The financing was in the initial phase funded through the IFF Development Board resources, but from 2006 forward the Development Seminars were financed solely by the IFF Budget.

The costs of the lecturers (travelling and board and lodging) and the material (dvd, cd, t-shirts, certificates, etc.) was taken by IFF. No daily allowance was paid to the lecturers with the exception of the last one in St. Petersburg (according to the system of the events).

The Development Seminars were organised in cooperation with the IFF and the national association organising the Event. The organisation was made according to the principle, “the national association provides the premises and IFF brings the Party”. The Participants have paid their own travelling, board and lodging.

6. Realisation

The persons in charge analysed all aspects for the organisation of the seminars (where, necessity, level, which countries, etc.) and decided upon these facts. Potential organisers (federations) were contacted and date and venue were fixed. Then the neighbouring countries were invited and informed about the event and the procedure; the preparation work started (choosing of lecturers, programme, material, etc.). The material was put together, using existing materials of the national associations (FIN, SWE and SUI), the IOC and UEFA, as well as other related IFF materials, like forms, guidelines and regulations.

The programme was formed according to the requirements of IFF and the possibilities of the organisers. Most of the seminars were held over three and a half days. Some were shortened due to time-factor, costs and/or availability of the infrastructure.

A main task was also to get the participants to talk to each other, to interact and to agree to a common exchange of views and meeting each other. Although the aim was not to solve all local problems of the participants in their clubs and/or federations, it still took a lot of time to get through and to solve most of them.
In order to get the participants to be active and “awake”, no handouts were given before the lecture. The programme was rather heavy with not much free time. It is important that all participants were aware of the tasks to be fulfilled and that there is always a way to overcome obstacles.

The responsible persons of the seminars took the advantage to have discussions, meetings and talks with members of education- and sport-departments, leaders of federations, schools and media.

They were also involved in building up or reconstructing federations, regions or clubs. Coaching and refereeing was easier to get through than organisation/administration, where one had to be more flexible in the subject, due to the different know-how of the participants.

The seminars were mostly held in sport schools or in hotels in the following countries:

<table>
<thead>
<tr>
<th>Year</th>
<th>Month</th>
<th>City</th>
<th>Country</th>
<th>Countries participating</th>
<th>Seminar participation by block</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Organisation</td>
<td>Refereeing</td>
</tr>
<tr>
<td>2005</td>
<td>December</td>
<td>Eger</td>
<td>Hungary</td>
<td>AUT, HUN, SLO and SVK</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>2006</td>
<td>September</td>
<td>Rotterdam</td>
<td>Netherlands</td>
<td>BEL, GER, HOL and UK</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>2006</td>
<td>October</td>
<td>Wolsztyn</td>
<td>Poland</td>
<td>LAT, LT and POL</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>2006</td>
<td>December</td>
<td>Singapore</td>
<td>Singapore</td>
<td>AUS, CHN, IND, JAP, KOR, MAL and SIN</td>
<td>10</td>
<td>13</td>
</tr>
<tr>
<td>2007</td>
<td>April</td>
<td>Toronto</td>
<td>Canada</td>
<td>CAN and USA</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>2007</td>
<td>September</td>
<td>El Escorial</td>
<td>Spain</td>
<td>ESP, ITA and POR</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>2007</td>
<td>December</td>
<td>Canberra</td>
<td>Australia</td>
<td>AUS and SIN</td>
<td>-</td>
<td>14</td>
</tr>
<tr>
<td>2007</td>
<td>December</td>
<td>Singapore</td>
<td>Singapore</td>
<td>AUS, IND, JAP, MAL and SIN</td>
<td>-</td>
<td>8</td>
</tr>
<tr>
<td>2008</td>
<td>March</td>
<td>Zeleniki</td>
<td>Slovenia</td>
<td>AUT, BIH, HUN, SER, SLO, SVK and TUR</td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td>2008</td>
<td>April</td>
<td>Buenos Aires</td>
<td>Argentina</td>
<td>ARG</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2008</td>
<td>September</td>
<td>Fresno</td>
<td>USA</td>
<td>USA</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2008</td>
<td>September</td>
<td>Wellington</td>
<td>New Zealand</td>
<td>AUS and NZ</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2009</td>
<td>September</td>
<td>Lucknow</td>
<td>India</td>
<td>IND, INE and IRA</td>
<td>7</td>
<td>13</td>
</tr>
<tr>
<td>2010</td>
<td>September</td>
<td>St Petersburg</td>
<td>Russia</td>
<td>EST, RUS and UKR</td>
<td>12</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td>16</td>
<td>53</td>
<td>36 different countries</td>
</tr>
</tbody>
</table>

In addition to this the IFF Development function organised in September 2009 a development workshop for training lecturers for regional development work and clinics in Asia-Oceania.

The following lecturers were involved in the seminars:
### APPENDIX 11

<table>
<thead>
<tr>
<th>Lecturer</th>
<th>Country</th>
<th>Seminar block</th>
<th>Nr of seminars</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mika Muukkonen</td>
<td>FIN</td>
<td>Coaching</td>
<td>4</td>
</tr>
<tr>
<td>Petri Kettunen</td>
<td>FIN</td>
<td>Coaching</td>
<td>3</td>
</tr>
<tr>
<td>Merita Bruun</td>
<td>FIN</td>
<td>Coaching</td>
<td>1</td>
</tr>
<tr>
<td>Harri Lind</td>
<td>FIN</td>
<td>Coaching</td>
<td>1</td>
</tr>
<tr>
<td>Thomas Thim</td>
<td>SWE</td>
<td>Refereeing</td>
<td>6</td>
</tr>
<tr>
<td>Ronny Brännbacka</td>
<td>FIN</td>
<td>Refereeing</td>
<td>2</td>
</tr>
<tr>
<td>Luckas Gyger</td>
<td>SUI</td>
<td>Refereeing</td>
<td>1</td>
</tr>
<tr>
<td>Klaus Koskela</td>
<td>FIN</td>
<td>Refereeing</td>
<td>3</td>
</tr>
<tr>
<td>Mohd. Sharil Bin Ismail</td>
<td>SIN</td>
<td>Refereeing</td>
<td>1</td>
</tr>
<tr>
<td>Jürg Kihm</td>
<td>SUI</td>
<td>Refereeing &amp; Coaching</td>
<td>4</td>
</tr>
<tr>
<td>Renato Orlando</td>
<td>SUI</td>
<td>Organisation</td>
<td>13</td>
</tr>
<tr>
<td>John Liljelund</td>
<td>FIN</td>
<td>Organisation &amp; Coaching</td>
<td>15</td>
</tr>
<tr>
<td>Annina Paavilainen</td>
<td>FIN</td>
<td>Assisting in the seminar</td>
<td>1</td>
</tr>
<tr>
<td>Kaarina Salomaa</td>
<td>FIN</td>
<td>Assisting in the seminar</td>
<td>1</td>
</tr>
</tbody>
</table>

### 7. Findings/outcome

Amongst others, the key-question were:

- Were the right people in place?
- Were the inputs well organized and timely?
- Were reports and evaluation done and were they used?
- Did the implementation process interfere with or advance the achievement of stated objectives?

The evaluation is based mostly of the feedback by the participants. At the end of each day a feedback sheet was filled out by each participant. Also the verbal and written feedback by participants and organisers, the debriefing by the lecturers and also the comments by “outside” persons who came into contact with the seminar or its idea, were taken into account.
<table>
<thead>
<tr>
<th>Year</th>
<th>City</th>
<th>Country</th>
<th>Information level</th>
<th>Usefullness</th>
<th>Gave me Ideas</th>
<th>Relevance</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>Eger</td>
<td>Hungary</td>
<td>4,15</td>
<td>4,19</td>
<td>3,87</td>
<td>4,14</td>
<td>4,09</td>
</tr>
<tr>
<td>2006</td>
<td>Rotterdam</td>
<td>Netherlands</td>
<td>3,97</td>
<td>3,94</td>
<td>3,72</td>
<td>4,2</td>
<td>3,96</td>
</tr>
<tr>
<td>2006</td>
<td>Wolsztyn</td>
<td>Poland</td>
<td>4,28</td>
<td>4,24</td>
<td>4,11</td>
<td>4,32</td>
<td>4,24</td>
</tr>
<tr>
<td>2006</td>
<td>Singapore</td>
<td>Singapore</td>
<td>4,16</td>
<td>4,22</td>
<td>4,05</td>
<td>4,25</td>
<td>4,17</td>
</tr>
<tr>
<td>2007</td>
<td>Toronto</td>
<td>Canada</td>
<td>4,19</td>
<td>4,24</td>
<td>4,13</td>
<td>4,36</td>
<td>4,23</td>
</tr>
<tr>
<td>2007</td>
<td>El Escorial</td>
<td>Spain</td>
<td>4,31</td>
<td>4,34</td>
<td>4,15</td>
<td>4,42</td>
<td>4,31</td>
</tr>
<tr>
<td>2007</td>
<td>Canberra</td>
<td>Australia</td>
<td>4,23</td>
<td>4,32</td>
<td>4,12</td>
<td>4,34</td>
<td>4,25</td>
</tr>
<tr>
<td>2007</td>
<td>Singapore</td>
<td>Singapore</td>
<td>3,99</td>
<td>4,21</td>
<td>4,09</td>
<td>4,22</td>
<td>4,13</td>
</tr>
<tr>
<td>2008</td>
<td>Zeleniki</td>
<td>Slovenia</td>
<td>4,2</td>
<td>4,27</td>
<td>3,97</td>
<td>4,15</td>
<td>4,15</td>
</tr>
<tr>
<td>2008</td>
<td>Buenos Aires</td>
<td>Argentina</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2008</td>
<td>Fresno</td>
<td>USA</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2009</td>
<td>Valmiera</td>
<td>Latvia</td>
<td>4,39</td>
<td>4,38</td>
<td>4,17</td>
<td>4,34</td>
<td>4,32</td>
</tr>
<tr>
<td>2009</td>
<td>Vancouver</td>
<td>Canada</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>2009</td>
<td>Wellington</td>
<td>New Zealand</td>
<td>4,24</td>
<td>4,21</td>
<td>3,94</td>
<td>4,19</td>
<td>4,14</td>
</tr>
<tr>
<td>2009</td>
<td>Lucknow</td>
<td>India</td>
<td>4,2</td>
<td>4,19</td>
<td>4,1</td>
<td>4,18</td>
<td>4,19</td>
</tr>
<tr>
<td>2010</td>
<td>St Petersburg</td>
<td>Russia</td>
<td>4,36</td>
<td>4,15</td>
<td>4,07</td>
<td>4,28</td>
<td>4,22</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td><strong>16</strong></td>
<td><strong>4,21</strong></td>
<td><strong>4,22</strong></td>
<td><strong>4,04</strong></td>
<td><strong>4,26</strong></td>
</tr>
</tbody>
</table>

Out of 16 seminars only one was considered “low profile” by one or two exponents of IFF – thus most of the participants of said seminar were satisfied.

After an extensive and thoroughly analysis the following statements can be made:

- The aim is achieved: vision, mission, objectives and values were realised and reached.
- The Strategy was clear and proved to be correct.
- The main topic: the forming of the programme was on a top level.
- All of the seminars held were according to the aim and the philosophy of IFF.
- Some were held on a “lower level”, due to the development stage of the Floorball organisation in the country, but still fulfilled the expectation of IFF.
- One of the great successes was the interaction between participants themselves and also between participants and IFF. Many problems could be discussed and often solved.
- The message of the united Floorball family came through.
- Further discussions and meetings with stakeholders and opinion leaders brought Floorball to a higher level in all aspects.
- A main achievement was also the realisation of founding an association and/or the re-instalment of such a body.
• The experts were all on top of their task. The idea to have only few lecturers was successful since we insisted that only the IFF-language was spoken so that all concerned, regardless of language, culture, level, etc, understood the message.
• All having taken part were of full respect (some full of praise) of the effort made, the effectiveness and the efficiency of the persons involved.

These findings are no speculations or interpretations of the author, but are based on facts, in particular of the feedback by the participants and the lecturers as well as other relevant indicators.

8. Conclusion/Recommendation

a) Conclusion

The Idea of supporting the federation with the implementation of Development seminars and its realisation is/was very successful.

The project succeeded!

The benefits were far more than sufficient to warrant the effort.

The frame of the programme satisfied the needs of the participants. Small amendments to the programme made were due to the different approach of certain federations and still proved to be adequate.

Also thanks to the running of the development seminars, a number of associations were founded or reinstalled.

90% of the conclusions are positive. Negative was in one or the other seminar the behaviour of participants in particular the lack of willingness to cooperate. These problems were often solved on the spot.

It is with great satisfaction to notice, that the project leaders, together with the involved lecturers, unanimously underline the success of this project. This was also confirmed by a vast majority of the participants.

b) Recommendation

The development seminars shall be part of the IFF-strategy for the future. The gathering together of a number of associations is the best way to improve the sport, for the understanding of the international community and in particular for the networking.

The close cooperation of the Material function/Development Board and the Development function will be needed also in the future in order to have enough Floorball Materials to effectively spread the sport.
The programme itself shall be adapted, which in fact has to be done according to the changes within the movement of our sport. Any major influence shall be considered, taking into account the needs of both IFF and its member associations. Especially the implementation of the IFF Licence system and the requirements it puts on the member associations will have to be included in the Development Seminars.

The idea of “train the trainer” must be upheld. It is not for IFF to travel to each federation to teach how to blow the whistle or how to hold a stick in the hand! This is for “bigger” federation to do so in neighbouring countries.

AOFC is on the right track but shall concentrate their efforts. Its programme and acting has to be in accordance with the IFF.

Follow up seminars are to be organised in order to update and to control the standard of federations.

The best possible experts shall be involved – it is no easy task and not everybody is suitable to do this job. Next to the key-qualification quite some soft skills are essential.

The development and the respective seminars held so far were one of the highlight in the history of IFF. It is the best tool for a sustainable support; improvement and spreading around sound Floorball knowledge. It strengthens IFF and its member associations.

Therefore the question: "are the results desirable, affordable, replicable and sustainable", can be 100% answered positive.
APPENDIX 12

International Floorball Federation
IFF

IFF MARKETING STRATEGY
2011 – 2014
Management Summary

CB Proposal to the IFF General Assembly
held in Helsinki 10th of December 2010

Prepared by the IFF Marketing Function
THE IFF MARKETING STRATEGY 2011 – 2014

MANAGEMENT SUMMARY

1. INTRODUCTION

The International Floorball Federation (IFF) has formed its first Marketing Strategy in 2005, when the decision was taken to try to seek for partners, in order to be able to secure the same look and feel of the IFF Events. The basis for this strategy was to have a group of sponsors, providing the needed Floorball material to run and also brand the IFF Events. IFF kept the sales right of the elements and secured the same look and feel in the IFF Events, by the agreements with Exel (Floorball Materials), Gerflor (Sports Flooring) and Puma (Referee outfits). This gave especially the World Floorball Championships and the European/EuroFloorball Cup a specific brand feeling.

As a second step IFF decided to sign an agreement with an outside company – Infront Nordic in 2006, to outsource the sales and marketing rights of IFF. Infront has brought IFF one sponsor in the form of the Swedish office furniture company AJ, but the overall result has apart for the 2010 World Floorball Championships not been as good as expected. Even though IFF has been able to secure a yearly marketing revenue of around CHF 100,000.

The IFF CB decided that the IFF Marketing function needs to create and outline a Marketing Strategy based on the overall IFF Strategical Vision approved by the IFF General Assembly in Prague 2008. The Marketing function formed a working group, to evaluate and analyse the present marketing and branding situation of International Floorball. The working group consisted of representatives of international level players, sponsors, club representatives, national associations and IFF. The working group was lead by an outside marketing consultancy group bringing the market knowledge to the table.

The IFF Strategical Vision defines among other that IFF should in 2020 be “the internationally approved sole owner of the dynamic sport of Floorball and to ensure all its different forms and identities and to serve as an attractive sport for all,... with the World Floorball Championships played with participants from five continents, based on qualifications and being on the program of the Universiade, the World Games and/or the Olympic Games until 2020”. Based on this vision the Marketing Strategy is built to ensure that the brand of Floorball will support these visions.

The undoubted fact remains that IFF has from 4-6 years to build a strong international presence, based on the foundation of its member associations, in order to continue growing towards becoming a real international sport. To be able to do this, the Floorball community, needs to strengthen the International Brand of Floorball.

In order for IFF to succeed in our quest to really brand Floorball, we have to be able to react rapidly to the various changes in the market, as well as adapt to these changes.

2. OBJECTIVE
The objective for the Marketing Strategy is to analyse the situation of Floorball and its visibility today and based on that, by finding the essence of our Brand and further from there to define the core brand message for Floorball. The main purpose is to find ways to increase the visibility of the Floorball Brand on a national and global level.

The only way IFF and its stakeholders can strengthen the Brand of Floorball is to build a much stronger and closer interaction with our member associations and confederations. Floorball needs to have the same principal look & feel, not only on the field of play, but especially outside of it. Therefore it is essential all over the world, when developing Floorball – regardless of the different situations and local needs, to try to connect with the underlying truth of Floorball – A sport easy to learn and start playing, with fairly low starting costs, with very high penetration among youth and giving a possibility to practise a fun sport.

