### Financial Report 31.08.2017

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**Total** | CHF 1641890 | 859385.17 | 843696.34 | 725048.83 | 703700.00 | 1563085.17 |

### Balance Sheet 31.08.2017

#### ASSETS

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#### LIABILITIES AND EQUITY

### Current Liabilities

- Accruals and deferral income: -138355.00, -118313.36
- Other current liabilities: -11179.07, -17866.39
- Transfers to reserves: -194857.92, -51949.82
- Material board reserves 2016: -62033.82, -17374.82
- Material board reserves 2017: 0.00, 0.00

### Equity

- Retained earnings: -283464.82, -283464.82
- Outcome 31.08.2017: 0.00, -94096.19

**Total liabilities & equity**: -658091.63, -583428.40
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<td>18.05.2016</td>
<td>02.05.2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>113 056</strong></td>
<td><strong>45 400</strong></td>
<td><strong>67 656</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Associations not registered for WFC 2017 and/or U19 WFC 2017

<table>
<thead>
<tr>
<th>Association</th>
<th>Total Debt 2016-09-05</th>
<th>Old debt (-2015)</th>
<th>New debt (2016-17)</th>
<th>Pay-off plan is followed</th>
<th>Pay-off plan is not followed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argentina</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees.</td>
<td></td>
</tr>
<tr>
<td>Armenia</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Belarus</td>
<td>5500</td>
<td>2500</td>
<td>3000</td>
<td></td>
<td>Annual fee 2014, 2016, 2017 &amp; shared U19 WFCQ 2015 refs</td>
<td></td>
</tr>
<tr>
<td>Brazil</td>
<td>3000</td>
<td>2500</td>
<td>500</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Cameroon</td>
<td>2000</td>
<td>1000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Georgia</td>
<td>11800</td>
<td>9500</td>
<td>2300</td>
<td></td>
<td>Half of the debt from 2010 and earlier</td>
<td></td>
</tr>
<tr>
<td>Haiti</td>
<td>500</td>
<td>0</td>
<td>500</td>
<td></td>
<td>Annual fee 2017</td>
<td></td>
</tr>
<tr>
<td>Hong Kong</td>
<td>500</td>
<td>0</td>
<td>500</td>
<td></td>
<td>Annual fee 2017</td>
<td></td>
</tr>
<tr>
<td>Iceland</td>
<td>1500</td>
<td>1500</td>
<td>0</td>
<td></td>
<td>Has registered to WFC 2018</td>
<td></td>
</tr>
<tr>
<td>India</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>Participated in AOFI Cup 2017</td>
<td></td>
</tr>
<tr>
<td>Indonesia</td>
<td>3800</td>
<td>1500</td>
<td>2300</td>
<td></td>
<td>Participated in SEA Championships. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Ireland</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Israel</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>Have not participated in any IFF competition</td>
<td></td>
</tr>
<tr>
<td>Ivory Coast</td>
<td>1000</td>
<td>0</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Jamaica</td>
<td>28200</td>
<td>20200</td>
<td>8000</td>
<td>X</td>
<td>Has contacted IFF 04.09.2017 to start rebuilding the Association</td>
<td></td>
</tr>
<tr>
<td>Kenya</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>New</td>
<td></td>
</tr>
<tr>
<td>Liechtenstein</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>Has registered to WFC 2018</td>
<td></td>
</tr>
<tr>
<td>Lithuania</td>
<td>1000</td>
<td>1000</td>
<td>0</td>
<td></td>
<td>Have not participated in any IFF competition. Annual fees 2014, 2015</td>
<td></td>
</tr>
<tr>
<td>Malta</td>
<td>1000</td>
<td>0</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Moldova</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Mongolia</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Mozambique</td>
<td>2500</td>
<td>1500</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Nigeria</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>New</td>
<td></td>
</tr>
<tr>
<td>Pakistan</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Philippines</td>
<td>3000</td>
<td>0</td>
<td>3000</td>
<td></td>
<td>Participated in SEA Games. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Portugal</td>
<td>4500</td>
<td>4000</td>
<td>500</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Romania</td>
<td>4000</td>
<td>3000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Serbia</td>
<td>14500</td>
<td>10500</td>
<td>4000</td>
<td></td>
<td>Participated last in WFC 2016</td>
<td></td>
</tr>
<tr>
<td>Sierra Leone</td>
<td>4300</td>
<td>3000</td>
<td>1300</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Somalia</td>
<td>500</td>
<td>0</td>
<td>500</td>
<td></td>
<td>Annual fee 2017</td>
<td></td>
</tr>
<tr>
<td>South Africa</td>
<td>2000</td>
<td>1000</td>
<td>1000</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Turkey</td>
<td>4200</td>
<td>2500</td>
<td>1700</td>
<td></td>
<td>Have not participated in any IFF competition. Only annual fees</td>
<td></td>
</tr>
<tr>
<td>Uganda</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>New</td>
<td></td>
</tr>
<tr>
<td>Venezuela</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
<td>New</td>
<td></td>
</tr>
</tbody>
</table>

| Total        | 123 300               | 83 200           | 40 100            |                         |                     |
1. **Overall status of the organisation.**
   - The preparations are well ongoing on all levels including: The City of Seinäjoki, regional schools (more than 2000 low & upper graders coming to watch on Friday morning & afternoon, with Fair Play theme), Seinäjoki Arena, SeAMK Polytechnic (media and communication side), SEDU (regional educational center - in charge of the security), SPR (First aid), local club SPV (Sales & organising), SSBL and the IFF.
   - The teams have been in contact with LOC & IFF and so far, satisfied with the arrangements.
   - NADO/Anti-Doping issues are clarified.
   - Total number of volunteer will be around 160.
   - Some challenge has been on the content activation, proactiveness.
   - City reception will be on Friday 6th October 16-17:30 at ELINKEINOTALO (beside the Arena)

Quote from the LOC chairman: “The CC’s total outcome is very important show case for the whole floorball family: for the Region, SSBL, SPV, IFF and for the whole sport.”

2. **TV-negotiations**
   - The Finnish TV- situation overall, has been very tricky and negotiation still to be finalised. The Czech Republic situation also to be finalised. Swedish and Swiss tv will show their club matches. The IFF has organised the production with the Polar HD with sng & satellite connection for eight matches.

3. **Financial situation** (incl. ticket sales, partnerships)
   - The final number of partners, deal sizes and actual monetary value depends much on the Finnish tv visibility. Positive side is that potential options are still open, though sales emphasis has moved to smaller partner side. There is also interest from local companies especially on buying ticket packages.
     - Partners at the moment: K-Rauta, SEDU, SeAMK, city of Seinäjoki, Hämänn Liikenne, Intersport, LähiTapiola, Ilmarit, + IFF partners.
   - Ticketing: presales is ~1000pcs at the moment (out of which 300 club tickets). The ticket sales is about 100pcs per day. Local club SPV is convinced for the sales. Of the participating clubs beside local club SPV and Classic not really tickets sold.
     - More technical stuff to be at the Arena increased the total costs but LOC convinced that via ticket sales the minimize the gap. The ticket sales revenue at target of 40k€.