When IFFs core mission is to promote and develop Floorball, it from a marketing point of view must be to Brand the sport and increase the visibility of Floorball.

3. VISION, VALUES AND GOALS

The Marketing vision of IFF is to promote and market Floorball as a unique and fascinating growing young global sport, with its own unique message in its communality and social nature, on our way towards the greater vision of entering the Olympic Games. IFF needs to fully understand the needs and expectations of the stakeholders. IFF may search out one or more paths that will lead to more effective marketing strategies in chosen markets.

The guiding marketing values for our sport are the flexibility and diversification, which gives equal opportunities to practise Floorball regardless of gender, age and skill level. Floorball must be fast and entertaining, but at the same time challenging on the top level.

The implementation of the Marketing strategy must result in a Visibility plan for Floorball, for the next coming years, how we can increase the visibility in National TV, press and Internet TV. The common marketing of the Brand, must include the enhanced visibility of the common brand where all Floorball is played. A major task is to fully apprehend the differentiations between the markets the IFF member associations are active in, in order to develop an effective marketing mix. A large number of our marketing activities are directed towards the existing Floorball playing audience, which serves our members well. The Floorball market is still growing, but we need to take the next step outside the traditional sphere and step out from the inner circle related marketing, towards the general public. This is required, in order to make Floorball a real international sport, where it’s not only the players and their relatives who follow the sport.

The segments in Floorball are the Elite players, the semi-pro players, the competition players and the recreational players as well as the fans, families and the sponsors and partners. These stakeholders all have different motivations, needs and expectations for their commitment to Floorball, but the common interest is to enlarge and strengthen the sport they all represent. For IFF the task is to prioritise the marketing investment, in order to get the biggest possible return on the investment made. Taking into consideration the differences of the markets the objective varies from market to market.

4. THE INTERNATIONAL FLOORBALL BRAND
The challenge for Floorball is to be able to find a common platform for the three different types of Floorball markets, where the development and marketing needs meet. The best way of doing this is building an overall Floorball brand message, giving the different stakeholders the possibility to extract their own market message based on that.

The different elements that make Floorball a unique sport on a broader perspective are:

1. Easy to get involved anywhere and anytime
2. Simple to manage/succeed and gain a great feeling
3. Enjoyment, good atmosphere and success
4. A united Floorball community - one world, one ball
5. Fast development: sport, equipment and sub-culture
6. Find it’s own path - Freedom to choose your level of participation;
   - Different from other team sports - young sport, possibility for new both technical and sports innovations
7. True Internationality - Will to win, want to be on the top
8. As fast as it gets/faster than anything else
9. Very safe – Inexpensive/small initial costs
10. Hifi-enthusiasm, more expensive equipment, wide range of side products and accessories

The present Floorball brand has only been able to attract Partners related to the sport and this will be one of the major objectives for the next four years to bring in a few well known Partners. If we as the Floorball community can manage this we will then have enlarged our Brand space from the “out-there brand” to a “switchable brand”, making Floorball a real alternative or substituted choice on the sport market. Today we are far too often treated as an “Orphan Brand”, who you might have heard of, but not really knows what it is.

IFF will also change its approach towards the IFF Floorball Partners and challenge them to together with IFF to start marketing the sport also more outside the present Floorball market.

5. THE IFF MARKETING STRATEGY KEY COMPONENTS

The challenge for IFF and its stakeholders is to set together the two rival objectives – on the one hand to spread Floorball as a sport, especially in the Sport for All segment and on the other hand make it an internationally accepted Top Elite Competition sport. This is needed, in order to raise the market value and the interest of the sport outside our Floorball Family.

The role of IFF shall not only be to act as an International Federation, but also building a brand of itself, creating the basic international image of Floorball. The successful building of a reliable image for the sport, not only kid’s playing something, requires the real partnership of IFF and its national associations. Floorball can’t break the resistance we face on both the national and the international scene, without a joint approach. The sport will never grow in value, if there isn’t an international brand behind it. There is a real need, in all our target markets to attract more players and also building a stronger relationship between the players – spreading the brand message inside the Floorball family. The focus may slightly differ from market to market, but we need to secure the internal structure first, before trying to attract the spectators at large.

One key component is to try to find ways together with the producers of Floorball manufacturers to build/create national and international stars – players must have a reason and a possibility to
continue playing, apart from the fun itself. A way of doing this could be to jointly with the member associations organise pre-season events, where top teams play friendly games in new markets to promote the game, thus needing the support not only from the national associations and IFF, but also from the clubs. Despite the possible challenging dialogues with the top clubs, the value of Floorball can only be developed together, under equal rules.

The sport has for obvious historical reasons had a different name, which makes the brand building more challenging; our task is to build a new common look and feel for Floorball. The visibility of the sports name FLOORBALL should be the aim as the main (or even only) international name for the sport to help ensure that there is no confusion about the sports identity.

When building the brand, IFF needs to concentrate on the main product we have – i.e. the Top Floorball (WFC’s and International Club Championships) which are the only international showcase outside the Floorball community. In order to do this one strategic option is to build a Floorball TV, in co-operation with the member associations, securing a basic level of coverage from all major events. We have a very strong presence in the social media, which is a very good way of internal communication; we still need to create a Floorball platform, which shows the nearest place where you can play Floorball.

The brand also needs to secure that we in all the markets still can attract more players, either by focusing on developing our core product – the national championships or by creating alternative competitions to ensure participation also in the Sports for All Competition segments, since the strive for a higher level of competition leads easier to the drop out –phenomena especially among youth. In order to approach the new and emerging markets, IFF needs to encourage the Floorball material manufacturers to build a pool of “IFF sticks” to enter new markets at low initial cost to help spread the sport in those countries with little financial capacity.

The marketing slogan for Floorball is: “One world, one ball - Floorball”

6. THE IMPLEMENTATION (CONCLUSION)

The first building blocks must be laid through the cooperation and coordination of marketing of International Floorball. This can be made through forming a Marketing Management Network, for benchmarking best practices and developing common approaches for how to best create the brand message. The national associations will of course define the way they want to market the sport, but the IFF shall act as a supporting development partner for national association if needed.

In the preparations of all International events organised by a national member association, based on the IFF Events manual, the International level marketing shall be coordinated by IFF; eg. Web-pages, basic tools, marketing workshops, including both the IFF Partners and local partners. The different Floorball stakeholders have in their possession a major part of information, which should be brought together and made possible to use this as customer/market data. The objective must be to shape the message of a unique offering to the Olympic movement; emphasising the benefits we can bring along to the Olympics.

We need to provide one Brand message throughout the Floorball ecosystem: Floorball - One world, one ball

The Implementation Action list
- The IFF logo needs to be updated with this Brand message
- IFF will include the Brand description on our web-site and in our materials and also to be included in all the materials of the IFF Events.
- Basic marketing material will be made for the member associations (spring 2012).
- A target portfolio analysis and a visibility plan will be made in beginning of 2011
- Use of the SportAccord/YouTube SportsHub to create an international IFF Floorball-TV portal, including all the available information from all member associations.
- Building of a concrete and specific detailed marketing plan for 2011 – 2014
- Produce a marketing pre-clip raider for Floorball – usable for TV, Internet, Partners to express the true essence of what Floorball is.
- Participate in the production and development of Floorball PC and Console games
  - FBL Game will be launched for PC during WFC 2010
- Building a development plan for the fan culture internationally and locally
- Forming a marketing group with the marketing responsible in the different member associations.
- Work with the manufacturers to create a pool with “IFF sticks” for new and emerging markets

Visibility Plan:
All the stakeholders have a true common need in a broader TV-visibility for increasing the market value of Floorball, increasing the awareness of the general public and building an accepted Brand. At the same time we need the Internet TV to primary service the players and fans of our Member Associations. The objective for IFF is to find ways to support the member associations to develop and contribute to non mainstream TV outlets, providing material for the Sports Hub and other video productions of local games, school activities etc

Floorball will for the next coming 5-8 years still need to build on the general TV visibility concept, which we have used since 2006. The TV market is moving more towards pay per view and market value related approaches, which makes the situation for Floorball very problematic, since we are still building the awareness. IFF will have to participate in the production costs of the TV signal from Major Events and sell it out for a smaller price than the production cost, in order to secure TV visibility on a broader and growing base.

This enables the distribution to more countries and lowers the entering price for the national associations, who will in the beginning have to make this investment, in order to strengthen the national Floorball brand. It will be a strategic choice to ensure that we have at least the WFC’s on the open-air channels in the Core countries. This will have to be done in cooperation between IFF and the LOC.

The easiest way of building a brand is to use TV, but since both the international and national TV value is limited, it is not possible to build the brand through TV, without a major financial investment, which IFF at the moment lacks the funds for. Therefore the option must be to use the YouToube to build the visual image of Floorball on the internet. This will have to be made both on the SportsHub, but also linked to our web pages and social media.

Visibility Action list:
- Secure the visibility of the IFF logo in screen wipes in all produced TV matches
- IFF will build a Floorball-TV on the internet, ensuring the visibility from all the IFF major events; WFC, U19 WFC’s, EFC and Champions Cup.
- The National Associations need to ensure to have their National events and international matches locally on internet and that all this material is downloaded to the SportsHub.
- Start to plan an online Floorball Community Platform, which acts as a meeting place for video-on-demand, Floorball related games, bet on matches, buy tickets for events, chat with Floorball friends and buy my equipment.

7. SALES OF IFF MARKETING RIGHTS

One of the parts effecting the national associations of the IFF, in the marketing field is the way IFF will treat its marketing rights in relation to the International Events organised by the national associations. The Events are organised by the national associations on behalf of the IFF, where the roles are defined in the agreements between the organiser and IFF. During the last eight years the IFF major Events – Adult WFC’s have grown to become real international top events. Based on the experience and the feedback from the organisers IFF is now adopting a new basic model for the sales of our marketing rights.

IFF will continue to keep the exclusivity in the fields for Floorball Manufacturer (stick, ball, rink and goal), Flooring and Referee outfits, in order to enhance the same look and feel for the international Floorball brand. IFF will, either in cooperation with Infront or another agency, continue looking for a Title Sponsor for the WFC’s and one main Sponsor, to strengthen the general value of the Events. The experience has clearly shown that an in-house sale is not actual yet for a number of years.

For the Major Events – Adult WFC’s, IFF will define a generic sales pyramid, based on which the local organisers easier can approach the sales. IFF will as a start propose a split of the remaining marketing elements upon a 30/70 deviation giving all the sales rights to the organiser, apart from the exclusivity of IFF (Title, Main and Floorball partners). This means that IFF is clearing the market for the local organiser and also sharing the risk. IFF will also, if a Title sponsor is found, reimburse the organiser for that.

In all the other IFF events – WFC qualifications, U19 WFC and qualifications, EFC and qualifications, IFF will include a basic commercial fee to the agreements and give all rights to the organiser, excluding the IFF exclusives. This will help not only the IFF, but also the organiser so that we don’t need to define categories in the future separately with all organisers and give the organiser a free field to seek partners in.
IFF – Medical Committee Report

Appendix 13

IFF Medical Committee Meeting, Zurich, Switzerland, September 17th, 2010

Participants:  
Dr. Walter Frey, IFF Medical Committee chairman  
Dr. Lars Erik Bartels, IFF Medical Committee member  
Dr. Tiina Nylander, IFF Medical Committee vice chair  
Dr. Patricia Wallace, IFF Medical Committee member  
Merita Bruun, IFF Anti Doping Administrator  
John Liljelund, IFF General Secretary

Report on present issues

1. Opening  
Dr. Frey opened the meeting at 12.00 at the Movemed Clinic, in Zurich, Switzerland and welcomed all members to the meeting.

2. Short report of actions taken after the last held meeting  
Ms. Bruun made a short recap of the activities taken in the field of the anti-doping work and for the medical committee since the last medical committee meeting held in April 2009.

Testing Pool in 2009  
- RTP 1: 14 players were included and provided whereabouts to the IFF  
- RTP 2: Top national teams for Men & Women, which provided national team whereabouts

Total Amount of tests in 2009  
- A total of 570 tests have been conducted in Floorball (IFF, NADO’s & MA’s).  
- A total of 71 tests were initiated by IFF (In competition tests: 52 & OOC: 19)

RTP OOC tests in 2010  
- In 2010 in the RTP1 we have made 8 tests. In the RTP2 6 tests have been conducted.

Results details 2009  
- No Anti-doping rule violations in 2009  
- There was three Adverse Analytical Findings  
  o 1 AAF’s with valid TUE’s  
  o 2 Elevated T/E Ratios with negative IRMS

3. Short report on the WADA Symposium  
Ms. Bruun gave a short report about the WADA Symposium held in Lausanne on the 20.-22.4.2009 covering the present issues in anti-doping work. Not many new items in this year as the new rules were adopted in 2009 and the follow ups are now in process.

Survey on implementation of the IST  
- 51 submissions from IF’s, IFF included  
- Average size of RTP 179,9 athletes (IFF has 14 in RTP 1 and 8 teams in RTP 2)  
- Tests on RTP 1 athletes: 1,1 and during the 1h period 0,6  
- Team sports: insufficient evidence as not many implemented IST, difficult to evaluate the effect.

RTP recommendations:  
- Pyramid approach, as IFF has  
- RTP size should reflect the OOC capacity  
- Phone calls or not, during the time slot is discussed  
- Expanded 60 min time slots (5 am – 23 pm) is discussed  
- Next Code review in 2013 and the revised Code will come into force in 2015  
- Risk assessment evaluations to be made by the different sports

The MC discussed importance to be present in the different meetings organised by the WADA.
4. **Prohibited List 2011 draft feedback to WADA**

The IFF Medical Committee sent the feedback to WADA and questioned the difference classification of salmeterol and salbutamol permitted and terbutaline and formoterol requiring a full TUE when there is little pharmacological difference between the preparations. Some people do better on one preparation and some on the other.

The IFF Medical Committee also thought that a TUE for intra-articular injection of GCS is impractical due to the time frame for TUE approval. This will waste time for the athlete in delayed treatment and will add cost due to additional doctor’s appointments for very little benefit to the anti-doping program.

The Medical Committee discussed whether they players should be proposed to change the asthma medication to the ones which don’t need a TUE. The MC felt that it is not the task of IFF to make such suggestions.

5. **New IFF Handbook for organisers**

Ms. Bruun made a short introduction of the IFF Events Handbook, which is aimed for the future organisers of IFF Events. The idea of the Handbook for the organisers of the IFF Events, is to give the organiser a clear picture of what is needed for organising an successful event.

The MC discussed the Anti-Doping part of the Handbook and stressed the following issues:
- Number of chaperons and the tested athletes must be the same, i.e. one chaperon per tested player.
- The chaperons must be of the same gender than the tested player.
- The layout and the movement of all personal in the waiting room and the test room were thoroughly discussed.
- Fridge for the temporary storage of the samples is recommended.
- The process of notifying the player for the doping test was discussed.

6. **WADA Code Compliance survey**

IFF has made the WADA Code Compliance survey of 2010. The Office has filled out the questionnaire and will return it to WADA after the approval of the Medical Committee. The possibility to increase the OOC tests for 2011 was discussed and the MC proposed to increase the amount of tests for 2011.

The MC discussed the need for preparing an Risk Assessment document, for 2011, until the next meeting based on the following criteria’s:
- Risks and Patterns of doping
- Possible doping agents
- In competition/off season
- Anti-doping activities of ADO’s
- History of doping use
- RTP (highest level according to ranking and other criteria)

The MC agreed to the answers made for the WADA Compliance survey.

7. **Say NO to Doping – campaign in the WFC 2010**

The IFF will conduct an educational anti-doping campaign – Say NO to doping, aimed towards both the spectators and the WFC players. The campaign will appear at the WFC with an expo stand at the main Arena. WADA will participate in the campaign by producing a leaflet for the campaign and at the stand everyone can answer the WADA Quiz and/or take part of the “Best Clean Slap shot competition”. IFF is conducting this together with the Finnish Anti-Doping Agency.
### 8. IFF General Assembly 2010
Mr. Liljelund made a short presentation of the upcoming World Floorball Championships and the IFF General Assembly in Helsinki, in December 2010. The newly elected CB will constitute the IFF Committees in its first meeting and the invitations for nominations have been sent out in September.

### 9. Upcoming and/or any other issues
Dr. Frey thanked the IFF Office and Ms. Merita Bruun especially for a work well done and the members of the medical committee for their commitment. Dr. Frey hoped that all the Medical committee members would like to continue in the committee.

### 10. Next meeting
The Medical Committee will have its next meeting in connection to the WFC 2011 and the Presidential and secretary generals meeting, in December 2011.

---

**Upcoming meetings and issues**

- The next Medical Committee meeting will be held in connection to the WFC 2011 and the Presidential and secretary generals meeting, in December 2011.
- The Office is to prepare a proposal for a Risk Assessment document by end of March, 2011.
- The Office will make the agreed changes in the IFF Event Handbook and propose to the IFF CB in October to make the changes concerning the increased amount of OOC tests into the Test Distribution Plan (TDP) for 2011.

---

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

---

**New ideas, etc…**
Proposed Agenda for the IFF General Assembly to be held in Helsinki, Finland on the 10th of December 2010

1. Opening of the General Assembly by IFF President Mr. Tomas Eriksson

2. Approval of present Associations and the voting roll.

   There are 31 associations, i.e. Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Hungary, Iceland, Italy, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, Norway, Pakistan, Poland, Russia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland and USA which according to the IFF Statutes § 32.2. have the right to vote at the General Assembly, if they have fulfilled their obligations towards IFF.

   A simple majority is 16 votes and the 2/3 majority is 21 votes, according to the Statutes.

   Approval of the voting roll.

3. Greetings to the General Assembly

   1. Greetings from the Finnish Floorball Federation and the Local Organisation Committee of the 8th World Floorball Championships

   2. Greetings from Raija Mattila co-chair of the International Working Group on Women and Sport (IWG), organiser of the 6th World Conference of Women and Sport in Finland in 2014

4. Election of two scrutineers of the General Assembly

5. Approval of the agenda

6. Approval of the protocol of the last General Assembly (Article 34 paragraph 3)

   The protocol from the last protocol has not been opposed to and is therefore automatically approved according to the statutes.

   Move to point 18 for Approval of the Changes of the IFF Statutes.

7. Admission or expulsion of official member Associations

   No nations have applied for ordinary membership. The CB proposes that they are decided by the General Assembly to become ordinary members.

   The CB has decided to propose that the following provisional members are automatically considered ordinary members: Brazil, Great Britain, India, Korea, Mongolia and Serbia, according to IFF Statutes, Article 13 paragraph 3.

   The new voting roll will be approved by the General Assembly.
7. Approval of the CB reports

Annual report 2009-2010, a short resume from the plan of action decided upon in Prague for the period 2009-2010 and the activities IFF has had in the period.

8. Approval of the financial report and the auditors report

1. Calendar year 2008 financial statements by the treasurer Mr. Jansson
2. Auditors report concerning 2008 by Mr. Brandstam
3. Calendar year 2009 financial statements by the treasurer Mr. Jansson
4. Auditors report concerning 2009 by Mr. Brandstam

9. Decision on freedom of responsibility for the CB

Based on the proposal made by the IFF auditor Mr. Brandstam.

10. Decision on membership fee

The IFF Central Board proposes not to change the membership fees for the coming two year period. A 2/3 majority is needed for a change, and a simple majority for the amounts.

11. Approval of the IFF CB proposals, budget and working plan for the next two years

1. Plan of action for the period 2011-2012 (between General Assemblies)
2. Budget for the calendar year 2011
3. Budget for the calendar year 2012

12. Elections

All nominations having arrived to the IFF Office at least sixty (60) full days prior to the IFF General Assembly, i.e. until October 11th, 2010 are according to enclosure.

Elections:
- IFF President
- Nine CB members for two years
  (based on the proposal to change the IFF Statutes)
- Chairman of the Disciplinary Committee
- Two members and two substitutes of the Disciplinary Committee
- Chairman of the Appeal Committee
- Two members and two substitutes of the Appeal Committee

13. Appointment of a chartered auditor

The CB proposes re-election of Mr. Brandstam.
14. **Examinations and decisions on proposals and motions of the members**

The IFF Central Board proposes to approve the following Regulations:

1. IFF Marketing Strategy
2. IFF Events Handbook
3. Evaluation of the IFF Development Seminars

15. **Approval of Regulations within the meaning of article 15 paragraph 2 littera c)**

No new regulation has been opposed to.

16. **Decision on all affairs being reserved for the General Assembly by the statutes or by law**

There is no such affair.

17. **Appointment to be honorary member**

There is no such proposal.

18. **Modification of the statutes (changes in statutes a 2/3 majority is needed)**

1. CB proposal according to enclosure.

19. **Decision on the meeting place for the next General Assembly**

Preliminary proposed by the CB on the 07.12.2012 at 10:00, during the WFC 2012 in Zurich, Switzerland.

20. **Presentations on coming World Floorball Championships**

- WFC 2011 Men U19 in Germany by Floorball Germany
- WFC 2011 Women in Switzerland by SUHV
- WFC 2012 Women U19 in xxx by XXXX
- WFC 2012 Men in Switzerland by SUHV

21. **Closing of the General Assembly**
The international development of Floorball and the organisation of IFF have continued to grow rapidly and after having receiving the provisional recognition of the IOC in 2008, the IFF CB now proposes to streamline the IFF Statutes in order to live up to the requirements of the international standards set by the IOC.

One of the major remarks IFF got in connection to receiving the IOC recognition was the need to continue growing internationally, especially outside Europe and spreading over all continents. In order to ease this task the CB feels that it is important to secure as broad a representation as possible in the CB and therefore finds it important to propose a change of the Article 36 of the IFF Statutes, concerning the composition of the CB.

Another issue related to this is the representation of both genders in the CB and also the other IFF organs. IFF is at the moment one of the few growing International Federations, without representation of both genders in the CB, a fact that seriously affects the image of IFF in the international sports community as well as the true equality in Floorball. The equality between genders has on the field of play always been one corner stone of the way we have organised our International Events and it needs to be followed also in the structure of the IFF Administration.

The proposal for change is as follows:

**ARTICLE 33 ELECTIONS AND DECISIONS**

33.1 Elections and decisions are voted by open ballot unless at least two of the present ordinary members apply for a secret ballot.

33.2 Elections and decisions shall be taken by simple majority of the present votes.

33.3 When the voting concerns elections, the person or those persons with the most votes shall be considered elected. In the election of the CB the candidate of each gender, who have received the most votes, are first elected and the remaining seats are filled in order of most votes received.

**ARTICLE 36 COMPOSITION**

36.1 The CB, elected by the General Assembly, shall consist of a president and six members representing both genders. No more than one person from the same ordinary member Association can be elected as member of the CB (with the exception of the President). In case of a draw in a CB voting the President’s vote is decisive.

36.2 The term of office for the President and members of the CB shall be two years. The retiring members and the President shall be eligible for re-election.

36.3 Vacancies during the term of office shall be co-opted by the CB upon proposal by the national Associations in question.

In connection to securing as broad as possible representation in the CB, it is still important to for the coming decade to keep the present organizational structure when it comes to the way we are organised. Therefore the CB feels that it is important to make the following change concerning the IFF Confederations:
ARTICLE 22 CONFEDERATIONS

22. A Confederation is a group of at least three (3) Associations recognised by IFF that belong to the same continent or assimilable geographical region. The confederations are to be accepted by the IFF ordinary General Assembly by a majority of 2/3.

ARTICLE 9 MEMBERSHIP OF IFF WITHIN OTHER FEDERATION

9.1 The aim of IFF is to co-operate within the international sports community and to gain membership of international federations, such as GAISF, SportAccord and the IOC.

In order to clarify the situation concerning the fact that the legal seat of IFF, which by the decision of the IFF General Assembly 2004, is in Switzerland, some additional dispositions shall be added. This regardless the fact that the IFF Office is by the CB situated in Helsinki, which is not defined in the Statutes.

ARTICLE 1 TITLE, LEGAL FORM AND CONSTITUTION

The International Floorball Federation (IFF) is an association governed by Art. 60 and following, of the Swiss Civil Code, consisting of the National Associations that are recognized by IFF as controlling association for Floorball in their respective countries.

ARTICLE 3 LEGAL SEAT AND OFFICE

3.1 The location of the legal seat of IFF shall be determined by a resolution of the General Assembly.

3.2 The location of the office of IFF shall be determined by the Central Board.

ARTICLE 44 GOVERNING LAW AND LEGAL FORUM

44.1 These Statutes shall be governed in all respects by Swiss law.

44.2 The legal forum shall be the legal seat of IFF.

The IFF Central Board proposes:

That the IFF General Assembly will approve the proposed changes in the IFF Statutes.
APPENDIX 16

INTERNATIONAL FLOORBALL FEDERATION

Since 1986

IFF ANNUAL REPORT 2009–2010
Table of Content:

1. Introduction
   2. IFF Member Associations
      2.1 AOFC

3. IFF Central Board
   3.1 Main Fields of focus
   3.2 Appointments
   3.3 New Committees
   3.4 IOC 50 Roadmap

4. IFF Executive Committee
   4.1 Contacts to International Sport Federations

5. IFF Appeal Committee

6. IFF Disciplinary Committee

7. IFF Rules- and Competition Committee
   7.1 International Competition Calendar
   7.2 Floorball World Championships
   7.3 Game Rules
   7.4 Champions Cup

8. IFF Referee Committee

9. IFF Medical Committee

10. IFF Athletes Commission

11. IFF Equality Function

12. IFF Marketing Function
   12.1 Partnership Agreements
   12.2 TV
   12.3 Marketing Strategy

13. IFF Development Function
   13.1 Development Program
   13.3 Material support for new Floorball countries

14. IFF Development Board
   14.1 ispo Winter 2009 & 2010

15. IFF Anti-Doping work

16. IFF Information
   16.1 Internet page
   16.2 Information letters/Newsletters
   16.3 Development & Information material
   16.4 Social Media

17. IFF Competitions
   17.1 License System for IFF Member Associations
   17.2 IFF Statistic Software
   17.3 IFF Accreditation program
   17.4 World Championships according to the ranking
   17.5 U19 World Championships according to the ranking
   17.6 EuroFloorball Cup
   17.7 Observer Program

18. IFF Economy

19. IFF Office
1. Introduction

The IFF received the provisional recognition of the International Olympic Committee—IOC in December 2008, which had been the goal set by the IFF General Assembly already in Helsinki 2002. Receiving the provisional recognition ended a process which started in 2003. The recognition has made it possible for a number of the IFF members to seek and also achieve the recognition of their respective National Olympic Committees (NOC), opening new possibilities for our member associations. It is fair to say that after the project to increase the number of IFF members in 2006-2008, IFF has now for the last two years focused on strengthening its own organisation in order to give better service to its members.

The main focus during the period between the General Assemblies of 2008 and 2010 has been in implementing the change of the International Competition calendar which partly started already in 2008, but took full effect with the regional qualifications for the 8th Men’s World Floorball Championships played in February 2010. The change to introduce the regional qualifications has proven to be a major improvement, giving a lot of important matches to be played and regional focus. The full effect of the new World Floorball Championship competition system will have to be analysed after the Women’s WFC 2011 played in St. Gallen, Switzerland.

The International Floorball family has continued to grow, with all in all six new Member associations joining the IFF, also the first IFF member association in Africa—Sierra Leone. At the same time IFF has together with the member associations continued the efforts made to enlarge the IFF activities outside Europe, in accordance with the recommendation of the IOC. The IFF Vision approved during the General Assembly in Prague set the target to have 100 members by 2020. Presently the number of countries, which are to seek membership is still growing, but it will take a few years before these countries are fulfilling all the requirements for provisional membership.

The second field of priority during the two year period has been the development of better service to our member associations. In relation to the IFF Presidential and Secretary Generals meeting during the 7th Women’s World Floorball Championships in 2009, in Västerås, Sweden the IFF Office conducted a survey among the members of what kind of services would be needed to further support our members. The outcome showed a clear need to increase the flow of information, based on which the email based IFF Newsletter was introduced in 2009 and a number of materials, like the Learn-Start-Play, This is Floorball and the Coaching DVD were published.

Based on the evaluation of the member survey the IFF Administration started a project to produce an IFF Event Handbook, which is a guide for coming organisers of IFF Events. This comprehensive document will be published during the IFF General Assembly 2010 during the WFC in Helsinki, Finland.

From a competition point of view, the number of IFF Events has increased to a total of 11 on a yearly level, this together with the increased service given to the organiser in relation to the new IFF Accreditation system and the team and player statistics has required a lot of resources from the IFF Office. The main competition development issue has been the re-structuring of the European Club competition, where the IFF Central Board has decided to install a new Top Club competition. The Champions Cup starting from 2011.

Because of the constant development and growth of Floorball worldwide also the number of the employees at the IFF Office has to be increased, in order to meet the requirements of the developing Floorball world and in order for the IFF to better serve its Member Associations. The IFF Office has during the period had five fulltime employees, with four employees working at the IFF Head office in Helsinki, Finland and the Competition Manager in the Competition office in Stockholm, Sweden.
2. IFF Member Associations

IFF today consists of 52 Member Associations of which 31 are ordinary members and 21 provisional members. During the period the number of Member Associations has increased from 46 to 52.

The ordinary Members Associations are: Australia, Austria, Belgium, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Hungary, Iceland, Italy, Japan, Korea, Latvia, Liechtenstein, Malaysia, Netherlands, Norway, Pakistan, Poland, Russia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland and United States. The number of ordinary members has increased from 25 to 31. Due to the dissolution of the Great Britain Floorball Federation and the re-structuring of the Great Britain Floorball and Unihockey Association, the IFF CB has removed the Great Britain from the ordinary members.

The provisional Member Associations are: Argentina, Armenia, Belarus, Brazil, Great Britain, India, Indonesia, Iran, Ireland, Israel, Lithuania, Moldova, Mongolia, New Zealand, Portugal, Romania, Serbia, Sierra Leone, Thailand, Turkey and Ukraine.

According to the Statutes of IFF the provisional members who have been members for at least for years does automatically become ordinary, if they fulfil the requirements.

At the moment the Malaysian Floorball Association and the Ukraine Floorball Federation are under suspension for not fulfilling the regulations of the IFF, which means that they are not able to participate in any IFF activities.

2.1 AOFC

The Asia and Oceania Floorball Confederation (AOFC) was founded by the Asia and Oceania Member Federations of the International Floorball Federation in 2005. The fourth AOFC General Assembly was held on the 5th of February 2010 at the Royal Hotel, Singapore, setting the direction and guidelines for the development of Floorball in the region.

The AOFC consists today of ten IFF members: Australia, Japan, India, Korea, Malaysia, Mongolia, New Zealand, Pakistan, Singapore and Thailand.

The following persons belong to the AOFC Central Board:

President: Mr. Stephen King, Australia
Vice President: Mr. Sani Mohd. Salim, Singapore
Treasurer: Mr. Kang Gum Sung, Korea
Secretary General: Mr. Pierre Boudville, Singapore
Member: Mr. Takanobu Yoshino, Japan
Member: Mr. Andreas Tedjasukmana, Indonesia
Member: Mr. Kim Hwang Joo, Korea
Member: Mr. Edward Lim, Malaysia

The office of the confederation is placed in Singapore.

3. The IFF Central Board (CB)

The CB elected by the IFF General Assembly held in Prague in the Czech Republic on the 13th of December 2008 has had the following composition:

Tomas Eriksson, President
Renato Orlando, Vice President, until 08.05.2010
Filip Suman, Vice President, from 08.05.2010
Per Jansson, Treasurer
Hans Botman, Member
Risto Kauppinen, Member
Stephen King, Member

There have altogether been 10 CB meetings between the General Assemblies, held as follows:
The most important decisions from the IFF CB meetings are published right after the meetings are held and the CB protocols with the enclosures are also published on the IFF webpage after acceptance by the IFF CB.

3.1 Main Fields of focus
The CB has, in accordance with the initial policy decision made in 2004, continued to stress the three different fields of activity. Firstly, the International lobby work, with the aim of primarily reaching the recognition of the International Olympic Committee, achieving the acceptance of Floorball globally and to secure the participation in International Multi-Sports event by 2020. This also includes the strive to profile the IFF in the International Sports Community as a strong player. Working secondly with the Marketing issue in order to strengthen the financial and market situation of the IFF and also make the sport more suitable for Television and at the same time strengthen the Brand of Floorball. Thirdly the main focus has been on the Development of the IFF Member Associations, where IFF has built a Floorball Development Program, consisting of a four day interactive course for organisation and administration work, refereeing and coaching as well as the publication of the Learn-Start-Play, This is Floorball and the IFF Coaching DVD.

3.2 Appointments
The following person has been appointed by the Central Board (more information under 18. Office):
Veli Halonen, Office Coordinator.

3.3 New committees
During the period 2008-2010 the IFF CB has not decided to form any new committees.

3.4 IOC 50 Road Map
The IFF received the provisional IOC recognition granted by the IOC Executive Board. The IOC stressed that IFF, in order to achieve the full recognition to continue to work on the universality of the sport, especially outside Europe. The IFF has worked on this issue and have kept contacts with around 20 countries both in Africa, the Americas, Asia and Oceania, out of which Iran and Indonesia has been approved as new IFF member associations during the period. The IFF CB has handed in an updated file for the IOC Sports Department, which is to make a recommendation for the IOC Executive Board regarding the full recognition of the IFF. The next possible decision upon the full recognition can be taken by the IOC Session in Durban, South Africa in July 2011.

4. IFF Executive Committee (ExCo)
The composition of the ExCo has been:
Tomas Eriksson, President
Renato Orlando, Vice President until 08.05 2010
Filip Suman, Vice president from 08.05.2010
John Liljelund, General Secretary

The ExCo has worked with international affairs and the cooperation with other sports authorities, also handling urgent daily business. After the resignation of Mr. Renato Orlando, Mr. Filip Suman, who was elected as the new IFF vice-president, replaced Mr. Orlando in the IFF ExCo.