4. **Marketing** (exhibition and activation areas)
   - The Seinäjoki Arena provides an excellent space to have lot of side activities and exhibition area.
     - In the Expo-area: Intersport has 2 spots (incl. floorball manufacturers as “shop in shop”), HärmänLiikenne, LähiTapiola (insurance), K-Rauta, SeAMK, SEDU + possible smaller stands under negotiation.
     - Activation area will have e.g. FlowPark, Duudson Park, PLU, VAU, GoGirls, three small floorball rinks. On Friday, these are free of charge when school kids are present.

5. **Communication and Social media -activation**
   - Social media -activation in general getting on good level, was lacking a bit. FB, Instagram, videos, Meltwater quiz on going. IFF Newsletter out, IFF Mobile App (ready 14days before).
   - Upcoming IFF news: 26.9. womens’ teams’ and 27.9. mens’ teams’ news out.
   - Challenge has been the overlap of start of seasons, leagues, international weekend.
Involvement of the participating clubs in activation is still a challenge. The IFF has encouraged and reminded the clubs of the activities e.g. when news published. Also reminded LOC when posting news etc. to do it first on the official CC channels.

The videos done by SSBL of participating teams in English has been well received.

LOC has a very intense and active plan for the last two weeks, with main emphasis on ticket sales.

Other marketing communication and visibility still before the start of the CC2017:

- Härmä liikenne: 2 buses with CC taping already on in the Seinäjoki region
- Newspaper Ads: 25 ads during the coming weeks, first have already been published) on Ilkka, Pohjalainen and local newspaper
- Main LED-screen in the city center, beside railway station – the Seinäjoki screen already has two ads on
- Mall advertising (2spots)
- Seinäjoki Urheilutalo and Seinäjoki Arena has a CC 4x2m AD on the wall
- ADs on Seinäjoki Arenas internal TV screens.
- One Bridge AD/ banderol
- SSBL Facebook campaign for the 65k followers
- Club SPV’s FB campaign for their 15k followers
- ILKKA – the biggest regional media, stories on their digital side
- SPV in co-op SSBL will host a press/media event two days prior the start of the CC

The organisation chart of the LOC
The Seinäjoki Arena layout - draft
The Champions Cup Steering Group has decided to start to prepare the evaluation of the possibilities to develop the Champions Cup and tie the competition together with the other IFF Club Competitions in the future.

The basis is to clarify the pros and cons of moving into a Home and Away based solution and see how these could be tied together with the present EuroFloorball Cup and the Euro Floorball Challenge.

The basic idea is to provide the possibility for all Top Club teams on the national level to participate in the competition, with the possibility for non-european clubs to enter the competition.

In this concept paper the focus is on the possible structure of the competition and how to organise it. The idea is to first find a consensus for this, before we enter into a discussion about financial obligations and deviation of marketing and TV rights. The concept paper will be presented to the participating teams of the IFF Club Competitions the coming autumn and a questionnaire will be sent to the National Associations in order to clarify their views on the situation.

The proposal

The main objective is to find a solution which is interesting enough for the concerned teams to take part in the competition, both from a financial and competitive aspect. The competition is to be run for both genders.

The countries are ranked, in the beginning, based on the WFC ranking and are receiving a pre-defined number of entries in the competition. The competition is limited for the National Champions, the National Cup champions or the winners of the National Regular Series. After 2-3 years of play the ranking is based on the Champions Cup actual ranking.

An example of the way to award the positions as follows:

<table>
<thead>
<tr>
<th>Pot</th>
<th>Teams</th>
<th>Nations</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pot 1</td>
<td>4 teams</td>
<td>CZE, FIN, SWE, SUI</td>
<td>Top 4 countries (1 place per country)</td>
</tr>
<tr>
<td>Pot 2</td>
<td>8 teams</td>
<td>DEN, EST, LAT, NOR, CZE, FIN, SWE, SUI</td>
<td>EFC Top 4 countries (1 place per country) – possibility for additional teams Top 4 countries (2 place per country)</td>
</tr>
<tr>
<td>Pot 3</td>
<td>4 teams</td>
<td>GER, POL, SVK, RUS</td>
<td>All other EFC countries (1 place per country)</td>
</tr>
<tr>
<td>Pot 4</td>
<td>x teams</td>
<td>HUN, ITA, ESP, UKR, GB, HOL, etc.</td>
<td>All EFCh teams and non-European teams (1 place per country)</td>
</tr>
</tbody>
</table>

The registration of teams shall be handled by end of May and the competition shall be played from August to November.

The Competition Structure is built on a competition tree:

<table>
<thead>
<tr>
<th>Level</th>
<th>Pairs / Teams</th>
<th>Pot</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Final</td>
<td>1 pair – 2 teams</td>
<td>Not fixed</td>
<td>Mai</td>
</tr>
<tr>
<td>Round</td>
<td>Number of Pairs</td>
<td>Pot</td>
<td>Description</td>
</tr>
<tr>
<td>----------------</td>
<td>-----------------</td>
<td>-----</td>
<td>------------------------------------</td>
</tr>
<tr>
<td>Semi-final</td>
<td>2 pair – 4 teams</td>
<td>Not fixed</td>
<td>Entry for Top 4 National Champions</td>
</tr>
<tr>
<td>Quarter final</td>
<td>4 pair - 8 teams</td>
<td>Pot 1</td>
<td>Entry for Top 4 2nd teams + Top 4 EFC fixed</td>
</tr>
<tr>
<td>Sixteen final</td>
<td>8 pair – 16 teams</td>
<td>Pot 2</td>
<td>All other EFC and EFCh teams + non-European</td>
</tr>
<tr>
<td>Qualification</td>
<td>8 pairs needed</td>
<td>Pot 3 &amp; 4</td>
<td>Entry for Top 4 National Champions</td>
</tr>
</tbody>
</table>

If there is not enough teams for the next level the sports are filled in order of the ranking.

The qualification round and the Sixteen final can be played as tournaments, flexible Home&Away in one city or normal Home&Away. The lower ranked teams from the competition can ask to be the organiser of the next round, to save costs. From the quarter finals it is real home – away, but can be played in one city, if agreed by both teams.

The task force will after the interviews with the participants of the IFF Club Competition then make an revision of the proposal for the system of Champions Cup Home&Away.
IFF Rules of the Game – calendar for changes

1. The normal process for changing the rules of the games

New rulebook is changed in a 4 years rotation. The following milestones is within this period:

**October 2019:** Request shall be sent to all member Associations and all persons in the IFF bodies urging them to send in proposals, with a priority list and in a special template.

**February 2020:** Deadline for sending in proposals.

**March 2020:** Rules group meeting. Preparing a list of rules for testing and asking for test associations. Asking for feedback from member Associations, IFF RC, RACC and Athletes Commission on the changes in the book (deadline for feedback September 2020).

**15 April 2020:** Dead-line to apply as test Association

**April/May 2020:** CB-decision of test Associations

**15 February 2021:** Collection of experiences

**March 2021:** Rules group meeting. Asking for feedback from IFF RC, RACC, IFF Office and Athletes Commission on the final book (deadline for feedback May 2021).

**September 2021:** IFF CB makes final decision and New IFF Rules of the Game is sent to all member Associations.

**December 2021:** RACC organizes a seminar for Interpretations of the Rules of the Game. All member Associations will be invited to participate on their own cost.

**July 1, 2022:** The new edition of the IFF Rules of the Game becomes valid

**January 2024 – start of the next edition:** Request shall be sent to all member Associations and all persons in the IFF bodies urging them to send in proposals, with a priority list.

2. The handling of important exceptions

The IFF shall always have the possibility to make necessary changes of rules/interpretations. Proposals shall come from RACC to IFF CB. Every second year the Rules Group are making a check of the rule book in total for making necessary changes due to handle unforeseen changes of the game.

The IFF shall be the only official organisation who decides about the Rules and Interpretations of the Game. This will preserve the consistency and continuity in the world of Floorball.

The IFF RACC must have the competencies and act as an international information center for Rules and Interpretations.

Testing new rules is possible if IFF CB gives an Association or an organiser of a tournament permission to do so.

There can be exceptions from the rules within certain limits (rule in 2018 edition).
Report RACC 17.09.2017

1) RACC
   a) Exceptions approved
   IFF competition office have handled and approved the exemptions for the length of and
   the number of players during Extra Time from Czech Republic and Denmark. The
   respective associations are to hand in a written report before the end of May 2018 to
   report the outcome. See appendix to the CB-minutes.

2) Rules Group
   a. IFF Rules of the Game – calendar for changes
   Regarding the calendar for changing the rules the RACC discussed how to involve
   member Associations, IFF RC, RACC, IFF Office and Athletes Commission on the changes
   in the book and also give IFF the possibility to handle unforeseen changes of the game.
   RACC proposes to do changes in the calendar. See appendix to the CB-minutes

3) Rules and regulations
   a. Undershirts, undershorts, tights and compression
   CB decided in the last meeting to make the rule regarding undershirts, undershorts,
   tights and compression wear also to include black after discussions with ATC. RACC think
   that the upcoming text in the rule book should be updated in the different regulations
   that contains text regarding this

REGULATIONS
Visible parts of undershirts, undershorts, tights and compression wear shall be of the same
colour as the main colour of the match uniform shirt or the shorts. For leg wear black is also
allowed.

GAME RULES
Unless otherwise defined by National Association uniform regulations, visible parts of
undershirts, undershorts, tights and compression wear shall be of the same colour as the main
colour of the match uniform shirt or shorts. For leg wear black is also allowed.

RACC proposes that regulations is changed to the above
4) Jury nominations 2017-2018

a. Jury nominations

RACC/Jury-members have all got an introduction letter regarding the work and also an explanation that they need to see the full 4-year term if they don’t get any nominations the first year due to the fact that we have more jury people than ever and more limited possible spots for new jury to be in a tournament.

Other things that matters when nominations are done is:
- To go to places with only one jury you need to be more experienced
- In which part of the world you live and possibility to speak English
- If your own country is organising IFF event
- Limited number of spots for educating new jury members ((introduction is important to make good jury work possible)

Our other tournaments has solutions were the office is handling the jury work.

<table>
<thead>
<tr>
<th>Jury 2017-2018</th>
<th>Name(s)</th>
<th>Country</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Górecki</td>
<td>Poland</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lahola</td>
<td>Finland</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Germany</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mitchell</td>
<td>Finland</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Singapore</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mitchell</td>
<td>Slovakia</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Korea</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Belgium</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Germany</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Finland</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>France</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Germany</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Hungary</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Japan</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>China</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Denmark</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Netherlands</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Poland</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Slovakia</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Sweden</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Ukraine</td>
<td>Jury Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kratz</td>
<td>Ghana</td>
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Independent Testing Authority (ITA)

Dear Presidents,

Dear Secretaries General,

On behalf of the IOC President, I am pleased to provide you with the following update and information on the Independent Testing Authority (ITA) and on the evolution of its creation since the various discussions during your institutional meetings during the last SportAccord Convention in Aarhus, Denmark.

In 2015 and 2016, the Olympic Summit, which brings together the leading representatives of the Olympic Movement, called for the creation of a new anti-doping testing unit. This new ITA would be created to eliminate either perceived or real conflicts of interests for International Federations (IFs) and Major Event Organisers (MEOs), such as the International Olympic Committee (IOC), in fulfilling their obligations under the World Anti-Doping Code (the Code). At the same time, the ITA would be specifically designed to strengthen the worldwide fight against doping, and the anti-doping system itself.

The creation of the ITA was first studied by the World Anti-Doping Agency (WADA), which commissioned PricewaterhouseCoopers (PwC) to conduct a feasibility study. WADA also established a working group, which included the IOC and IF representatives, and which reviewed the PwC feasibility study. In addition, WADA also set up the ITA steering group, composed of representatives from the public authorities and the Olympic Movement. The conclusion of this ITA steering group was that, as the global regulator in the field of anti-doping, and for reasons related to conflicts of interests, WADA could not lead the creation of such an organisation itself. However, the steering group supported the concept of the ITA and made a recommendation accordingly to WADA’s Executive Committee and Foundation Board, which approved its creation at their May 2017 meetings.

For this reason, since May this year, the IOC has taken the lead in creating the ITA, which will assist IFs and MEOs to achieve compliance by providing "not-for-profit" doping controls and other related services. In this regard, the IOC further commissioned PwC to refine the feasibility study by developing a business model, a summary of which you will find enclosed. The IOC is also working in close cooperation with ASOIF, AIOWF, GAISF and WADA in the creation and development of the ITA. GAISF is playing a key role in the creation of this new organisation by providing its Doping Free Sport Unit (DFSU) as the
nucleus of the ITA, and the DFSU’s activities related to doping controls will be transferred to the new organisation.

Corporate structure and establishment

The ITA is being established as a Swiss foundation with the purpose of contributing to the protection of clean athletes as well as the integrity of sport, as well as contributing to the fight against doping in sport worldwide. For those joining the ITA, this will not only mark a clear commitment to fight doping and to protect sport and athletes, but it will also be a contribution to improving the efficiency and effectiveness of anti-doping testing as well as enhancing the use of intelligence across sports and countries. The ITA will also be a means to consolidate IFs’ efforts and resources by further unifying the world of sport in the fight against doping and by leveraging our collective power. To that end, the ITA will provide independent, comprehensive, “at cost” doping control and other related services, including doping controls as defined in the Code, and which are detailed in the enclosed ITA Business Model summary. It must be noted, however, that for the time being, the ITA will not become a signatory to the WADA Code. Accordingly, IFs and MEOs using the services provided by the ITA will remain Code Signatories and therefore responsible for their respective compliance with the World Anti-Doping Code.

The ITA Business Model has been built on the “pay-per-use” principle to avoid an increase in costs for IFs compared to the current operations and context. The Portfolio of the ITA’s Services is also included in the document, and use of the ITA will facilitate economies of scale. In addition, in July, while approving the Business Model, the IOC Executive Board also agreed to cover the start-up costs, so that these would not be borne by the IFs and MEOs joining the ITA. Earlier this month, the IOC Executive Board also reviewed and approved the ITA’s statutes, which the IOC will submit to the Swiss Foundations Supervisory Authority for review before carrying out the formal incorporation of the ITA. This will be done in the course of September.

Appointment of ITA staff

As mentioned above, the ITA is being created from the nucleus of the GAISF DFSU, which currently provides doping control and other related services to many IFs and MEOs. The IOC is also in the process of selecting an executive recruitment agency, on behalf of the ITA and in accordance with its statutes, to identify candidates for the position of ITA Director General. The candidates identified will be submitted for a decision by the ITA Foundation Board once this has been officially established.

The IOC is currently drafting the job description for the Director General position, which will be submitted to AISOIF, AIOWF, GAISF and WADA for their review. The first task of the Director General will be to implement the business model.