4.1 Contacts to International Sport Federations
IOC (International Olympic Committee)
The IFF ExCo has had a number of meetings with the IOC Sports Department discussing the development of the sport and the way for IFF to move forward. The IFF ExCo had the privilege to meet with the IOC President, Dr. Jacques Rogge in August 2009, introducing Floorball and discussing the about the cooperation with the IOC.

IFF has answered the IOC questionnaires upon Equality in Sport and Development, as well as participated in the IOC Seminar on Sports Betting in Lausanne, in June 2010. As a part of the recognition IFF receives development and anti-doping support from the IOC on a yearly basis.

**GAISF (General Association of International Sports Federations)/SportAccord**

The IFF ExCo has actively taken part in the process of changing the name of GAISF to SportAccord and participated in the discussions of what the tasks for SportAccord are. The GAISF General Assembly in Denver 2009 decided to change the name of GAISF to SportAccord and move the head office from Monaco to Lausanne. The IFF has participated in the GAISF/SportAccord General Assembly in 2009 Denver and 2010 in Dubai.

IFF has increased the information flow to the different GAISF channels, including the monthly web-bulletin, where a number of articles have been published as well as in the GAISF Newspaper Sport Insider. In addition IFF has as one of twenty-four International Federations participated in a project to build the Sports Hub, a web portal for live images of a number of sports, where IFF has its own channel with footage from IFF Events on a continues basis.

**ARISF (Association of IOC Recognised International Sport Federations)**

A concrete effect of the IOC provisional recognition was that IFF could apply for the membership of ARISF, which was granted for IFF by the ARISF General Assembly in Denver in 2009, where IFF made a presentation of the sport to the General Assembly. IFF has been able to apply for development support from ARISF and have received a total of USD 6,000 per year for 2009 and 2010.

**FISU (International University Sports Federation)**

IFF has signed a collaboration agreement with the FISU concerning the continued cooperation between IFF and FISU in the fields of University Sports and securing the continuation of the WUC. The 4th was organised in Sweden, by the Swedish Student Sports, with both men and women teams participating. The discussions are continuing with the FISU administration on how Floorball could enter the Universiade.

**ISF (International School Sports Federation)**

The second World Schools’ Floorball Championships were played in Slovakia in 2009 with 7 boy’s teams and 6 girl’s national teams participating.

**WADA (World Anti-Doping Agency)**

The IFF has during the period received the WADA Code Compliance in 2009 and we have been actively taking part in the WADA’s Anti-doping work and commented upon the proposals for the new WADA Code and International Standards. The IFF has also participated in the IF’s WADA symposiums organised in Lausanne in 2009 and 2010.

5. **IFF Appeal Committee (AC)**

The composition of the AC has been:

Lars Granqvist (Sweden), Chairman
Tom Hedkrok (Finland), member
Kjell Hovland Olsen (Norway), member
Ilja Clabbers (the Netherlands), substitute member
Gints Silins (Latvia), substitute member

The Appeal Committee has had one case to deal with during the period. The Czech club SSK Future appealed against the approval of the international transfer of a Czech player. The appeal was turned down.

6. **IFF Disciplinary Committee (DC)**
The composition of the DC has been:

Ismo Haaponiemi (Finland), Chairman  
Rudolf Buri (Switzerland), member  
Tomas Vaculik (Czech Republic), member  
Janis Kärklins (Latvia) substitute member  
Rainer Martiskin (Australia), substitute member

The Disciplinary Committee has had two cases to deal with during the period. The first was dealing with the Match Penalty 3 in the Men’s U19 WFC in Turku Finland 2009 and the second was the withdraw of India from the WFC 2010 qualifications played in Singapore in February 2010.

7. IFF Rules- and Competition Committee (RACC)

The composition of the RACC has been:

Filip Suman, (Czech Republic), Chairman  
Martin Wolmhed, (Sweden) vice chairman  
Marek Budzinski (Poland) member  
Andris Dzenis, (Latvia), member  
Heidi Leb, (Austria), member  
Sani Mohd. Salim (Singapore), member  
Ari Vehniäinen (Finland), member

The RACC has used a group of persons for Jury work in IFF Events, in what is called the Jury management: Michael Lachenmaier (Germany), Jan Jirovsky (Czech Republic), Beat Wullschleger (Switzerland) and Krister Kalte (Sweden).

The main tasks during the period have been to work with the development of the IFF competitions and the implementation of the new competition calendar.

The growing number of IFF events has put a lot of pressure on the RACC resources and its needs a full review of the system for the future.

7.1 International Competition Calendar

The IFF decided to change its competition calendar in 2007 in order to maximise the value of the competitions for its member associations. The implementation period continued in 2009 and 2010, with the introduction of the regional qualifications for both WFC and U19 WFC’s

During the period the RACC has been the Jury in the following IFF Competitions:

- EuroFloorball Cup Qualification in August/September 2009 in Austria, Latvia and Switzerland and August 2010 in Finland, Germany, Hungary and Norway.
- EuroFloorball Cup Final round in October 2009 in Denmark and October 2010 in Latvia.
- Men’s World Championships December 2008 in Czech Republic
- Men’s World Championships qualification in Canada, Poland, Singapore and Spain in February 2010
- Women’s World Championships qualification in Slovenia in February 2009
- Women’s World Championships December 2009 in Sweden
- Men’s U19 World Championships May 2009 in Finland, with qualifications in September 2008 in Hungary
- Men’s U19 World Championships 2011 qualifications in September 2010 in Spain
- Women’s U19 World Championships in May 2010 in the Czech Republic

Other tasks for the RACC has been to follow up on International Transfers, Competition Regulations, Regulations for Friendly Internationals, preparation work for coming IFF events including technical inspections and prepare the changes for the proposals of the Game Rules, with the new 2010 edition of the Game Rules took force from the 1st of July 2010.

In order to give clubs the possibility to test foreign players in off-season tournaments and as a new service to the members, the IFF CB decided to create a test for a Temporary Play-system, which was tested in the summer of 2008 and introduced to the teams from the season 2009, giving players the
possibility to play for an other team than which they are contracted to, with the approval of the own club. In 2010 the time period for the Temporary Play was extended to cover the period from the 1st of May to the 31st of August.

### 7.2 World Floorball Championships

The WFC is played with only 16 teams and this will be implemented starting with the championships in 2010 (men) and 2011 (women) and continental qualification tournaments have been played in February 2010. Of these 16 teams, eight (the seven best of the A-division and the winner of the B-division) were automatically qualified based on the result of the WFC 2008 (men) and WFC 2009 (women) and for the other eight teams qualified through continental tournaments, based on a quota calculated on the number of participating teams per continent.

The quota for the participating teams by continent started in 2010 and is based on the number of registered teams, using a deviation factor of 16 equalling the number of participating teams, and thereby determining the continental quota. The WFC qualifications are played in continental tournaments or if there are less than three teams based on a mutual agreement.

### 7.3. Game Rules

IFF is changing the Game Rules in accordance with our four year cycle, where the new Game Rules were effective from the start of the season 2010-2011. The IFF Rule Group, headed by Mr. Martin Wolmhed started its work in 2008, asking the Member Associations and the other stakeholders for proposals to change the existing game rules. The Rules Group received a total of 42 proposals. The group based on the feedback received from the member associations made a proposal for the new game rules, which was approved by the IFF Central Board in 2009.

### 7.4. Champions Cup

Due to the problematic situation which occurred, when top European teams didn’t participate in the EuroFloorball Cup 2009 in Denmark, discussions on how to improve the competition was initiated. This was a result of the clubs opinion that the level of the tournament and the return of investment was not big enough. This lead to a process where IFF together with the four biggest member associations started to build a new Top European Club Competition. In the process both the clubs and the national associations were included to find a competition system and a cost-allocation model which would secure the second most important showcase for International Floorball. The result was the new Champions Cup tournament, which will be played with the National Champions of Czech Republic, Finland, Sweden and Switzerland and the winner of the EFC (best seeded team outside the four countries) and a 2nd team from the organising country. The first edition of the Champions Cup will be played in the Czech Republic in October 2011.

### 8. IFF Referee Committee (RC)

The composition of the RC has been:

Hans Botman, (the Netherlands), Chairman  
Thomas Thim, (Sweden); vice chairman  
Lukas Gyger, (Switzerland) member  
Klaus Koskela, (Finland), member  
Jan Nordli, (Norway), member  
Petr Seda, (Czech Republic), member

The RC has been involved in appointing referees to the World Championships, EuroFloorball Cup’s and friendly Internationals, and to observe and educate the international referees during these events. The RC has also given support to the Office in the preparation for the Development Program Materials. The RC has participated in the production of the IFF Basic Referee Education material, which was published in 2010.

The IFF Referee Committee has been concentrating on the process on how to create better international referees and build more effective process to manage the international referees. The focus has been to build a five year plan, based on long term planning, that can be introduced in the referee sector. The RC has also introduced new Rules tests and physical condition tests for the season 2010 – 2011.
Due to the introduction of the new International Calendar, the RC has proposed a change in the nomination procedure for International Referees, where the referees are now nominated for two calendar years (2011-2012) and the referees are given the possibility to specialize on either Men's or Women’s games. The new nominations for international referees and observers were made by the RC in October 2010.

The RC is struggling to have enough referees and finding ways to educate new International referees. Since there are not enough opportunities to educate them. Due to this the RC has invited all the IFF referee observers to an education in Helsinki during the WFC 2010, since the observers can then educate the IFF referees in the IFF events and also in the international tournaments. As one of the steps to increase the communication between the National RC and the IFF RC, there will be an meeting organised during the WFC 2010 in Helsinki.

9. IFF Medical Committee

The composition of the Medical Committee has been:

Dr. Walter Frey, (Switzerland), Chairman
Dr. Tiina Nylander (Finland), Vice chair
Dr. Lars-Erik Bartels (Denmark), member
Dr. Thor Halse, (Sweden), member
Dr. Patricia Wallace (Australia), member

The IFF Medical Committee is acting as the IFF TUE committee, being responsible for granting Therapeutic Use Exemptions to Floorball players that are required to take prohibited medicaments in IFF Events. In addition the IFF MC functions as an expert group when renewing the IFF Anti-doping regulations and other practices regarding the Anti-doping work, i.e. the Registered Testing Pools and Test Distribution Plan (TDP). The IFF MC is also involved in other fields, which concern the promotion of the athletes’ health.

The Medical Committee is involved in the communication with and feedback given to WADA. The Medical Committee prepares Anti-doping materials, e.g. the Anti-doping Guidelines for IFF Events and the Anti-doping part of the IFF Handbook for organisers. In addition the Medical Committee has participated in the preparations of the IFF Anti-Doping Campaign “Say NO to Doping”, which will be launched with a video and flyers as a part of the Anti-Doping education directed towards athletes during the WFC 2010 in Finland.

10. IFF Athletes Commission (ASC)

The IFF has established its Athletes Commission in 2007. The Commission, which has been set up to utilise the players' experience and knowledge in developing Floorball and the IFF's competitions, rules and regulations.

The member of the Commission is:
Mr. Per Jansson (Sweden), Chairman

Based on nominations sent in by the IFF's Member Associations, the Athletes Commission comprise of Ms. Paula Jouhten (Finland), Ms. Linda B. Andersen (Norway), Ms. Widyawillis Bte Selamat (Singapore), Ms. Melanie Cathie (Australia), Mr. Niklas Jihde (Sweden), Mr. Matthias Hofbauer (Switzerland), Mr. Michael Schachner (Austria) and Mr. David Brown (USA).

The new Members of the Commission will be elected during the Men's World Floorball Championships (WFC), with the players electing the male representatives of the Athletes Commission during the event. The IFF CB will elect the women representatives, until an election can be organised next year during the Women's WFC in Switzerland.

11. IFF Equality Function

The IFF established the Equality Function in 2009 in order to secure and promote the equality between gender, nationality, religion etc. so that all Floorball enthusiasts have the possibility to equally participate in the sport. The function was formed by the CB and Mr. Per Jansson heads the function.
There were efforts made, by seeking funding for a multi-country project funded by the European Union, in order to produce an education materials for the national associations. The Eu did not support this project with any funds.

12. IFF Marketing Function

The composition of the Marketing function has been:
Risto Kauppinen (Finland), Chairman
John Liljelund (Secretary General), member

The IFF Marketing function has been working with the renewal of the IFF Marketing strategy, which was first established in 2005: The Marketing function formed a working group to build the draft for the new Marketing Strategy in 2009. The objective was to make a plan for how we can strengthen the brand of Floorball on the International level. The Marketing Strategy was approved by the Central Board in 2010 and the summary will be presented to the IFF General Assembly in 2010.

The system for partners has been divided into a four level system, where the Floorball Material Sponsors are on the bottom first line, and then there are Partners, Main Sponsors and a Title Sponsor. IFF closed a contract with the marketing firm Infront, giving Infront the marketing rights of IFF for the period of 2006—2010. The aim was to secure a number of sponsors for IFF via this co-operation. The result has not been what was expected, partly due to the tough financial environment the last two years, but also due to the fact that Infront was not capable to attract sponsor in the way they had expected. Infront brought IFF a new sponsor in the form of AJ.

In line with the new Marketing Strategy IFF changed the approach how to approach the sales rights of the IFF Events already for the WFC 2010, where IFF and the LOC are using the same sales organisation, i.e. Infront. This has paid off, but not here either to the extent that was wished for.

The Marketing function has started the process to make new sponsor agreements for the Floorball Material, Apparel and Flooring fields, since all these agreements end on the 31st of December, 2010. The new agreements will be signed during 2010.

12.1 Partnership Agreements

Exel
The IFF and Exel signed a partnership agreement in 2006 for the years 2006 – 2010 in order to develop Floorball worldwide. Exel is the IFF’s equipment provider, including sticks and goalie equipment. Exel provides the official IFF Event ball and material needed for the IFF Development work. The agreement with Exel Sports has made it possible for IFF to build a solid foundation for the IFF Events, when all the championships have the same look and feel when it comes to Floorball equipment, flooring and apparel.

Puma
Puma and IFF prolonged the apparel sponsor contract in 2009 until the end of year 2010. This sponsor contract gives the IFF the possibility to continue having the same look and feel for the international referees and has made it possible to support the major event organisers with materials.

Gerflor
Gerflor continues to be one of IFF’s material partner in the field of the official certified floorings in the IFF events. The contract between IFF and Gerflor lasts for a period of four years, until December 31st, 2010.

AJ
IFF signed an three year agreement with the Swedish office furniture and accessories firm AJ, which was the first agreement brought in by Infront. AJ will have visibility mostly on the jersey of the International Referees, as well as in the Arena of the IFF Events. The contract lasts until the end of 2010 (WFC 2010) and efforts shall be made to prolong the contract for additional years.

Swerink
IFF has in relation to the agreement with Exel, received two rinks for the use of the IFF Events each year since 2006. IFF and Swerink has started a much closer cooperation, in which Swerink has supported member associations and clubs by selling them used renovated Floorball rinks. The negotia-
tions to close an agreement with Swerink has started for the years 2011-2014.

11.2 TV and Internet TV
The Marketing function has also concentrated on building guidelines and increasing the Television visibility of Floorball, based on the principle of distributing as much of televised matches as possible to a fairly reasonably price to the member associations. This approach has given a good result both from the World Floorball Championships 2008 in the Czech Republic, with visibility in 7 countries and the Eurosport.

During the WFC 2009 in Denmark, IFF organised the production and streaming of the Internet-TV signal, which was produced from the A-division. From this internet-TV signal a number of matches were broadcasted to both Finland and Switzerland from 4 matches, which was broadcasted on TV in the said match.

IFF has together with the host broadcaster of the WFC 2010 produced a total of 19 televised matches, which will be shown in 4 countries and on Eurosport 2.

IFF has in cooperation with the organiser during the two year period produced the Internet-TV from all the major events, in order to satisfy the need of the fans of our member associations public, who do not have the possibility to view the matches on national or international TV.

13. IFF Development Function
The composition of the Development function has been:

Renato Orlando (Switzerland), Chairman
John Liljelund (Secretary General), member

The Development function has during this period, in close co-operation with the respective committees and functions, and the IFF Office focused on developing the IFF members and gaining new Member Associations. The work of strengthen the development of the IFF Member Associations, started in 2005 through the IFF Development Program Seminars. The aim with the seminar is to give the participants the needed tools to train the trainers in their respective countries after the seminar. The participating associations build up a two year development plan during the seminar, which the IFF then monitors.

13.1 Development Program
The Seminar is built on three different blocks, one for Organisation, one for Coaching and one for Refereeing all aiming to give additional knowledge to the Associations and assist them in planning and managing the development in their respective country. The seminar is a four day event consisting of theoretical lectures, practical training sessions, group works and hand-on training and observation.

The first pilot seminar was held in Eger, Hungary in December 2005. In 2009—2010 there has been Development Seminars organised in Canada, India, Latvia, New Zealand and Russia. Additional coaching courses were given in Indonesia.

The IFF has also supported a development Project launched in New Zealand to re-activate the Floorball development in the region. There have been new Floorball centres built up and the emphasis has been in having long term locals involved in the organisation to promote stability in the clubs. The restructuring of the New Zealand federation took place after the Development seminar organised in September 2009 in Wellington.