Governance

To guarantee the independence as well as the effectiveness of the organisation, and for good governance purposes, the ITA steering group, set up by WADA and which had its last meeting in this year, supported the proposal that the ITA Foundation Board be composed of five voting members (one independent Chair, one IOC representative, one IF representative, one athlete representative and one independent member) and as well as one ex-officio, non-voting member, representing WADA.

To ensure good governance best practices, the ITA steering group also agreed that the five voting members would be proposed by the sports movement and submitted, following a review process defined in the ITA Statutes, to the WADA Executive Committee for final approval.
Respecting the above, the five potential first members have been identified and discussed amongst the Olympic Movement leadership, and will now be reviewed by a Nominations Panel before being submitted to the WADA Executive Committee. The names will be made public once all the members have been agreed upon.

Timeline and establishment

The IOC, with the strong cooperation of the Olympic Movement and WADA, is working so that the ITA can be formally incorporated before the Olympic Winter Games PyeongChang 2018. In the meantime, the IOC is also working with the DFSU to ensure that there is an independent overview of the anti-doping programme at the Games in PyeongChang. Once the ITA is created, and after the Games in PyeongChang, the ITA will be able to start working with those IFs which have already expressed their willingness to delegate their anti-doping programmes. For those IFs which are currently clients of the DFSU, a smooth transition plan is being established with the objective of these IFs becoming official ITA clients by 1 January 2019. For 2018, and as soon as the DFSU activities are integrated within the ITA, the current DFSU contract will be subcontracted by GAISF to the ITA. GAISF DFSU clients will be directly contacted in this regard.

With the ITA, we are committed to creating an efficient anti-doping service provider dedicated to sports organisations but operating independently from sports. Greater efficiency will also be achieved by the sharing of experience centralised through the ITA. In this regard, we strongly encourage those amongst you who are interested in joining the ITA to contact us through my office (hannah.grossenbacher@olympic.org) or for any questions you may have. An update on the ITA will also be given at the IOC Session in Lima, and Dr Richard Budgett, IOC Medical and Scientific Director, together with Mr Kit McConnell, IOC Sports Director, will be available there to discuss and answer any of your questions. Joining the ITA is a confirmation of our mutual commitment to fight doping in sport and to offer a level playing field to our athletes.

I look forward to strengthening our partnership in the protection of clean sport and clean athletes and remain,

Yours sincerely,

[Signature]

Christophe De Kepper
Director General

Encl. Summary of the ITA Business Model

cc: IOC President, ASOIF President, AIOWF President, ANOC President, GAISF President, IOC AC Chair, WADA President
Proposal to the IFF Central Board  
Helsinki, Finland 19.07.2017

Organisation of Marketing Sales in the IFF

The IFF has had severe problems of finding sponsors outside the traditional floorball manufacturer field. IFF had a co-operation with Infront Nordic for 2006-2010, but with really small results, as there was only a 20,000 EUR deal with AJ and some barter deal with Isostar.

IFF has tried through the Combined Sales concept to build a package which is bigger and has a larger basis for fans, but even getting a Sales Agency to take it in their portfolio has proven to be very difficult. Discussions are still ongoing with some Agencies, but it looks like the Combined Sales concept, is not strong enough to get things moving for us. Also the response from the companies approached directly by the IFF Brand Manager, has not lead to any concrete results.

In the discussions within the IFF Core Country Marketing Network Group, it has become quite clear that most of main sales results have been achieved through in-house sales of the National Associations. Therefore we propose that the sales of marketing rights shall be organised by a half-time IFF Marketing manager, who’s task is to be responsible for direct sales to companies and the coordination of sales through some designated sales companies in countries like Finland, Sweden and Switzerland.

IFF will continue on the path already chosen with the Floorball manufacturers and develop the possibility to include more sponsors here. The sales of IFF marketing rights shall be built upon the following sales packages which includes the full set of the IFF Events and the possibility to be part of only some elements:
- WFC Title sponsor (Include the WFC’s and WFCQ’s and Champions Cup)
- WFC Main sponsor (include the WFC’s and WFCQ’s and Champions Cup)
- U19 WFC’s
- Champions Cup
- Combine Sales and IFF Development

The main focus of the IFF Marketing manager is to primary organise the sales and also sell to secure incremental marketing revenue for IFF.

The proposal is built taking into account the proposed changes also for the CC Brand manager, which would make the other part of the IFF Marketing managers role. Also here the main focus is to sell sponsors for the Champions Cup, which has been the requirement from the Champions Cup stakeholders, in order to continue the support of the CC Brand Manager.

The target for this process would be to secure sponsorship sales, in addition to the Floorball Manufacturers for 2018 – 2019, as follows:
- In 2018 sell one of the IFF Main Sponsor positions of a value of 50-70 k and two smaller for the Champions Cup (15-20 k)
- In 2019 sell IFF Title Sponsor of a value of 120+k and a few for the Champions Cup (30-40 k)

The IFF Marketing function, looks forward to the comments of the IFF Central Board, we remain

With kindest regards,

Jörg Beer and John Liljelund
PROPOSAL FOR CHAMPIONS CUP BRAND MANAGER 2018-2019

Dear friends,

As I have informed in the email concerning the proposal the Agreement and the Regulation for the Champions Cup, that I will approach you with a proposal for the solution of the CC Brand Manager. This email contains a proposal of the role, set-up and process of including the Brand manager also in the new agreement, as it is vital for the IFF.

As I have received the clear feedback that the stakeholders of the Champions Cup are at least partly, not pleased with the results achieved of the IFF Brand manager, based on the decisions made some years ago. The main issue has been the lack of any sales in relation to the Champions Cup. I must agree that also the IFF had higher hopes when it comes to the sales results.

As the Brand manager is 1/2-position, of which the sales should have been the main task. I think we all can agree to that the selling of the CC is not an easy task and as an clear obstacle in the process has been the slow start of the Combine Sales project, which you all are aware of. I would still think the other parts of the Brand management and steering has worked, even if there could have been much more pushing from the Brand manager.

The feedback which the stakeholders have given, clearly shows that we need a substantial change in the profile of the CC Brand manager position. For IFF it is crucial to get more market income, so a change of focus more towards sales also for the CC is the obvious move. IFF however really needs the financial support from the stakeholders to be able to run the whole sales process. We are now with the lead of Mr. Jörg Beer looking over the sales process and packages during the summer. The idea is to move more into direct sales from the IFF, where also the Champions Cup would be included.

The proposal for the new CC Brand manager position looks like this:
- Countries to invest CHF 5000 per year for two years, with a possibility to prolong it after 2019 for additional two years 2020-2021.
- The Brand manager is to be the project leader and driver of the CC, who must be much more visible towards the National Associations and the concerned clubs. Ready to support and push clubs and associations.
- The Role of the Brand manager is to lead the development and coordinate the work of the CCSG, but with the main focus on the sales for the CC. It would be ideal that the same person would at the same time be the IFF marketing and sales person.
- The broad job description would be
  - Sales marketing 60%, Project leader 20 % and visibility 20%
  - Monthly contact to the CCSG, IFF CB and stakeholders sec.gens if not in the CCSG
  - Produce web and SoMe content for the associations and clubs on a continuous basis.
  - Produce a detailed yearly plan for the next years event, which is reported every three months to the CCSG
  - Lead the task force for the home-away game development

- The target for sales must be set by the CCSG, but could be, if a part of the IFF packages.
  - Year 2018 (for CC 2019): Sales of 15-20 k for CC, Floorball manuf + One separate, split 50/50 organiser-IFF
  - Year 2019 (for CC 2020): Sales of 30-40 k, for CC, Floorball manuf + Two separate

The CCSG then needs to agree on this job description, but having a general agreement now would be very good. I would like based on this proposal ask you if you would be able to agree to the continued support of the CC Brand manager. I would like to have this solved latest in advance of the the IFF CB meeting in July (28.7.), as it will also affect the IFF’s position in respect to the Champions Cup in general.

I look forward to a swift response and comments, I remain

with kindest regards,

John
During The World Games Floorball Competition (27-30.7) there were 4501 TWG floorball related social media posts and 146 articles. The Social Reach was 20.4 million, Potential Media Reach was 19.37 million and AVE was 179.14k.

Floorball’s visibility in comparison to other sports (20-30.7)

TWG had 47000 public posts and 6900 out of the 47000 were floorball related posts. Out of all TWG sports, floorball had the most TWG related posts and were almost 15% out of the whole amount of TWG posts. Gymnastics were second with 1800 posts and karate were third with a bit over 1000 posts. The sport specific posts made up 55% of all TWG posts. This means that 45% of TWG posts were about TWG in general and no specific sports were mentioned. See the figure below.
The social reach of all TWG posts was 750 million. Gymnastics had the biggest social reach with 34.6 million. Floorball came second with approximately 27.8 million and squash was third with 17.5 million. The sport specific posts had a rather small percentage of the whole social reach. Gymnastics was 4.6%, floorball 3.7% and squash 2.3% out of the whole reach. The sport specific posts had a social reach of 251 million and were 33% of the whole TWG social reach. See the figure below.

The reason why floorball percentage was rather big in the amount of public posts compared to the social reach is that the people who have posted floorball related TWG posts don’t have as much followers as the ones who have posted about TWG in general. For example, one of the general TWG posts with the most reach was posted by ABS-CBN News Facebook page which has 14 million likes.
IFF Social Media Channels

During TWG Floorball Competition (26-31.7.2017) the IFF had approximately 40k Facebook fans, 13k Twitter followers and 51k Instagram followers. Facebook’s 56 posts reached almost 400k users and gained over 1,1 million impressions and 10k engagement. Twitter’s 115 posts gained over 260k impressions and almost 18k engagement. Instagram’s 41 posts gained almost 70k engagement. IFF Flickr gained almost 98k views.

During the Men’s WFC in Riga, Latvia (2-12.12.2016) the IFF had approximately 38k Facebook fans, 12k Twitter followers and 42k Instagram followers. Facebook’s 129 posts reached almost 610k users and gained over 1,7 million impressions and 9k engagement. Twitter’s 119 posts gained almost 240k impressions and almost 13k engagement. Instagram’s 99 posts gained approximately 170k engagement.

Comparison WFC & TWG

The comparison between TWG and WFC was made by counting the average impressions/reach/engagement by post.

On Facebook, WFC gained 13 833 impressions and TWG gained 20 682 impressions per post. WFC reach was 4711 and TWG reach was 7119 per post. WFC engagement was 71 and TWG engagement 191 per post. See the figure below.

![Graph showing comparisons of impressions, reach, and engagement between WFC and TWG on Facebook.]

From the stats can be seen that TWG succeeded better on Facebook than the WFC.
On Twitter, WFC gained 2000 impressions and TWG gained 2264 impressions per post. WFC engagement was 107 and TWG engagement 155 per post. See the figure on the right. From the stats it can be seen, that TWG succeeded better than the WFC.

On Instagram, WFC gained 1710 engagement and TWG gained 1694 engagement. See the figure on the left. Instagram is the only channel out of the three, where TWG didn’t perform as well as WFC. As reach and impressions can’t be measured reliably from Instagram, we need to base our knowledge to engagement.

In conclusion, TWG performed better than WFC on all channels except Instagram and even there the difference is rather minor. It should however be remembered that in these statistics we are only measuring the main IFF social media channels and the WFC specific social media channels are left out.

There are a few different reasons why only the IFF social media channels were chosen to this report instead of the WFC specific channels. It is fair to have the same amount of social media channels. If the WFC specific channels’ stats would be added to the IFF social media channels’ it would have been 6 social media channels against 3. Also, if we would’ve chosen only the WFC specific social media channels we should’ve had to take into consideration the bigger gap in the amount of followers.

If the WFC stats would have been counted by using the WFC specific social media channels:

On Facebook WFC gained 22554 impressions per post, reached 8730 people per post and engagement was 129 per post.

On Twitter WFC gained 1843 impressions per post and 115 engagement per tweet.

On Instagram the engagement was 378 per post.

In conclusion, WFC would’ve performed slightly better on Facebook than TWG in all areas except engagement. On Twitter, TWG still succeeded better and on Instagram the difference would’ve been massive.
TWG and AOFC

The IFF together with the AOFC held a social media activation campaign in connection to TWG. The main purpose was to activate the AOFC countries. The competition was run 20.7-7.8.

All in all, there were 8,790 public posts, 3,859 Mobile App sessions and over 212,000 minutes watched on Youtube by AOFC countries. The social reach of the public posts was 3.46 million. It was noted, that not all AOFC related posts were counted by the Meltwater App. This glitch didn’t however change the outcome as it is quite clear. But this should be taken into consideration more carefully and competition run in cooperation with Meltwater in order to avoid these kind of mistakes in the future.

When counting the points of the member association, the quality of the posts was also taken into consideration. The competition was won by Philippines, Japan came second and Iran came third.

Glossary and counting methods:

By SproutSocial

Impressions: The number of times your content is displayed.
Reach: The number of people who see your content.
Engagement: The number of interactions (likes, comments, shares) your content is getting.

By Meltwater

Social Reach: The data is not normalized across the different social sources but specific to each. Read below to understand how Reach is calculated per provider:
Facebook: Number of likes the Facebook Page has or number of members a Facebook Group has
Twitter: Number of followers the author of the post has
Youtube: Number of Views the video has
Instagram: Number of followers the author of the post has

Potential Reach: Reach estimates the potential viewership of any particular article based on the number of visitors (monthly unique visitors) to the specific source.

AVE (Advertising Value Equivalency): The reach numbers are the unique visitors of each source based on monthly activity.
The AVE number uses a formula based on this number to derive a value. See the formula below:
X (the reach/unique visitor figure) * .025 (standard error, assuming that 2.5% of any given audience will view a particular article on average) * .37 (37 cents is the dollar value for each visitor).
MINUTES

for the establishing of the Floorball Federation of Nigeria

Statutory meeting on Monday July 10th, 2017 at Ibis Hotel Conference Halls, Lekki-Lagos, Nigeria

Participants at the meeting who will be initial members of the Floorball Federation of Nigeria

*Individuals:*

Edith Chinonye Mmaduka, Lagos, Nigeria
Nweze Obinna, Lagos, Nigeria
Tiffany Marionne Sika, Lagos, Nigeria
Paul Okpo, Abuja, Nigeria (via conference meeting)
Kari Heikki Petteri Bergius, Helsinki, Finland (via conference meeting)
Udoka Christian Njoku, Lagos, Nigeria
Uhiara Nelson, Lagos, Nigeria
Oluoma Henry, Kassel, Germany (via conference meeting)
Duke Benjamin, Ruesselsheim, Germany (via conference meeting)

§ 1 Approval of the electoral register

The participants unanimously approved the electoral register as shown above.