IFF has continued with the development programme in Germany, supported by the Floorball material manufacturers and IFF’s Development Board, in order to strengthen the development of Floorball. The results have been good and the DUB is growing and the number of licensed players has increased to over 7000.

The Development function made an evaluation of the IFF Development Programme 2005-2010 for the CB giving recommendations for the future.
13.3 Material Support for new Floorball countries

The IFF has also been in the position to support new and growing Floorball countries as they strive towards developing their Floorball activities by providing them educational material and guidelines as well as Floorball equipment.

Floorball equipment support packages has during the two year period been sent to: Albania, Argentina, Armenia, Australia, Bangladesh, Belarus, Brazil, Bulgaria, Croatia, Hungary, India, Indonesia, Ireland (special Olympics), Iran, Israel, Kurdistan, Lithuania, Mongolia, Morocco, New Zealand, Philippines, Russia, Rwanda, Serbia, Spain, Thailand, Turkey, Ukraine and the USA. The total amount of sticks has been 1600, balls 2700, tool bags 40 and the goalkeeper’s equipment sets 26.

14. IFF Development Board

Responsible for all questions related to Floorball material and the Material Approval system has been John Liljelund.

The main work has been the following-up of the Material Regulations, which involved several meetings with the Swedish Testing and Research Institute (SP) and the Czech Test Institute ITC as well as with the manufacturers of Floorball equipment.

During the period a new version of the Material Regulations have been published and were in force from 01.07.2010, for the next two year period.

14.1 ispo fair Winter 2009 and 2010

IFF has continued together with the Development Board to run the Floorball Village, which was built in cooperation with the world’s biggest Floorball equipment manufacturers in order to promote Floorball in the German market by giving the market a true vision of what Floorball is today and re-launch it to the retailers in this area. The Floorball Village was specially designated area at the ispo fair with an interactive activity village, giving the visitors the possibility of getting to know Floorball hands on and also see what Floorball is today. The Floorball Village will be on the ispo fair also in 2011.

15. IFF Anti-Doping Work

At the IFF General Assembly held on 13/12/08 in Prague, Czech Republic, IFF accepted the revised (2009) World Anti-Doping Code (the “Code”). The IFF Anti-Doping Regulations are adopted and implemented in conformance with IFF’s responsibilities under the Code, and are in furtherance of IFF’s continuing efforts to eradicate doping in the sport of Floorball.

The IFF Anti-Doping Regulations are valid from 01.01.2009 with a transfer period until 1st of April 2009 (for Testing Pools & Whereabouts) and apply to IFF, each National Federation of IFF, and each Participant in the activities of IFF or any of its National Federations by virtue of the Participant’s membership, accreditation, or participation in IFF, its National Federations, or their activities or Events.

The IFF has conducted doping tests in the IFF events (WFC, U19WFC, EFC) and also started with the Out Of Competition (OOC) testing in 2009. In addition the IFF also annually collects, publishes and reports to WADA the doping tests conducted in Floorball. The IFF has also actively taken part in the events arranged by the WADA and in the process of renewing the WADA’s International standards.

During the period 2009-2010 the IFF has re-developed a process for granting Therapeutic Use Exemptions (TUE’s) according to the updated regulations set by WADA and created a system of Registered Testing Pools with Whereabouts requirements and OOC testing that comply with the WADA rules. The IFF Registered Testing Pool system is built on a pyramid approach, with both individual whereabouts collected from the top athletes and team whereabouts collected from the top 4 national teams. The whereabouts are collected for the purpose of efficient test planning. The IFF uses the WADA’s Web-based database management system, Anti-Doping Administration & Management System (ADAMS), which was developed for the purpose of coordinating anti-doping activities and to pro-
vide a mechanism to assist stakeholders with their implementation of the Code. The IFF uses Adams for the management of daily anti-doping activities such as TUE's and Whereabouts.

The IFF Anti-doping work also relies much on providing relevant information to the IFF member associations and the IFF webpage includes relevant information about Anti-doping. The IFF also informs its member associations through the IFF Newsletters and the IFF Anti-doping Guidelines for IFF Events, which is sent to all associations participating in an IFF event in good time before the championships.

The IFF Development seminars also include Anti-doping education and in addition to that the IFF has increased its Anti-doping education by launching campaigns in connection to the IFF events and the IFF Say NO to doping campaign was launched in connection with the WFC 2010.

16. IFF Information function

The aim during this period was first to increase the information flow from the IFF to its member associations and to target the information to the parties needing it. Secondly IFF has stressed to provide the international Floorball world and the international world of sports in general through the Internet pages, Information- and Newsletters, Press releases and other services.

The Information function was formed by the CB and Mr. Stephen King heads the function and Ms. Merita Bruun acts as a member.

The Information function conducted the member service questionnaire in 2009 and have been preparing the new Newsletter introduction and the face-lift of the IFF web-page, which was conducted in 2010.

16.1 IFF Internet page

The current Internet page was launched in March 2006 in order to better serve the international Floorball world with all the important information from the IFF and news from the IFF member associations. The amount of news about the IFF activities and events have steadily increased during 2009 and 2010 and during 2010 a facelift was conducted based on the needs of the IFF member associations and Floorball fans. The IFF webpage facelift including the following additions was ready in October 2010:

- New Front page layout
- IFF member associations and other contact countries have their own sites with much more information about the MA with the direct links from the IFF front page under Countries
- RSS feeds with news from IFF Member Associations and other floorball sites.
- Quicklinks option on the front page from where the direct links to popular pages are found
- Video window on the front page with the link to the IFF Sportshub Youtube video platform
- Front page calendar is updated
- Links to the IFF pictures, IFF materials, social media and Newsletter subscription from the IFF front page

The total number of visitors on IFF’s website has continued to increase during 2009 and 2010. The number of unique visitors has increased with 6,6 % in 2009 compared with the previous year and continues to grow for 2010 with 9,8 % (situation by 06.10.2010). The number of total visitors has increased by 14 % from 2008 till 2009, still continuing growing with over 15 % in 2010 (situation by 06.10.2010).

During the period the IFF administration has introduced more on-line match statistics service from international matches and all IFF Events.

The largest number of visitors were during the IFF events, the Men’s U19 WFC 2009 in Finland (22 429 unique visitors in May), the EFC Final round 2009 in Denmark (24 681 unique visitors in October) and the Women’s WFC in Sweden (29 399 unique visitors in December). In 2010 the largest number of visitors were during the Men’s WFC Qualifications in February in Poland, Spain, Singapore and Canada (30 114 unique visitors) and the Women’s U19 WFC in Czech Republic (21 614 unique visitors in May), the EFC Qualification in Finland, Norway and Germany (22 414) and the EFC Final round (???? in October).

16.2 Information Letters/Newsletters

Starting from 2006 the IFF has sent out Information Letters including the most important decisions
made by the IFF Central Board, the upcoming IFF events and other interesting Floorball news from around the world. In the end of 2009 a new Web based Newsletter was launched, with the Newsletter topics linked directly to the news on the IFF web page, and the amount of Newsletters have increased both in 2009 and 2010. The amount has increased from 4 in 2008 to 6 in 2009 and 15 in 2010 (October 2010).

16.3 Development & Information Material

As a part of the service to the member associations IFF has continued producing new materials and existing materials have been translated into different languages for Floorball development purposes. All the educational written materials are free to be downloaded from the IFF webpage.

The Floorball flyer, which has been renewed twice during 2008-2010 gives general information about Floorball and the International Floorball Federation and can be downloaded from www.floorball.org

The Floorball Youth Start Up Kit is available in 11 different languages: English, French, German, Spanish, Polish, Portuguese, Italian, Chinese (Mandarin), Russia, Slovenian and for the Bosnia - Herzegovina/Serbia/Montenegro/Croatia Language area. The Start Up Kits can be downloaded from the IFF webpage under Materials.

The IFF Coaching Material is built on three different levels based on the development of the players, which helps the coach to plan practices in the most efficient way for players of all skills. IFF has as a part of its Development program produced three English coaching manuals; Teaching Individual techniques and tactics in Floorball. This material is available in English, Estonian and for the Bosnia - Herzegovina/Serbia/Montenegro/Croatia Language area. The second part of the coaching material is; Team Tactics and the third part; Special Situations.

The material Learn—Start—Play; Learning the game, starting up the organisation and playing in different ways; gives hints and guidelines how to start playing, finding or building materials and how to work with clubs and associations. The PDF version can be downloaded from the IFF webpage under Materials in both English and Mongolian and the printed version of the Learn, Start, Play material, can be ordered from the IFF and the price is 8 CHF (5€), (+minimum 5 CHF postal fee).

The This is Floorball information material was published in the end of 2009 and presents the Floorball player profiles from the beginning, the past and the present, giving a face to Floorball. This material can be ordered from the IFF Office, and the price is 8 CHF (5€), (+minimum postal fee 5 CHF).

Coaching DVD’s for Individual Technique and Goalkeeping was published in the end of 2009. The coaching DVD’s include Guidance for players and coaches, as well as practical drills. Two DVD’s are available with English commentary and subtitles in: French, German, Italian, Spanish, Portuguese, Russian and Japanese (only individual technique DVD). The DVD’s can be ordered from the IFF office and the price is 25 CHF/double DVD (+postal fee 10 CHF).

Florball Game for Windows

Prodigium Game Studios created a new hi-tech Floorball game played with computers. The demo version of the FBL Gameplay was launched in Autumn 2010 and the final version is launched during the WFC 2010.

Basic referee education material was published in 2010. The material is meant for basic training and will give more tools for the referee trainers when training referees. It can be downloaded as PDF or PPT from the IFF webpage under Materials.

16.4 IFF in Social Media

Facebook:

IFF opened its Facebook page (www.facebook.com/iff.floorball) on 1st of August 2009 and at the moment there are over 5000 Floorball fans following IFF on Facebook (5065 exactly today). 80 % of fans are under 34 years old (20% 13-17 years, 20 % 18-24 years, 40 % 25-34 years) Gender division is 67 % male fans and 27 % female fans. Fans receive posts to their individual news feeds every time IFF posts something to IFF Facebook page. IFF Facebook pages include links to IFF news, interactive
event pages, videos and photos. During IFF events there are updates of ongoing matches and information about starting internet broadcasts on IFF Facebook page. Since the opening, IFF has posted 377 links to Facebook page (approx. 1 link per day). There has been 14 Facebook events of IFF competitions and 824 people has posted to their own profiles that they are attending the IFF event in question.

**Twitter:**
IFF opened Twitter feed (www.twitter.com/iff_floorball) on 12th of October 2009. At the moment there are 185 followers, both Floorball medias and individual persons. The IFF Twitter feed is listed to 15 different lists. All posts made to IFF Facebook page are also shown in IFF Twitter feed and there is a post in IFF Twitter feed every time a new video is downloaded to the IFF YouTube channel on Sportshub. Since the opening, IFF has posted 354 Tweets (approx. 1 post per day).

**Youtube/Sportshub:**
IFF opened YouTube video channel (www.youtube.com/iffchannel) on 28th of April 2010. At the moment 130 registered YouTube users have ordered IFF's channel and there are 80 Floorball videos on IFF's channel with both highlights and full length videos of matches played on IFF events (WFC & EFC). Every video on the channel is linked to the on-line match record of the match on IFF web pages. Since the opening, the videos on the channel have been played totally 18 986 times.

**Flickr:**
IFF opened Flickr photo account (www.flickr.com/photos/iff_floorball) on 1st of August 2010 and at the moment there are 1 220 photos from 13 different IFF events (WFC, EFC and Qualifications). The photo sets on Flickr are linked to the on-line match records on IFF web pages, you can find links to photo sets from IFF event web pages and on the other hand it is possible to find link to the match details of the photo from Flickr page. Besides the photo sets and collections of IFF events added to the Flickr by IFF, there are also Flickr collections of other photographers photos on IFF Flickr page. The collections of photos added by other photographers contain photos of national Floorball leagues.

17. **IFF Competitions**

17.1 **License System for IFF Member Associations**

The IFF General Assembly in Prague 2008 approved the new License system implemented for the IFF Member Associations participating in the IFF events. The License system was created in order to direct the Member Associations to develop their own organisations, rather than only participate in International Events. The most important reason is that IFF’S responsibility is to secure the level and the quality of the sport. The License system will be implemented after the 2012 Men's World Championship and the IFF administration will focus on strengthening the member associations operations in the coming two year period.

17.2 **IFF Statistic Software**

The IFF Statistic Software has been used in IFF events since the WFC 2007. All the matches on IFF events can be followed live through the on-line match records of the software and the software provides tournament statistics on the web. The software has also made it possible to have all the statistics from IFF events gathered in one place. The software is used in every IFF event and in addition to this, the member associations are using the software for the international tournaments.

The use of IFF Statistic Software in international tournaments started in 2008, when the IFF on-line match records were used in 38 matches of total 128 played international matches (30 %). In 2009 the use of software was more than doubled, when the on-line match records were used in 89 matches of 138 played internationals (65 %). In 2010 the use of software maintained on the same level, this year the on-line match records were used in 61 % of the matches (65 out of total 107 played internationals).

The IFF Statistic Software has continuously been developed in order to better meet the wishes of the IFF and the Member Associations. During the two year period, new features have been added to serve the public more comprehensively. In Men's WFC 2008, the individual photos were used in the player cards for the first time. The personal photo concluded the player cards, which now include a photo, personal information and player statistics from previous IFF events. In spring 2010 the goalkeeper
statistics with saving percentages were implemented and in autumn 2010 two new additions were made. The new line-up function gives information about the line formations of the teams in the beginning of the match. Many IFF events are streamed live on the Internet TV so the line-ups on the online match record provides information also for the Internet-TV matches. During Autumn 2010 the Referee cards were added with photo and personal information. Besides the above mentioned improvements made to the Software, also the administration of the software was developed during the two year period. The improvements made optimizes the tournament administration work made by the IFF office.

17.3 IFF Accreditation system

In order to better serve the organisers of IFF events and to strengthen the security in the events, IFF developed the IFF Accreditation Program. The IFF Accreditation Program is a Microsoft Excel-tool, which is designed to produce the accreditation cards for IFF events. The accreditation cards (ID-badges) are used for the identification of persons and for the control of different persons’ movement in the IFF events.

Most of the functions in the IFF Accreditation Program are same for every event, but there is also editable functions, which give the accreditation card a specific look in every event. The tournament logo, graphic elements and organisers sponsors are unique for every event. The IFF assists the organisers by creating the basic accreditation file for the tournament. IFF creates the accreditation cards of the participating teams as well as the cards of IFF personnel, referees and IFF VIP guests in the event. These ready-to-print files are sent to the organiser, who is responsible of the printing of the accreditation cards. Additionally the organiser creates the accreditation cards for their own organisation, volunteers, VIP guests and media.

The IFF Accreditation Program was for the first time used in EuroFloorball Cup in October 2009 and since then, every organiser of the IFF events has wanted to use the program. In autumn 2010, the program was further developed based on the experiences and comments gathered from the organisers and a new version of the programme was finalized.

17.3 World Championships according to the ranking

Men’s 7th World Championships 6th-14th December 2008 in Czech Republic
29 Associations from 4 continents participated. The WFC was divided into an A-division with 10 teams and a B-division with 10 teams and a C-division with 9 teams.

A-division: 1) Finland 2) Sweden 3) Switzerland 4) Czech Republic 5) Latvia 6) Norway 7) Russia 8) Estonia 9) Denmark 10) Italy
Team 1-7 directly qualified to the WFC 2010

B-division: 1) Germany 2) Poland 3) USA 4) Austria 5) Singapore 6) Japan 7) Hungary 8) Slovenia 9) Netherlands 10) Great Britain
Germany directly qualified to the WFC 2010

C-division: 1) Slovakia 2) Spain 3) Canada 4) Australia 5) France 6) Serbia 7) Liechtenstein 8) Korea 9) Georgia

Women’s 7th World Championships 5th-12th December 2009 in Sweden
24 Associations from 4 continents participated. The WFC was divided into an A-division with 10 teams and a B-division with 10 teams, to which 7 teams played a qualification for 3 spots.

A-division: 1) Sweden 2) Switzerland 3) Finland 4) Czech Republic 5) Russia 6) Latvia 7) Norway 8) Poland 9) Denmark 10) USA
Team 1-7 directly qualified to the WFC 2011

Australia directly qualified to the WFC 2011

17.4 U19 World Championships according to the ranking
Men’s 4th U19 World Championships 6th-10th May 2009 in Finland
20 Associations from 3 continents participated. The WFC was divided into an A-division with 8 teams and a B-division with 8 teams. 6 teams qualified for two spots in the U19 WFC.

A-division: 1) Sweden 2) Finland 3) Switzerland 4) Czech Republic 5) Latvia 6) Norway 7) Slovakia 8) Denmark (relegated to the B-Division 2011)

B-division: 1) Estonia 2) Poland 3) Germany 4) Hungary 5) Russia 6) Austria 7) Canada 8) Japan

Estonia promoted to the A-division 2011.