§ 2 Approval of the announcement of the statutory meeting

Minutes for the establishing of Floorball Federation of Nigeria as an Association
The participants unanimously approved that the meeting has been announced properly.

§ 3 Confirming the agenda

The participants unanimously approved the agenda.

§ 4 Chairperson and secretary for the statutory meeting

Edith Mmaduka was unanimously elected chairperson and Henry Oluoma was unanimously elected secretary.

§ 5 Report concerning the bylaws of the proposed association

The participants unanimously approved the report concerning the work with the Bylaws of the association.

6 The proposal - approval of the bylaws and the establishment of Floorball Federation of Nigeria.

The participants unanimously approved the Bylaws (see Appendix) and the establishment of Floorball Federation of Nigeria.

It was notified that it is a mandate for the Board to keep the record for the Floorball Federation of Nigeria and secure the original of this Protocol and the Bylaws.

§ 7 Election of the Board of Trustees

Until the annual meeting of 2018 the participants unanimously elected:

Edith Mmaduka as the President of Floorball Federation of Nigeria,

Nweze Obinna as the Vice-President of Floorball Federation of Nigeria,

Henry Oluoma as the Secretary General of Floorball Federation of Nigeria

Tiffany Marione as the Treasurer of Floorball Federation of Nigeria

altogether forming the Executives of Floorball Federation of Nigeria

§ 8 Annual fee
The participants unanimously decided that the annual fee for members will be looked upon after complete establishment of the association

§ 9 Any other business

No other issues or business was registered.

§ 10 The closing of the statutory meeting

The Chairperson closed the meeting. The annual general meeting of 2018 will take place before end of July 2018.

Henry Oluoma

(The Secretary of the meeting)
Dear Sir/Madam,

As a constituted organ to conduct and promote Floorball in Nigeria, Floorball Federation of Nigeria would like to apply for membership in the International Floorball Federation. Floorball Federation of Nigeria is a non-governmental, non-profit, non-discriminatory organisation constituted through and yet to get the recognition from the Nigeria Olympic Committee (NOC).

Floorball Federation of Nigeria aims to spread and promote Floorball across the federation of Nigeria. We will be providing to affiliated members, the material and structural support to achieve this goal.

We have established a network of contacts around the federation to actively promote the game by transferring knowledge via holding workshop and inviting existing players, coaches, and administrators to our upcoming Floorball Clinic in November 2017 to create a stable local structure in all our potential affiliated regions on which flourishing Floorball Federation can be built.

We have attached a copy of our constitution and a list of our officers with their addresses, phone numbers and email addresses.

Thank you for considering the Floorball Federation of Nigeria as a member of IFF. We look forward to hearing from you regarding our request.

Sincerely,

President

Edith Chinanye Mmaduka

General Secretary

Henry Oluoma
Memorandum of Association and Rules and Regulations

Floorball Federation of Nigeria

In accordance with Company and Allied Matters Act [CAMA §673]
**Address:** # 125 Badore Road, Remlek Busstop, Badore – Ajah
Lagos

**Phone:** +234 8037 1243 07, +234 8090 9353 56, +234 8171 357 247, +49 178 508 1023

**Email:** contact@floorball.ng

**Website:** www.floorball.ng

**Registration of the Association:** The Association will be registered as association with incorporated Trustees under the Company and Allied Matters Act (CAMA) in Nigeria by CAC. Upon registration, the trustee or trustees become a body corporate and have perpetual succession as well as the power to sue and be sued on behalf of the association [CAMA §673]

**Amended on:** Memorandum of Association and Rules & Regulations of Association amended in the General body meeting dated 26th July 2017
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ASSOCIATIONS INCORPORATION ACT 2012 (CAMA)

CONSTITUTION

of

FLOORBALL FEDERATION OF NIGERIA (FFN)

1. NAME OF ASSOCIATION

The name of the Association will be Floorball Federation of Nigeria (undergoing Incorporation) as "Association" and abbreviated as FFN.

2. DEFINITIONS AND INTERPRETATION

2.1 Definitions

In this Constitution unless a contrary intention appears:

“Act” means the Associations Incorporation, Company Allied Matters Act 2012 (CAMA).

“Affiliate Member” means an individual who is an umpire, referee, coach or other official who is associated with the Association but who is not an Individual Member.

“Annual General Meeting” means the annual general meeting of the Association held in accordance with clause 22.

“Association” means Floorball Federation of Nigeria (to be incorporated).

“Board” means the body consisting of the Board of Trustees.

“Club” means a Floorball club which is a Member, or is otherwise affiliated with the Association.

“Constitution” means this Constitution of the Association.

“Delegate” means the person(s) appointed from time to time to act for and on behalf of a Club and to represent the Club at General Meetings.

“Director” means a member of the Board and includes any person acting in that capacity from time to time appointed in accordance with this Constitution but does not include the Executive Director.

“Executive Director” means the Executive Director of the Association for the time being appointed under this Constitution. The Association secretary will assume the functions of the Executive Director under this Constitution.
“Financial year” means the year ending on the next 31st December following incorporation and thereafter a period of 12 months commencing on 1 January and ending on 31st December each year.

“General Meeting” means the annual or any special general meeting of the Association.

“If” means the International Federation for Floorball being International Floorball Federation

“Individual Member” means a registered, financial member of a Club or a natural person who is otherwise recognised by the Association as an Individual Member.

“Intellectual Property” means all rights subsisting in copyright, business names, names, trademarks (or signs), logos, designs, equipment including computer software, images (including photographs, videos or films) or service marks relating to the Association or any activity of or conducted, promoted or administered by the Association of the Federation.

“Life Member” means an individual appointed as a Life Member of the Association under clause 5.2.

“Member” means a member for the time being of the Association under clause 5.

“NSO” means the National Sporting Organisation being Nigeria Olympic committee

“Objects” means the objects of the Association in clause 3.

“Public Officer” means the person appointed to be the public officer of the Association in accordance with the Act.

“Region” means the geographical area for which the Association is responsible and as recognised by the NSO.

“Register” means a register of Members kept and maintained in accordance with clause 7.

“Regulations” means any Regulations made by the Board under clause 38.

“Seal” means the common seal of the Association.

“Special General Meeting” means a special general meeting of the Association held in accordance with clause 23.

“Special Resolution” means a special resolution defined in the Act.
2.2 Interpretation

In this Constitution:

(a) a reference to a function includes a reference to a power, authority and duty;

(b) a reference to the exercise of a function includes, where the function is a power, authority or duty, a reference to the exercise of the power or authority of the performance of the duty;

(c) words importing the singular include the plural and vice versa;

(d) words importing any gender include the other genders;

(e) references to persons include corporations and bodies politic;

(f) references to a person include the legal personal representatives, successors and permitted assigns of that person;

(g) a reference to a statute, ordinance, code or other law includes regulations and other statutory instruments under it and consolidations, amendments, re-enactments or replacements of any of them (whether of the same or any legislative authority having jurisdiction); and

(h) a reference to "writing" shall unless the contrary intention appears, be construed as including references to printing, lithography, photography and other modes of representing or reproducing words in a visible form, including messages sent by electronic mail.

2.3 Severance

If any provision of this Constitution or any phrase contained in it is invalid or unenforceable, the phrase or provision is to be read down if possible, so as to be valid and enforceable, and otherwise shall be severed to the extent of the invalidity or unenforceability, without affecting the remaining provisions of this Constitution.

2.4 The Act

Except where the contrary intention appears, in this Constitution, an expression that deals with a matter under the Act has the same meaning as that provision of the Act. Model rules under the Act are expressly displaced by this Constitution.
3. **OBJECTS OF THE ASSOCIATION**

The Objects of the Association are to:

(a) participate as a member of NSO so Floorball can be conducted, encouraged, promoted, advanced and administered in the federation of Nigeria;

(b) conduct, encourage, promote, advance and administer Floorball throughout the Nation;

(c) ensure the maintenance and enhancement of the Association, the NSO, the Members and Floorball, along with its standards, quality and reputation for the benefit of the Members and Floorball;

(d) at all times promote mutual trust and confidence between the Association, the NSO and the Members in pursuit of these Objects;

(e) at all times act on behalf of, and in the interest of, the Members and Floorball in the Federation of Nigeria;

(f) promote the economic and community service success, strength and stability of the Association, the Members and Floorball Nationwide;

(g) affiliate and otherwise liaise with the NOC and adopt its rule and policy framework to further these Objects and Floorball;

(h) use and protect the Intellectual Property;

(i) apply the property and capacity of the Association towards the fulfilment and achievement of these Objects;

(j) strive for government, commercial and public recognition of the Association as the controlling body for Floorball in Nigeria;

(k) abide by, promulgate, enforce and secure uniformity in the application of the rules of Floorball as may be determined from time to time by NSO or IF and as may be necessary for the management and control of Floorball and related activities in the Nation;

(l) advance the operations and activities of the Association throughout the Region;

(m) further develop Floorball into an organised institution and with these Objects in view, to foster, regulate, organise and manage examinations, competitions, displays and other activities and to issue badges, medallions and certificates and award trophies to successful Members;

(n) review and/or determine any matters relating to Floorball which may arise, or be referred to it, by any Member;

(o) recognise any penalty imposed by any Member;
(p) act as arbiter (as required) on all matters pertaining to the conduct of Floorball in Nigeria, including disciplinary matters;

(q) pursue such commercial arrangements, including sponsorship and marketing opportunities as are appropriate to further the interests of Floorball in the Country;

(r) adopt and implement such policies as may be developed by NSO including (as relevant and applicable) member protection, anti-doping, health and safety, junior sport, infectious diseases and such other matters as may arise as issues to be addressed in Floorball;

(s) represent the interests of its Members and of Floorball generally in any appropriate forum in Nigeria;

(t) have regard to the public interest in its operations;

(u) do all that is reasonably necessary to enable these Objects to be achieved and enable Members to receive the benefits which these Objects are intended to achieve;

(v) promote the health and safety of Members and all other participants in Floorball in Nigeria;

(w) seek and obtain improved facilities for the enjoyment of Floorball in Nigeria; and

(x) undertake and or do all such things or activities which are necessary, incidental or conducive to the advancement of these Objects.

4. **POWERS OF THE ASSOCIATION**

Solely for furthering the Objects, the Association has, in addition to the rights, powers and privileges conferred on it under section §673 of the Act, the legal capacity and powers of an association as set out under the Company Allied Matters Act 2012

5. **MEMBERS**

The Clubs are the voting Members whilst Life Members, Individual Members and Directors are also Members and are bound by the Constitution but with no voting rights at General Meetings of the Association

Also, the Board can create new categories of Members such as corporate members but any new category cannot be granted voting rights unless approved by the General Meeting.

To grant voting rights is effectively a change in the Constitution and thus must be submitted to a General Meeting
5.1 Categories of Members

The Members of the Association shall consist of:

(a) Clubs, which subject to this Constitution, shall be represented by a Delegate, and who shall have the right to receive notice of General Meetings and to be present, debate and vote on behalf of the Club at General Meetings;

(b) Life Members, who subject to this Constitution, shall have the right to receive notice of General Meetings and to be present and to debate at General Meetings, but shall have no voting rights;

(c) Individual Members, Affiliate Members and the Directors who shall have the right to be present at General meetings but shall have no rights, to debate or to vote at General Meetings;

(d) the Directors, who shall have the right to be present and to debate at General Meetings, but have no right to vote; and

(e) such new or other categories of Members as may be established by the Board. Any new category of Member established by the Board cannot be granted voting rights without the approval of the Association in General Meeting.

5.2 Life Members

(a) The Board may recommend to the Annual General Meeting that any natural person who has rendered distinguished service to the Association or Floorball, where such service is deemed to have assisted the advancement of Floorball in Nigeria, be appointed as a Life Member.

(b) A resolution of the Annual General Meeting to confer life membership (subject to clause 5.2(c)) on the recommendation of the Board must be a Special Resolution.

(c) A person must accept or reject the Association’s resolution to confer life membership in writing. Upon written acceptance, the person’s details shall be entered upon the Register, and from the time of entry on the Register the person shall be a Life Member.

6. AFFILIATION

6.1 Clubs

(a) To be, or remain, eligible for membership, a Region or Club must be incorporated or in the process of incorporation. This process must be complete within one year of applying for membership under this Constitution.

(b) For such time as the Club is not incorporated, the secretary of any such unincorporated Club shall be deemed to be the Member (on behalf of the
unincorporated entity). The secretary shall be entitled to exercise the same voting and other rights and have the same obligations and shall follow such procedures on behalf of the unincorporated Club as incorporated Members, to the extent that this is possible.

(c) Any dispute or uncertainty as to the application of this Constitution to an unincorporated Club shall be resolved by the Board in its sole discretion.

(d) Failure to incorporate within the period stated in clause 6.1(a) shall result in the expulsion of the secretary (acting on behalf of the unincorporated entity) from membership. The expelled unincorporated entity shall not be entitled to re-apply for membership until it becomes incorporated.

6.2 Application for Affiliation

An application for affiliation must be:

(a) in writing on the form prescribed from time to time by the Board, from the applicant or its nominated representative and lodged with the Association;

(b) accompanied by a copy of the applicant’s constitution (which must be acceptable to the Association and must substantially conform to this Constitution) and the applicant’s register of members; and

(c) accompanied by the appropriate fee.

6.3 Discretion to Accept or Reject Application

(a) The Association may accept or reject an application whether the applicant has complied with the requirements in clauses 6.1 and 6.2 or not. The Association shall not be required or compelled to provide any reason for such acceptance or rejection.

(b) Where the Association accepts an application, the applicant shall, become a Member. Membership shall be deemed to commence upon acceptance of the application by the Association. The Executive Director shall amend the Register accordingly as soon as practicable.

(c) Where the Association rejects an application the Association shall refund any fees forwarded with the application and the application shall be deemed rejected.

6.4 Re-affiliation

(a) Clubs must re-affiliate annually with the Association in accordance with the procedures set down by the Association in Regulations from time to time.

(b) Upon re-affiliation a Club must lodge with the Association an updated copy of its constitution (including all amendments) and must provide details of any change in its Delegate and any other information reasonably required by the
Association. Each Club must ensure that its constitution is amended to
conform to any amendments made to this Constitution and/or to the MSO’s
constitution.

6.5 Deemed Membership

(a) All members which or who are, prior to the approval of this Constitution under
the Act, members of the Association, shall be deemed Members from the
time of approval of this Constitution under the Act.