Qualification: 1) Russia 2) Hungary 3) Slovenia 4) Spain 5) Netherlands 6) Georgia

Women’s 3rd U19 World Championships 4th-8th May 2010 in Czech Republic
14 Associations participated. The WFC was played in an A-division with 8 teams and a B-division with 6 teams. Georgia (visa problems) and Ukraine (financial reasons) however did not participate.

A-division: 1) Sweden 2) Finland 3) Czech Republic 4) Switzerland 5) Slovakia 6) Norway 7) Poland 8) Latvia (relegated to the B-Division 2012)

B-division: 1) Hungary 2) Russia 3) Germany 4) Austria

Hungary promoted to the A-division 2012.

17.5 EuroFloorball Cup according to the ranking

EuroFloorball Cup 2009
The Qualification round of EFC 2009 was organised in Leoben & Kapfenberg, Austria (8 Men’s teams and 4 Women’s teams), Valmiera, Latvia (5 Men’s teams and 5 Women’s teams) and Langnau & Winterthur, Switzerland (3 Men’s teams and 3 Women’s teams). From each place one Men’s and one Women’s team qualified to the Final round. The Final round, for both men and women, was organised in Frederikshavn, Denmark, with 8 teams in each category.

The ranking of EFC 2009 for men:

The ranking of EFC 2009 for women:
Qualification: 1) Slovakia 2) Estonia 3) Italy 4) Slovenia 5) Spain 6) Austria 7) Georgia

EuroFloorball Cup 2010
The Qualification round of EFC 2010 was organised in Grimma, Germany (6 Women’s teams) Oslo, Norway (5 Men’s teams), Erd, Hungary (7 Men’s teams and 5 Women’s teams from which Locomotive Kutaisi and Amro Kutaisi could not participate due to visa problems) and Helsinki, Finland (3 Men’s teams and 2 Women’s teams). From each place one Men’s and one Women’s team qualified to the Final round. The Final round, for both men and women, was organised in Koceni & Valmiera, Latvia, with 8 teams in each category.

The ranking of EFC 2010 for men:
1) 2) 3) 4) 5) 6) 7) 8) 9) Tapanilan Erä 10) 11) 12) Tigers Langnau 13) 14) 15) 16) 17) 18) 19) 20)

The ranking of EFC 2010 for women:
1) 2) 3) 4) 5) 6) 7) 8) 9) NST 10) 11) 12) 13) 14) 15) 16) 17) 18) 19) 20)
18. IFF Economy

The volume of the IFF economy 2008-2009 has continued to grow and IFF has in a broader extent been able to use funds to develop the different membership services for its members. The growing number of events and the service related to these has demanded to increase the IFF administration simultaneously with the increased number of development activities and competitions.

Even though the finances have been kept well in balance during this period and even shown a small surplus, there is a need of a continued increase of the income to secure the development of Floorball world wide. The actual figures are found in the Financial Reports for 2008 and 2009.

IFF still needs to increase the outside financing, which primarily comes from the sponsors, especially from outside the Floorball market.

19. IFF Office

The International Floorball Federation has been growing rapidly for the last 7 years and as a result of this the IFF needed to increase the number of employed persons at the office, situated in Helsinki, Finland. This is in order to live up to the growing service requirements of our member associations and the number of IFF competitions.

Mr. Veli Halonen was appointed as the new Office & referee Coordinator to the IFF Head office in Helsinki, Finland, to replace Ms. Katriina Sahala, who decided to seek new opportunities by moving to the Finnish Sports Confederation.

Mr. Halonen started working for the IFF in the beginning of January 2010. In the IFF office Mr. Halonen works closely with the IFF member associations and will be responsible for the administration of the office and the IFF Referee Committee.

The IFF CB would like to thank all Member Associations, as well as all committee members, sponsors, the great number volunteers who have helped IFF in different ways and the office staff for the tremendous work done, in order to develop Floorball from possible aspects.
## Statement of income

### INCOME

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Diff,</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transfers</td>
<td>68500.00</td>
<td>-5200.00</td>
</tr>
<tr>
<td>Participation fees</td>
<td>176000.00</td>
<td>14000.00</td>
</tr>
<tr>
<td>Organizers fees</td>
<td>119000.00</td>
<td>7000.00</td>
</tr>
<tr>
<td>Temporary play</td>
<td>550.00</td>
<td>550.00</td>
</tr>
<tr>
<td>Membership fees</td>
<td>99500.00</td>
<td>3000.00</td>
</tr>
<tr>
<td>Fines</td>
<td>21000.00</td>
<td>21000.00</td>
</tr>
<tr>
<td>Sponsors &amp; Advertisements</td>
<td>138000.00</td>
<td>-38673.45</td>
</tr>
<tr>
<td>TV/Internet-TV</td>
<td>65000.00</td>
<td>22054.55</td>
</tr>
<tr>
<td>Office support</td>
<td>83300.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Development support</td>
<td>60000.00</td>
<td>60000.00</td>
</tr>
<tr>
<td>Sales</td>
<td>5500.00</td>
<td>-5500.00</td>
</tr>
<tr>
<td>Lic, revenues &amp; royalties</td>
<td>248750.00</td>
<td>8727.05</td>
</tr>
<tr>
<td>Other</td>
<td>3000.00</td>
<td>-1612.78</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td>CHF 1091895.37</td>
<td>85345.37</td>
</tr>
</tbody>
</table>

### COSTS

<table>
<thead>
<tr>
<th>Description</th>
<th>Budget</th>
<th>Diff,</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central activities</td>
<td>14000.00</td>
<td>-2900.17</td>
</tr>
<tr>
<td>Office</td>
<td>509600.00</td>
<td>73737.61</td>
</tr>
<tr>
<td>Central Board</td>
<td>24250.00</td>
<td>-19668.09</td>
</tr>
<tr>
<td>General Assembly</td>
<td>3900.00</td>
<td>-1458.92</td>
</tr>
<tr>
<td>President’s meeting</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>External meetings</td>
<td>5800.00</td>
<td>-12994.24</td>
</tr>
<tr>
<td>IOC 50 Road Map</td>
<td>26800.00</td>
<td>16896.20</td>
</tr>
<tr>
<td>ExCo</td>
<td>5650.00</td>
<td>-9627.44</td>
</tr>
<tr>
<td>Strategy group</td>
<td>0.00</td>
<td>-6363.53</td>
</tr>
<tr>
<td>Athletes Commission</td>
<td>0.00</td>
<td>-491.84</td>
</tr>
<tr>
<td>WFC</td>
<td>12100.00</td>
<td>-26817.58</td>
</tr>
<tr>
<td>U19 WFC</td>
<td>14100.00</td>
<td>-9084.77</td>
</tr>
<tr>
<td>EFC</td>
<td>51000.00</td>
<td>-17959.99</td>
</tr>
<tr>
<td>WUC</td>
<td>2800.00</td>
<td>1625.44</td>
</tr>
<tr>
<td>Anti-Doping</td>
<td>0.00</td>
<td>-3806.34</td>
</tr>
<tr>
<td>Rules &amp; Competition Committee</td>
<td>26000.00</td>
<td>1445.43</td>
</tr>
<tr>
<td>Referee Committee</td>
<td>31000.00</td>
<td>8686.74</td>
</tr>
<tr>
<td>Development function</td>
<td>13900.00</td>
<td>891.81</td>
</tr>
<tr>
<td>Development programme</td>
<td>39500.00</td>
<td>8130.29</td>
</tr>
<tr>
<td>Material*</td>
<td>146700.00</td>
<td>3789.54</td>
</tr>
<tr>
<td>Marketing</td>
<td>37800.00</td>
<td>-11504.73</td>
</tr>
<tr>
<td>TV/Internet-TV</td>
<td>32650.00</td>
<td>-55002.78</td>
</tr>
<tr>
<td>Medical Committee</td>
<td>6000.00</td>
<td>4154.60</td>
</tr>
<tr>
<td>Appeal Committee</td>
<td>1500.00</td>
<td>325.85</td>
</tr>
<tr>
<td>Disciplinary Committee</td>
<td>1500.00</td>
<td>1500.00</td>
</tr>
<tr>
<td><strong>Total costs</strong></td>
<td>CHF 1063046.91</td>
<td>-56496.91</td>
</tr>
<tr>
<td><strong>Profit/loss</strong></td>
<td>CHF 28848.46</td>
<td>28848.46</td>
</tr>
</tbody>
</table>

*The outcome of the material appr, system was:

<table>
<thead>
<tr>
<th>Description</th>
<th>Income</th>
<th>Costs</th>
<th>Profit</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>257477.05</td>
<td>182144.1</td>
<td>75332.95</td>
</tr>
</tbody>
</table>
### Balance sheet 31.12 2008

#### Assets

<table>
<thead>
<tr>
<th></th>
<th>01.01 2008</th>
<th>31.12 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>0,00</td>
<td>300,00</td>
</tr>
<tr>
<td>Credit Suisse 559200-11</td>
<td>675631,68</td>
<td>590789,56</td>
</tr>
<tr>
<td><strong>Receivables</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Claims 2005</td>
<td>11900,00</td>
<td>8400,00</td>
</tr>
<tr>
<td>Claims 2006</td>
<td>11500,00</td>
<td>4500,00</td>
</tr>
<tr>
<td>Claims 2007</td>
<td>143486,80</td>
<td>22000,00</td>
</tr>
<tr>
<td>Claims 2008</td>
<td>0,00</td>
<td>165315,30</td>
</tr>
<tr>
<td>Accr. income &amp; deferr. expenses</td>
<td>0,00</td>
<td>0,00</td>
</tr>
<tr>
<td>Receivables from rel.parties</td>
<td>0,00</td>
<td>3149,93</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>CHF 842518,48</td>
<td>794454,79</td>
</tr>
</tbody>
</table>

#### Liabilities and equity

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accr, expenses &amp; deferred income</td>
<td>-172061,65</td>
<td>-138000,00</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>0,00</td>
<td>-2588,28</td>
</tr>
<tr>
<td>Transfers to reserves</td>
<td>-188186,96</td>
<td>-116904,16</td>
</tr>
<tr>
<td>Development reserves</td>
<td>-54015,63</td>
<td>-54015,63</td>
</tr>
<tr>
<td>Development Board reserves 2007</td>
<td>-39940,76</td>
<td>-5518,42</td>
</tr>
<tr>
<td>Development Board reserves 2008</td>
<td>0,00</td>
<td>-60266,36</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings</td>
<td>-388313,48</td>
<td>-388313,48</td>
</tr>
<tr>
<td>Profit 2008</td>
<td>0</td>
<td>-28848,46</td>
</tr>
<tr>
<td><strong>Total liabilities &amp; equity</strong></td>
<td>CHF -842518,48</td>
<td>-794454,79</td>
</tr>
</tbody>
</table>
AUDIT REPORT

To the general meeting of the International Floorball Federation

I have audited the annual accounts, the accounting records and the administration of the board of directors and the managing director of International Floorball Federation for the year 2008. These accounts and the administration of the Federation are the responsibility of the board of directors and the managing director. My responsibility is to express an opinion on the annual accounts and the administration based on my audit.

I conducted my audit in accordance with generally accepted auditing standards to the IAS. Those standards require that I plan and perform the audit to obtain reasonable assurance that the annual accounts are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the accounts. An audit also includes assessing the accounting principles used and their application by the board of directors as well as evaluating the overall presentation of information in the annual accounts. As a basis for my opinion concerning discharge from liability, I examined significant decisions, actions taken and circumstances of the federation in order to be able to determine the liability, if any, to the federation of any board member. I also examined whether any board member has, in any other way, acted in contravention of the Federation statues, the Annual Accounts Act or the Articles of Association. I believe that my audit provides a reasonable basis for my opinion set out below.

The annual accounts have been prepared in accordance with the Annual Accounts Act and give a true and fair view of the federation’s financial position and results of operations in accordance with generally accepted accounting principles in IAS.

I recommend to the general meeting that the income statement and balance sheet be adopted, that the profit be dealt with in accordance with the proposal in the administration report and that the member of the board of director be discharged from liability for the financial year.

Stockholm April 23rd 2009

Mikael Brandstam
Qualified Public Accountant
# Statement of income

## INCOME

<table>
<thead>
<tr>
<th>Item</th>
<th>Budget</th>
<th>Diff,</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transfers</td>
<td>72900.00</td>
<td>2900.00</td>
</tr>
<tr>
<td>Participation fees</td>
<td>196000.00</td>
<td>6000.00</td>
</tr>
<tr>
<td>Organizers fees</td>
<td>197658.15</td>
<td>-6341.85</td>
</tr>
<tr>
<td>Temporary play</td>
<td>1250.00</td>
<td>1250.00</td>
</tr>
<tr>
<td>Membership fees</td>
<td>113000.00</td>
<td>2000.00</td>
</tr>
<tr>
<td>Fines</td>
<td>15000.00</td>
<td>15000.00</td>
</tr>
<tr>
<td>Sponsors &amp; Advertisements</td>
<td>96140.47</td>
<td>-49859.53</td>
</tr>
<tr>
<td>TV/Internet-TV</td>
<td>33000.00</td>
<td>-12000.00</td>
</tr>
<tr>
<td>Office support</td>
<td>83300.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Development support</td>
<td>59544.75</td>
<td>29544.75</td>
</tr>
<tr>
<td>Sales</td>
<td>6000.00</td>
<td>-6000.00</td>
</tr>
<tr>
<td>Lic, revenues &amp; royalties</td>
<td>26000.00</td>
<td>-11359.25</td>
</tr>
<tr>
<td>Other</td>
<td>8000.00</td>
<td>-6563.30</td>
</tr>
</tbody>
</table>

Total income: CHF 1117870.82

## COSTS

<table>
<thead>
<tr>
<th>Item</th>
<th>Budget</th>
<th>Diff,</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central activities</td>
<td>18788.83</td>
<td>-4138.83</td>
</tr>
<tr>
<td>Office</td>
<td>496526.73</td>
<td>56273.27</td>
</tr>
<tr>
<td>Central Board</td>
<td>41794.57</td>
<td>-17244.57</td>
</tr>
<tr>
<td>General Assembly</td>
<td>3248.18</td>
<td>551.82</td>
</tr>
<tr>
<td>President’s meeting</td>
<td>20737.28</td>
<td>-6137.28</td>
</tr>
<tr>
<td>External meetings</td>
<td>935.55</td>
<td>18564.45</td>
</tr>
<tr>
<td>IOC 50 Road Map</td>
<td>5249.85</td>
<td>8450.15</td>
</tr>
<tr>
<td>ExCo</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Strategy group</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Athletes Commission</td>
<td>389.16</td>
<td>12910.84</td>
</tr>
<tr>
<td>WfC</td>
<td>59990.68</td>
<td>50909.32</td>
</tr>
<tr>
<td>U19 WfC</td>
<td>10156.28</td>
<td>7843.72</td>
</tr>
<tr>
<td>EFC</td>
<td>44897.06</td>
<td>1202.94</td>
</tr>
<tr>
<td>WUC</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Anti-Doping</td>
<td>13349.14</td>
<td>-1349.14</td>
</tr>
<tr>
<td>Rules &amp; Competition Committee</td>
<td>24571.57</td>
<td>428.43</td>
</tr>
<tr>
<td>Referee Committee</td>
<td>29407.33</td>
<td>-2507.33</td>
</tr>
<tr>
<td>Development function</td>
<td>21108.67</td>
<td>-4308.67</td>
</tr>
<tr>
<td>Development programme</td>
<td>39349.19</td>
<td>-5949.19</td>
</tr>
<tr>
<td>Material*</td>
<td>127535.06</td>
<td>12764.94</td>
</tr>
<tr>
<td>Marketing</td>
<td>33166.54</td>
<td>-7566.54</td>
</tr>
<tr>
<td>TV/Internet-TV</td>
<td>106325.67</td>
<td>-76325.67</td>
</tr>
<tr>
<td>Medical Committee</td>
<td>5043.68</td>
<td>3356.32</td>
</tr>
<tr>
<td>Appeal Committee</td>
<td>0.00</td>
<td>1500.00</td>
</tr>
<tr>
<td>Disciplinary Committee</td>
<td>0.00</td>
<td>1500.00</td>
</tr>
</tbody>
</table>

Total costs: CHF 1102571.02

Profit/loss: CHF 15299.80

*The outcome of the material appr. system was:* 

<table>
<thead>
<tr>
<th>Item</th>
<th>Income</th>
<th>Costs</th>
<th>Profit</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>248640.75</td>
<td>190612.28</td>
<td>58028.47</td>
</tr>
</tbody>
</table>

---

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2009

Appendix 19
## Balance sheet 31.12 2009

### Assets

<table>
<thead>
<tr>
<th></th>
<th>01.01 2009</th>
<th>31.12 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash</strong></td>
<td>300,00</td>
<td>200,00</td>
</tr>
<tr>
<td>Credit Suisse 559200-11</td>
<td>590789,56</td>
<td>536798,68</td>
</tr>
<tr>
<td><strong>Receivables</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Claims 2005</td>
<td>8400,00</td>
<td>8400,00</td>
</tr>
<tr>
<td>Claims 2006</td>
<td>4500,00</td>
<td>4500,00</td>
</tr>
<tr>
<td>Claims 2007</td>
<td>22000,00</td>
<td>11500,00</td>
</tr>
<tr>
<td>Claims 2008</td>
<td>165315,30</td>
<td>40937,74</td>
</tr>
<tr>
<td>Claims 2009</td>
<td>0,00</td>
<td>290889,37</td>
</tr>
<tr>
<td>Accr. income &amp; deferr. expenses</td>
<td>0,00</td>
<td>0,00</td>
</tr>
<tr>
<td>Receivables from rel.parties</td>
<td>3149,93</td>
<td>501,16</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>CHF 794454,79</strong></td>
<td><strong>893726,95</strong></td>
</tr>
</tbody>
</table>

### Liabilities and equity

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accr. expenses &amp; deferred income</td>
<td>-138000,00</td>
<td>-189000,00</td>
</tr>
<tr>
<td>Other current liabilities</td>
<td>-2588,28</td>
<td>-2030,61</td>
</tr>
<tr>
<td>Transfers to reserves</td>
<td>-116904,16</td>
<td>-132519,85</td>
</tr>
<tr>
<td>Development reserves</td>
<td>-54015,63</td>
<td>-51890,61</td>
</tr>
<tr>
<td>Development Board reserves 2007</td>
<td>-5518,42</td>
<td>0,00</td>
</tr>
<tr>
<td>Development Board reserves 2008</td>
<td>-60266,36</td>
<td>-39401,36</td>
</tr>
<tr>
<td>Development Board reserves 2009</td>
<td>0,00</td>
<td>-46422,78</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings</td>
<td>-417161,94</td>
<td>-417161,94</td>
</tr>
<tr>
<td>Profit 2009</td>
<td>0</td>
<td>-15299,80</td>
</tr>
<tr>
<td><strong>Total liabilities &amp; equity</strong></td>
<td><strong>CHF -794454,79</strong></td>
<td><strong>-893726,95</strong></td>
</tr>
</tbody>
</table>
AUDIT REPORT

To the general meeting of the International Floorball Federation

I have audited the annual accounts, the accounting records and the administration of the board of directors and the managing director of International Floorball Federation for the year 2009. These accounts and the administration of the Federation are the responsibility of the board of directors and the managing director. My responsibility is to express an opinion on the annual accounts and the administration based on my audit.

I conducted my audit in accordance with generally accepted auditing standards to the IAS. Those standards require that I plan and perform the audit to obtain reasonable assurance that the annual accounts are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the accounts. An audit also includes assessing the accounting principles used and their application by the board of directors as well as evaluating the overall presentation of information in the annual accounts. As a basis for my opinion concerning discharge from liability, I examined significant decisions, actions taken and circumstances of the federation in order to be able to determine the liability, if any, to the federation of any board member. I also examined whether any board member has, in any other way, acted in contravention of the Federation statues, the Annual Accounts Act or the Articles of Association. I believe that my audit provides a reasonable basis for my opinion set out below.

The annual accounts have been prepared in accordance with the Annual Accounts Act and give a true and fair view of the federation’s financial position and results of operations in accordance with generally accepted accounting principles in IAS.

I recommend to the general meeting that the income statement and balance sheet be adopted, that the profit be dealt with in accordance with the proposal in the administration report and that the member of the board of director be discharged from liability for the financial year.

Stockholm April 28th 2010

Mikael Branstam
Qualified Public Accountant
International Floorball Federation
IFF

PLAN OF ACTION 2011 - 2012
PLAN OF ACTION FOR 2011-2012

1. General

As defined by the IFF General Assembly in Prague, the International Floorball Federation (IFF) is an association consisting of associations existing to nurse and service its member associations, in order to further promote and develop the sport of Floorball on an international level. IFF is the approved sole international governing organisation for all different types of Floorball, and an ordinary member of SportAccord (prev. GAISF) since 2004, provisionally recognised by the IOC in 2008 and a full member of ARISF Association of IOC Recognised International Sport Federations) since 2009.

IFF today consists of totally 52 member associations out of which 31 countries are ordinary members. According to the IFF Statutes, a provisional member association will after having been a provisional member for a period of four years automatically become an ordinary member of IFF, if they fulfil the requirements stipulated by the IFF Statutes. The IFF administration strives to support the provisional member associations to develop their operations, in order to become ordinary members and the 2010 General Assembly will approve additional ordinary members. The main objective in advance of this IFF General Assembly has been to still increase the number of member associations.

The IOC Executive Board while giving the IFF the provisional recognition stressed the need for IFF to continue growing and especially to focus on the development outside of Europe. As an essential part of the process to achieve the full IOC recognition, IFF will continue to foster the growing Floorball groups and movements both outside and inside of Europe. IFF will as a part of the implementation of the approved Licence system for national associations participating in Adult World Floorball Championships, during the next two years period focus on strengthening of the basic operations of our member associations, including the development of the educational and competition systems.

The general believe is that the popularity of Floorball will continue to grow, maybe not with the same number of member associations as in the last 4-6 years, but the number of countries where Floorball is played in the world will thus rapidly increase. There will still be a steady flow in the number of new members fulfilling the membership criteria’s, mainly from Asia, the Americas and hopefully also Africa. IFF will continue the proactive approach to engage both new members and Floorball groups and simultaneously strengthen the operation of the existing members.

The main focus for the IFF, for the coming two year period, will be the same three pillars that were decided already in 2004, being the International lobby work, the development work and the marketing of the sport, building the brand of Floorball.

The Vision of Floorball defines that Floorball has to be included in a number of multi-sport events before 2020. To achieve this IFF will carry on to work with the international sports community to find opportunities and solutions to enter primarily the World Games, the Universiades, the Youth Olympic Games and on an regional level the South-East Asian Games, the Commonwealth Games or some other multi-sport games. The effort has to be
directed both towards the international community, but also towards working closely with the member associations, like the Asia Oceania Floorball Confederation (AOFC), in order to promote and develop Floorball in the region, securing the participation in the SEA-Games.

After IFF received the provisional recognition of the International Olympic Committee, granted by the IOC Executive Board in December 2008, we have to continue to streamline our own organisation and concentrate to help developing the organisations of our members. The firm believe of IFF, is that the sport only has approximately 4-8 years to really build an own strong international brand, making it possible for Floorball to become an Olympic sport. If we are not able to create and enlarge this brand space of Floorball, it will not be the end of Floorball, but we will not be able to reach the level of international importance defined in our Vision for the next coming decade. The development of international sport has proven that there are a number of examples, where a rapidly growing sport has not succeeded to take the final steps. The main challenge for IFF is to seek the understanding and find the right forms of cooperation with the national associations, which primary working field always is national, but there can be no development of Floorball without a growing international brand space.

The key to achieving the international sporting objectives lies in the need to continue to focus on the development work done towards the member associations. The Development function will, based on the evaluation made of the IFF Development Programme Seminars, which was started in 2005, to continue to continuously strengthen the offering of our Development solutions and services to our member associations. So far a total of sixteen different Floorball Development Seminars have been held on four continents. The target is to continue to have a number of yearly seminars during 2011 and 2012, where a number of countries are collected together under the principle of “Train the Trainer”. As a new development project IFF will start to make country specific workshops to develop the member services of these associations (competition and education), in order to help the associations fulfil the requirements of the Licence system for participation in IFF Events. The forms of cooperation will vary from material support to joint development clinics and seminars.

In the field of marketing IFF has secured a relatively sustainable marketing income and the same look and feel of all IFF Events, which has helped branding Floorball. The target for the coming two year period is to strengthen the foundation on which IFF stands on and move forward into visualising the sport further, with the upcoming World Floorball Championships and the new European club competition Champions Cup and the revised EuroFloorball Cup’s of 2011 and 2012. The IFF Marketing Strategy clearly outlines the tasks for the coming two year period, where the main objectives are to build the brand, increase the media and marketing value of our Events and secure the broad general visibility of Floorball in the TV screen, as well as servicing the Floorball tribe via internet-TV. The approach to sell the marketing rights jointly with the organiser of the IFF Events, with the Local Organiser Committee, will have to be evaluated during the two year period.

The change of the International Competition Calendar and the adoption of a new World Floorball Championship system, starting with the Men’s WFC in Finland 2010 and the Women’s WFC 2011, will be evaluated starting from 2012. This in order to be able to make the proposal of how all international competitions will be run after 2012.
The task for the Office is to further get our member associations acquainted and familiar with our regulations and to follow them, this especially in connection with the playing of Friendly Internationals and the usage of competition related services.

The basis for our existence for the first two decades has been to spread, grow and develop the sport globally and at the same time seek an official approval and recognition from the international sports community. The strategic vision, for the upcoming decade, is defined as follows in the IFF Vision statement:

To be the internationally approved/accepted sole owner of the dynamic sport of Floorball and all its different forms and identities and serving as an attractive sport for all. Being a healthy organisation with sufficient human and financial resources, with over 100 national members associations, having and organising their own national championships and five continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the Universiade, the World Games and/or the Olympic Games until 2020.

2. Administration

The IFF administration, consisting today of a total of five full time employees, has continued to increase the number of services and operations, during the last four years and in order to be able to further increase the service to our members the IFF needs to continue developing its own administration both in numbers and quality. The IFF office had since the General Assembly in 2004 been located in Helsinki, Finland, with the actual move made in May 2005, as part of the actions taken to streamline, strengthen and develop the IFF operations in 2005.

The IFF has since 2005 had two separate operating offices, with the competition office in Solna, Sweden, located at the same site as the Swedish Floorball Federation. The Finnish Floorball Federation has offered the IFF to provide IFF with the office facilities until the end of 2012. The IFF CB shall in 2012 start, if needed, the preparations in order to relocate the office.

Since January 1, 2000 the IFF has been financially self-financed, and the turnover of the budget has increased substantially since then. In order for IFF to live up to the service promised and quality, we need to look over our finances, finding additional ways to finance the activities.

The IFF now has five full time employees and due to these additional resources the operations have been moved more to a professional driven based approach, where the role of the volunteer is changing towards a more strategical leadership, based on the principle of corporate governance. IFF still needs to grow and the IFF CB needs to look over the structure of the organisation and the tasks of the different IFF bodies in order to strengthen the organisation. The role of the Central Board must be more of a strategic one, whereas the Executive Committee and the Office carries the operational
responsibility. When and if the financial situation permits the administration will be strengthened during the period between the General Assemblies of 2010 and 2012, in order to meet with the IFF Vision and Missions. The IFF Office will also seek opportunities to employ different trainees and civil workers on a project basis.

The aim is to have an effective and productive administration consisting of at least five-six employees, consisting of a secretary general, a competition manager, a competition coordinator, an information/Anti-doping manager, an office/referee coordinator and a marketing/development coordinator. The additional resources shall be directed in the fields of marketing/TV and education. The IFF will on a regular basis inform our member associations about the different fields of responsibilities of the employees on the IFF webpage.

3. Central Board

The Central Board of the IFF will continue to improve its efficiency by allocating the needed specific areas of responsibility to the Committees, the Functions, the Office and if needed to special working groups. This will give even more time for the CB to concentrate on strategic and political questions, in order to determine what is best for World Floorball, in order to spread and develop Floorball worldwide. In order to develop the organisation all the elected CB members will have a specific task of responsibility defined to work with. The CB will continue to have the CB Evening theme sessions, to discuss important political issues, in connection to the CB meetings.

The hard work of finding the own place for Floorball in the World of Sports has only just started and therefore IFF CB will continue to work with the three main fields of activity, which where agreed upon at the IFF General Assembly 2004 in Switzerland. These will be on the Political lobby work (in order to strengthen Floorball’s position in Worldwide Sport) in the International Sports community, strengthening the Marketing of the IFF (with the strategy to be more visible and to raise the level of external funding and giving more exposure for Floorball), and the continuance of the Floorball Development Programme, in order to develop the quality of the IFF member associations.

The Central Board will have approximately four meetings per year, out of which at least two are organised in connection to IFF Events, but the CB will need to look over the scheduling of these, since the possible demands might require a change in the meeting calendar.

The IFF Executive Committee (ExCo), consisting of the President, and vice President and the Secretary General, will handle and prepare the upcoming issues for the CB and take decisions where they are needed, in order to increase the efficiency. The past legislation has fully proven the necessity of such a body. The IFF President and the secretary general bear the responsibility of developing the contacts to the International Sports Community for the CB.
4. The Committees and functions

The Central Board will continue on the chosen line to have only a limited number of operational Committees, i.e. the Medical Committee (MC), the Referee Committee (RC) and the Rules- and Competition Committee (RACC). The objective is to look over the tasks of the RC and the RACC and see if there is a possibility to develop the way the committees are structured and how they are working. The other fields of activity will then be organised into functions, like the Development, Equality, Information, Marketing and Material function, which have been working so far. The responsibilities of the committees and functions will be allocated by the Central Board.

The Athletes Commission will be re-elected by the athletes during the WFC 2010 in Helsinki and the CB will have to put extra effort in order to find a direct link for the Athletes Commission in the IFF organisation. The Commission will continue to work, in order to keep the interest of the athletes in focus in all the work done by IFF.

The CB will in line with the decision taken in 2009, in order to streamline the activities of the committees, look over the task descriptions, responsibilities of the committees and the relating job description of its members. Additionally the CB will ask the secretary general to appoint the relevant employee to act as the secretary of the committees.

The increasing number of international events will require that the CB to come forward with appropriate proposal how to solve the problem of the increasing need of IFF persons in the IFF competitions, which has proven to become a real problem especially after having introduced the regional qualifications for the Adult WFC’s in 2010.

The Medical Committee will continue to focus its work on the analysing and following the requirements set forth by WADA, administrating the IFF TUE procedure, develop the in- and out of competition testing program and the Anti-doping education.

The Referee Committee will start to implement its plan for a five year program to create a World Class referee community until 2015, including the needed level of top class international referees and observers. The RC will put extra focus on the process of educating new international referees and observer, outside the IFF Events, but during the friendly internationals. This will require the production of guidelines, education materials and a good cooperation between the national Referee Committees and the IFF.

The Rules and Competition Committee will continue to focus on dealing with the changing requirements the fast development of our sport sets on our regulations. The main task for the two year period will be the instalment of the new Champions Cup and the revision of the EuroFloorball Cup as well as the evaluation of the competition system after the Women’s World Floorball Championships in 2011.

5. Competitions

The Adults World Championships will be played in December for Women in St. Gallen, Switzerland 2011 and also for Men in Switzerland in December 2012. The new
qualification system for the WFC will be implemented for the first time for the Women’s WFC in St. Gallen. Only the seven best ranked teams of the A-division and the winner of the B-division of the WFC 2009 are directly qualified for the WFC 2011. All other nations will have to qualify for the event. IFF will build the qualification system based on regional qualifications, which are played in February 2011. The WFC final round will be played with only 16 teams. The new WFC competition system will be evaluated in the spring of 2012 by the CB.

The World Championships for U19 will continue to be played with an A- and B-division in 2011 for Men in Germany and in 2012 for Women. The twelve best teams will continue to be directly qualified, the remaining nations will have to qualify for a place in the final round. In order to secure the participation of non-European teams in the U19 WFC, the CB will look for a solution in this field.

The appointment of organisers for the IFF competitions follows the specific schedule used on how to appoint organisers, meaning that a first letter asking for organisers will be sent 72 months prior (six years) to the competition and the appointment will be made 48 months (four years) prior to the competition.

The IFF will introduce a new top Club Competition in 2011, when the Champions Cup will be played for the first time in the Czech Republic. The IFF has together with the Top four Floorball member associations built a solution for the continuation of a top European club competition. The new competition, which will be an important show case of international Floorball, will be played with 6 + 6 teams for both Men and Women with the national champions of the Czech Republic, Finland, Sweden and Switzerland together with the winner of the revised EuroFloorball Cup (EFC) and one team of the organising country. The four nations and IFF will sign an agreement of the organisation of the Champions Cup for the period of 2011-2014. The general aim is to increase the value of the competitions for all stake holders.

IFF will continue to organise the EuroFloorball Cup Final round, which is played every year in October for both Men and Women, consisting of 6 or 8 teams in each category, meaning that regional Qualification Rounds shall be played in August. The EFC is organised for the 5th and lower ranked teams, which will mean that less teams will have to qualify for the event, making the participation easier. The aim is to create a new competition of the EFC, so that IFF can have new winners in our competitions and also help in strengthening the national club teams in the countries that are lower ranked.

The EFC qualifications are played in August. There will be two qualification tournaments divided into East and West and the number of qualifying rounds will be determined after the registration and the places and organising associations have been appointed. The discussion concerning the EFC qualification system, qualifying for the Final round, will have to be looked at, in order to have an equal chance to qualify.

As a part of building the brand of Floorball, IFF has participated in the SportAccord SportsHub project on YouTube, where IFF has its own channel for the IFF Video archive for all televised and streamed matches from the IFF Events. These Floorball videos can be freely used by the whole Floorball family. The aim is to have the member associations providing videos for the SportsHub IFF Channel, in order to spread the sport. IFF is
working in order to be able to secure the live streaming of all Major IFF Events (Adult WFC, U19 WFC, CC and EFC Final round) over the internet.

6. The World Games organised by the IWGA

IFF will from its side try to speed up the dialogue with the International World Games Association on the conditions required to become a member or at least take part as a demonstration sport in the World Games. The IWGA has for a number of years refused to give a clear answer concerning the timetable of when they will admit new Sports to apply for membership in the IWGA.

7. The World University Championships in Floorball organised by the FISU

The 4th World University Championships was played in 2010 in Umeå, Sweden, organised by the FISU and the Swedish Students Sport Union. IFF is strongly supporting the preparations of the 5th WUC in 2012 in the Czech Republic, since the organisation of the WUC is vital for IFF, in order to meet with the requirements of FISU to be able to take part in the summer Universiade. The WUC has now been placed in May since 2010, in order to find a more suitable timing for the WUC, due to the change of the IFF International competition calendar.

Efforts will be made to be able to take part in the Universiade in 2011 as observers and to be on the program by 2017 by the latest.

8. Other International Events

The IFF will work together and support the development of Floorball in the following International Sports Organisations and their Events;

IFF will further continue the cooperation with the Master Sports, in order to have Floorball included in the IMSA (International Master Sport Association) events.

9. The Rules of the Game

The work with the Rules of the Game - Edition 2014 (valid from July 1, 2014) will start by asking for proposal of rule changes in January 2012. The system of having the Game Rules reviewed only every four years has proven to be very a successful solution and it takes away the pressure to continuously change our rules. The IFF Rule Group will act as the coordinator of the process for the new Game Rules during 2011.
10. Anti Doping work

IFF has signed the WADA Anti-doping Charta and the IFF Anti-doping work is compliant with the WADA Code. As part of that, both the IFF and the member associations need to increase their efforts in the field of Anti-doping work. The amount and quality of education given to the athletes on both an international and national level, has to increase in the future. IFF will continue with its educational and awareness program, Say NO to Doping-campaign, which started in the WFC 2010 in Finland and produce and coordinate different materials for its Anti-doping education. A big part of the IFF Anti-doping education is still provided through the IFF Development seminars.

The procedure for changing the IFF Anti-doping Regulations has by the IFF CB been revised, so that the Anti-Doping regulations are no longer to be approved by the General Assembly, but by the IFF CB, due to the changes made by WADA.

11. Development Board (DB) of IFF

The cooperation between the IFF and the Floorball manufacturers has since 2001 been directed through the IFF Development Board, which consists of representatives from the biggest manufacturers and the IFF. The Development Board’s main task is to focus on what types of technical changes are needed for the Floorball Material. The Development Board is also making proposals to the IFF concerning the revision for the IFF Material Regulation. The other task of the DB has been to find ways for how the manufacturers and IFF can cooperate in different ways to promote Floorball worldwide. The usage of the surplus from the material approval system is being discussed in the DB, but decided by the IFF CB. The process of the changes of the actual technical requirements goes on, and eventual changes take place every second year next time in 2012, with proposals sent in by manufacturers in May 2011.

One of the tasks for the DB is to run the Floorball Village at the ispo Sports Fair in Munich, Germany in January 2011, and to make the evaluation if IFF and the manufacturers are to continue with the Floorball Village also after 2011.

During the coming two year period IFF will start the process of finding a solution to produce a Floorball IFF-branded stick for development work. This should help the newer members and emerging groups to find ways of getting in-expensive materials in order to raise the level of the sport, since this has often been the biggest obstacle in developing the sport forward.

The IFF has re-signed the contract with the technical institute SP, in Sweden for the coming two year period, concerning the administration of the material testing of new material and the material on the markets in the stores. SP has ratified the technical institute of ITC in the Czech Republic.
12. Information services

The IFF website, www.floorball.org, which has gone through a face-lift in 2010, will continue to be the main source of the information flow from IFF to its member associations. Based on the questionnaire sent to the IFF member associations in 2009, IFF will increase the amount of local national news and information on the web through the use of for example RSS feeds. In addition the aim is to continue to have a broad base of news feeds from the Floorball world and to distribute more information from the member associations through the new membership information pages.

IFF will invest resources to follow the growing use of the social media, i.e. Facebook, twitter and Flickr, which is a very rapid way to distribute news in the future. IFF has its own Facebook and Twitter page and Photo gallery on Flickr. The social media pages are also easily accessed from the IFF web page.

IFF is using the electronic e-mail based Newsletters to address interesting topics and updates on the IFF Events, throughout the Floorball world, apart from the ordinary news service. The minutes from the CB meetings are published on the web site and the most interesting topics from the CB meetings are collected in a separate webpage news and Newsletter.

IFF has for a long time looked for a solution to be able to provide Video on Demand service for the Floorball community. Through the SportAccord SportsHub and the IFF Channel, we are now able to provide the service and also offer the member associations a platform for their material to be easily achievable. The IFF Channel can be found on http://www.youtube.com/iffchannel

The Information function is partly responsible for the publication of new educational and marketing materials together with the related functions.

13. Economy

IFF has had a four year contract with Infront ending with the WFC 2010, which has not given as much revenue in sponsor contracts as expected in the beginning. Therefore the marketing function has looked over the income from sponsoring and advertisements in the Marketing Strategy and has proposed that some new elements will be included, like the share sales partnership with the organisers of the Major Events.

IFF will continue to work with a marketing agency, which may or may not be Infront to find a Title and a Main sponsor for the federation, but the rest of the marketing rights will be distributed with the organisers of IFF events, starting with the EFC in 2011.

IFF will, during the period 2011 – 2012, more closely follow up on the issue of the outstanding debts of the IFF member associations.

The Budgets and Financial Reports will be published on the IFF web site.

As in the past IFF will look for a healthy finance and strive for a breakeven financial result.
## COSTS

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>10 Central activities</td>
<td>14 289</td>
<td>15 400</td>
<td>14 400</td>
<td>15 000</td>
</tr>
<tr>
<td>11 Office</td>
<td>496 527</td>
<td>595 900</td>
<td>600 000</td>
<td>615 000</td>
</tr>
<tr>
<td>12 CB</td>
<td>41 795</td>
<td>36 100</td>
<td>45 100</td>
<td>46 000</td>
</tr>
<tr>
<td>13 ExCo</td>
<td>5 250</td>
<td>9 000</td>
<td>6 900</td>
<td>8 000</td>
</tr>
<tr>
<td>14 General Assembly/Presidential meeting</td>
<td>3 248</td>
<td>6 800</td>
<td>6 800</td>
<td>7 000</td>
</tr>
<tr>
<td>15 External Meetings</td>
<td>20 737</td>
<td>20 300</td>
<td>16 400</td>
<td>16 400</td>
</tr>
<tr>
<td>16 IOC 50 Road Map</td>
<td>936</td>
<td>16 300</td>
<td>5 000</td>
<td>4 000</td>
</tr>
<tr>
<td>17 Equality function</td>
<td>0</td>
<td>7 000</td>
<td>6 000</td>
<td>6 000</td>
</tr>
<tr>
<td>18 Athlets Commission</td>
<td>389</td>
<td>11 000</td>
<td>9 500</td>
<td>10 000</td>
</tr>
<tr>
<td>19 WFC</td>
<td>59 991</td>
<td>99 400</td>
<td>100 300</td>
<td>115 000</td>
</tr>
<tr>
<td>21 U19 WFC</td>
<td>10 156</td>
<td>17 200</td>
<td>21 200</td>
<td>22 000</td>
</tr>
<tr>
<td>22 EFC</td>
<td>44 897</td>
<td>49 100</td>
<td>43 800</td>
<td>40 000</td>
</tr>
<tr>
<td>23 Champions Cup</td>
<td>0</td>
<td>0</td>
<td>79 900</td>
<td>79 900</td>
</tr>
<tr>
<td>25 WUC</td>
<td>0</td>
<td>9 600</td>
<td>2 150</td>
<td>7 000</td>
</tr>
<tr>
<td>29 Anti-Doping</td>
<td>13 349</td>
<td>16 000</td>
<td>19 300</td>
<td>20 000</td>
</tr>
<tr>
<td>40 RACC</td>
<td>24 572</td>
<td>39 090</td>
<td>25 400</td>
<td>27 000</td>
</tr>
<tr>
<td>50 RC</td>
<td>29 407</td>
<td>44 310</td>
<td>40 000</td>
<td>48 000</td>
</tr>
<tr>
<td>60 Development function/DB</td>
<td>21 109</td>
<td>15 100</td>
<td>15 100</td>
<td>15 100</td>
</tr>
<tr>
<td>61 Development programme</td>
<td>39 349</td>
<td>33 000</td>
<td>31 000</td>
<td>31 000</td>
</tr>
<tr>
<td>70 Material</td>
<td>127 535</td>
<td>114 500</td>
<td>114 500</td>
<td>110 000</td>
</tr>
<tr>
<td>80 Marketing</td>
<td>33 167</td>
<td>26 700</td>
<td>32 500</td>
<td>35 000</td>
</tr>
<tr>
<td>81 TV/Internet TV</td>
<td>106 326</td>
<td>77 000</td>
<td>62 100</td>
<td>70 000</td>
</tr>
<tr>
<td>82 Information</td>
<td>0</td>
<td>14 600</td>
<td>18 450</td>
<td>20 000</td>
</tr>
<tr>
<td>89 Medical committee</td>
<td>5 044</td>
<td>7 600</td>
<td>7 600</td>
<td>7 600</td>
</tr>
<tr>
<td>91 DC</td>
<td>0</td>
<td>800</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>92 AC</td>
<td>0</td>
<td>800</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>CHF 1 098 071</td>
<td>1 282 600</td>
<td>1 325 000</td>
<td>1 376 600</td>
</tr>
<tr>
<td>1) Based on 6 full-time employees, when the economy so permits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## INCOME

<table>
<thead>
<tr>
<th>Account</th>
<th>Result 2009</th>
<th>GA budget 2010</th>
<th>Budget 2011</th>
<th>Budget 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>3011 Transfers</td>
<td>72 900</td>
<td>76 000</td>
<td>81 000</td>
<td>83 400</td>
</tr>
<tr>
<td>3012 Participation fees</td>
<td>196 000</td>
<td>222 000</td>
<td>245 000</td>
<td>256 000</td>
</tr>
<tr>
<td>3013 Organizers fee</td>
<td>197 658</td>
<td>195 000</td>
<td>160 000</td>
<td>181 000</td>
</tr>
<tr>
<td>3019 Temporary play</td>
<td>1 250</td>
<td>3 000</td>
<td>3 400</td>
<td>3 600</td>
</tr>
<tr>
<td>3210 Membership fees</td>
<td>113 000</td>
<td>115 000</td>
<td>130 000</td>
<td>132 000</td>
</tr>
<tr>
<td>3219 Fines</td>
<td>15 000</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3250 Sponsors &amp; advertisements</td>
<td>96 140</td>
<td>160 000</td>
<td>180 000</td>
<td>188 000</td>
</tr>
<tr>
<td>3260 TV/Internet TV</td>
<td>33 000</td>
<td>65 000</td>
<td>60 000</td>
<td>67 000</td>
</tr>
<tr>
<td>3300 Office support</td>
<td>83 300</td>
<td>90 600</td>
<td>90 600</td>
<td>90 600</td>
</tr>
<tr>
<td>3310 Development support</td>
<td>59 545</td>
<td>65 000</td>
<td>60 000</td>
<td>60 000</td>
</tr>
<tr>
<td>3510 Sales</td>
<td>0</td>
<td>6 000</td>
<td>10 000</td>
<td>10 000</td>
</tr>
<tr>
<td>3860 Material approval income</td>
<td>248 641</td>
<td>270 000</td>
<td>280 000</td>
<td>280 000</td>
</tr>
<tr>
<td>3899 Other incomes</td>
<td>446</td>
<td>15 000</td>
<td>25 000</td>
<td>25 000</td>
</tr>
<tr>
<td>8020 Interest</td>
<td>835</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>8080 Exchange rate gains</td>
<td>156</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>CHF 1 117 871</td>
<td>1 282 600</td>
<td>1 325 000</td>
<td>1 376 600</td>
</tr>
</tbody>
</table>

*Estimated Result*  
  CHF 19 799,80
Nominations and motions by the Member Associations for the IFF General Assembly

In accordance with the IFF Statutes the following Nominations and Motions have been sent in to the IFF, at least 60 full days before the General Assembly:

Nominations:

**IFF President:**
- Mr. Tomas Eriksson, Sweden (re-election) nominated by SIBF

**IFF Central Board:**
- Mrs. Monica Bakke, Norway (new) nominated by NBF
- Mr. Hans Botman, the Netherlands (re-election) nominated by NeFUB
- Mr. David Brown, USA (new) nomination by USFbA
- Mr. Greg Beaudin, Canada (new) nominated by CUFF
- Mr. Risto Kaupinen, Finland (re-election) nominated by SSBL
- Mr. Stephen King, Australia (re-election) nominated by AFA
- Mr. Oliver Stoll, Germany (new) nominated by FD
- Mr. Filip Suman, Czech Republic (re-election) nominated by CFbU
- Mr. Lars-Gunnar Tjärnquist, Sweden (new) nominated by SIBF
- Mr. Edwin Wiedmer, Switzerland (new) nominated by SUHV

**IFF Appeal Committee:**
- Mr. Lasse Granqvist, Sweden (re-election) nominated by SIBF

**IFF Disciplinary Committee:**
- Mr. Tomas Brezina, Czech Republic (new) nominated by CFbU
- Mr. Tom Hedkrok, Finland (re-election) nominated by SSBL
- Mr. Kjell Hovland Olsen, Norway (re-election) nominated by NBF
- Mr. Zane Klabere, Latvia, (new) nominated by LFS
- Mr. Randy Sa’d, Canada (new) nominated by CUFF

**Chairman:**
- Mr. Ismo Haaponiemi, Finland (re-election) nominated by FFF

**Members:**
- Mr. Rudolf Buri, Switzerland (re-election) nominated by SUHV
- Mr. Rainer Martiskin, Australia (re-election) nominated by AFA
- Mr. Eero Piilokivi, Canada (new) nominated by CUFF
- Mr. Ralfs Svagers, Latvia (new) nominated by LFS
- Mr. Tomas Vaculik, Czech Republic (re-election) nominated by CFbU
Motions:

1) The Estonian Floorball Union proposes that the IFF to start using EUR and USD bank accounts in addition to the current CHF account.

John Liljelund
secretary general
Floorball Champions Cup, Amendment

Dear colleagues,

Based on the discussions on Friday, 3rd of September 2010 in Amsterdam between the IFF CB and Edwin Wiedmer, President of the Swiss Floorball Association SUHV and after having talked to the Swiss National League, we do confirm the following issues regarding the new planned Floorball Champions Cup starting in 2011.

First of all we would like to put IFF’s attention to the letter sent to IFF from the SUHV, dated August the 30th, 2010. All considerations and statements in our letter will still remain valid and unchanged.

In order not to restrain the ongoing planning and organization of the FCC in 2011, for which one the Czech Floorball Union CFbU have given her commitment for their realization, the SUHV will make the following commitments towards the IFF:

- SUHV will participate with at least with one team Men and one team Women, depending on the results of the EFC 2010.
- SUHV is not yet in a position to determine the further development of the FCC 2012 till 2014 before it becomes clear, how big the financial impacts are and the Swiss Clubs did confirm that they are willing to settle their duties.

We remain with kind regards and on behalf of the SUHV CB,

Edwin Wiedmer
SUHV President

Walter Hostettler
SUHV Vice-president
Killarney 15th October 2010

Dear Sir/Madam

It is with great pleasure I hereby admit application for the newly founded Irish Floorball Association (IFA) for membership with the International Floorball Federation. As there was a group, Floorball Ireland, approved for provisional membership with IFF in 2007 (Application Attached), we would like to apply for taking over the activities of Floorball Ireland and become the Irish member association within the IFF due to the fact that Floorball Ireland has ceased to exist.

We have unfortunately no signed letter from the founders of Floorball Ireland, even though I have spent the last 2 months trying to get in contact with them, mainly by sending emails to all available mail addresses. Yesterday (14/10/10) however I got in contact with Mr. Keith Hoare, Chairman of Floorball Ireland and he confirmed that the group no longer exist, none of them even play Floorball any longer. He did also advice me to contact Mr Adrian O'Sullivan, President of Floorball Ireland and gave me his present Mobile Phone Number, 00353(0)871695484. I called the given number (14/10/10) and got to his voice mail where I asked him to contact me and also told of our intentions and that I would appreciate if he could confirm this. As of yet no reply. I later the same day sent a text message with the same context and as of yet, no reply!

The Irish Floorball Association in it's present body was officially formed at a Meeting the 13th of October 2010. Minutes of meeting is attached.

All the documents that we feel is needed for you to review is attached, if you feel that something is inadequate or missing, please feel free to contact us.

We hope that you will consider our request and to receive a positive reply.

Yours truly,

__________________________________________________________

Pontus Glad
President Irish Floorball Association

Irish Floorball Association

84 Cahernane Meadows
Muckross Road
Killarney
County Kerry
Ireland

email: irishfloorballassociation@eircom.net
phone: +353(0)858144406
web:http://www.facebook.com/?ref=home#!/pages/Irish-Floorball-Association/159881377356459