(b) Clubs shall provide the Association with such details as are reasonably
required by the Association under this Constitution within one (1) month of
the approval of this Constitution under the Act.

(c) Any members of the Association prior to approval of this Constitution under
the Act, who are not deemed Members under clause 6.5(a) shall be entitled
to carry on such functions analogous to their previous functions as are
provided for under this Constitution.

7. REGISTER OF MEMBERS

7.1 Association to keep Register

The Association shall keep and maintain a Register in which shall be entered (as a
minimum):

(a) the full name, address, category of membership and date of entry to
membership of each Club; and

(b) the full name, residential address and date of entry to membership of each
Director and Life Member; and

(c) where applicable, the date of termination of membership of any Club.

Clubs, Directors and Life Members shall provide notice of any change and required
details to the Association within one month of such change.

7.2 Inspection of Register

Having regard to the Act, confidentiality considerations and privacy laws, an extract of
the Register, excluding the address or other direct contact details of any Life Member
or Director, shall be available for inspection (but not copying) by Members who make a
reasonable request.

7.3 Use of Register

Subject to the Act, confidentiality considerations and privacy laws, the Register may
be used to further the Objects, in such manner as the Board considers appropriate.
8. **EFFECT OF MEMBERSHIP**

Members acknowledge and agree that:

(a) this Constitution constitutes a contract between each of them and the Association and that they are bound by this Constitution and the Regulations and the IF’s and NSO’s constitution and regulations;

(b) they shall comply with and observe this Constitution and the Regulations and any determination, resolution or policy which may be made or passed by the Board or other entity with delegated authority;

(c) by submitting to this Constitution and Regulations they are subject to the jurisdiction of the Association and NSO;

(d) the Constitution and Regulations are necessary and reasonable for promoting the Objects and particularly the advancement and protection of Floorball in Nigeria; and

(e) they are entitled to all benefits, advantages, privileges and services of Association membership.

9. **DISCONTINUANCE OF MEMBERSHIP**

9.1 **Notice of Resignation**

(a) A Member having paid all arrears of fees payable to the Association may resign or withdraw from membership of the Association by giving one months’ notice in writing to the Association of such resignation or withdrawal.

(b) A Club may not resign, disaffiliate or otherwise seek to withdraw from the Association without approval by Special Resolution of the Club. A copy of the relevant minutes of the Club meeting showing that the Special Resolution has been passed by the Club must be provided to the Association.

(c) If a Club ceases to be a Member under this Constitution, the Association membership of all Individual Members affiliated or registered with or through the Club shall not automatically cease at that time, but shall be dealt with in accordance with the Regulations.

(d) Upon the Association receiving notice of resignation of membership given under clauses 9.1(a) and (b), an entry in the Register shall be made recording the date on which the Member who or which gave notice ceased to be a Member.

9.2 **Discontinuance for breach**

(a) Membership of the Association may be discontinued by the Board upon breach of any clause of this Constitution or the Regulations, including but not limited to the failure to pay any monies owed to the Association, failure to comply
with the Regulations or any resolutions or determinations made or passed by the Board or any duly authorised committee.

(b) Membership shall not be discontinued by the Board under clause 9.2(a) without the Board first giving the accused Member the opportunity to explain the breach and/or remedy the breach.

(c) Where a Member fails, in the Board's view to adequately explain the breach, that Member's membership shall be discontinued under clause 9.2(a) by the Association giving written notice of the discontinuance to the Member. The Register shall be amended to reflect any discontinuance of membership under this clause 9.3 as soon as practicable.

9.3 Discontinuance for failure to re-affiliate

Membership of the Association may be discontinued by the Board if a Club has not re-affiliated with the Association within one month of re-affiliation falling due. The Register shall be amended to reflect any discontinuance of membership under this clause 9.3 as soon as practicable.

9.4 Member to Re-apply

A Member whose membership has been discontinued under clauses 9.2 or 9.3:

(a) must seek renewal or re-apply for membership in accordance with this Constitution; and

(b) may be re-admitted at the discretion of the Board.

9.5 Forfeiture of Rights

A Member who or which ceases to be a Member, for whatever reason, shall forfeit all rights in and claims upon the Association and its property and shall not use any property of the Association including Intellectual Property. Any Association documents, records or other property in the possession, custody or control of that Member shall be returned to the Association immediately. Where a Club ceases to be a Member it shall also forfeit all representation rights on the Board and at General Meetings.

9.6 Delegate Position Lapses

The position of Delegate shall lapse immediately on cessation of membership of a Club.

9.7 Membership may be Reinstated

Membership which has been discontinued under this clause 9 may be reinstated at the discretion of the Board, with such conditions as it deems appropriate.
9.8 Refund of Membership Fees

Membership fees or subscriptions paid by the discontinued Member may be refunded on a pro-rata basis to the Member upon discontinuance.

10. DISCIPLINE

(a) Where the Board is advised or considers that a Member has allegedly:

(i) breached, failed, refused or neglected to comply with a provision of this Constitution, the Regulations, the NSO’s constitution or regulations or any resolution or determination of the Board or any duly authorised committee; or

(ii) acted in a manner unbecoming of a Member, or prejudicial to the purposes and interests of the Association, NSO and/or Floorball; or

(iii) brought the Association, NSO, any other Member or Floorball into disrepute;

the Board may commence or cause to be commenced, disciplinary proceedings against that Member, and that Member, will be subject to, and submits unreservedly to the jurisdiction, procedures, penalties and the appeal mechanisms of the Association set out in the Regulations.

(b) The Board may appoint a Judiciary Committee to deal with any disciplinary matter referred to it. Such a Judiciary Committee shall operate in accordance with the procedures expressed in the Regulations but subject always to the Act.

11. SUBSCRIPTIONS AND FEES

The annual membership subscription and any fees or other levies payable by Members to the Association, the time for and manner of payment, shall be as determined by the Board.

12. EXISTING DIRECTORS

(a) The members of the administrative or governing body “Managing Committee” of the Association in office immediately prior to approval of this Constitution under the Act shall continue in those positions until the next Annual General Meeting following such adoption of this Constitution. After this General Meeting the positions of Trustees shall be filled, vacated and otherwise dealt with in accordance with this Constitution.

(b) The person known and appointed to the position of Executive Director immediately prior to approval of this Constitution under the Act shall continue in that position following such approval, subject to any contractual arrangements.
13. **POWERS OF THE BOARD**

Subject to the Act and this Constitution, the business of the Association shall be managed, and the powers of the Association shall be exercised, by the Board. In particular, the Board shall act in accordance with the Objects and shall operate for the benefit of the Members and the community throughout the Nation.

14. **COMPOSITION OF THE BOARD**

14.1 **Composition of the Board**

The Board shall comprise:

(a) seven (10) elected Directors (Board of Trustees);

who must all be Individual Members and who shall be elected under clause 15; and

(b) up to two (2) appointed Directors;

who need not be Individual Members and who may be appointed by the Directors in accordance with clause 16.

A Director cannot also be a Delegate.

14.2 **Election and Appointment of Directors**

(a) The elected Directors shall be elected under clause 15.

(b) The appointed Directors may be appointed under clause 16.

14.3 **Portfolios**

The Board may allocate portfolios and/or titles to Directors.

15. **ELECTED DIRECTORS**

15.1 **Nominations**

(c) Nominations for elected Director positions shall be called for forty-eight (48) days prior to the Annual General Meeting. When calling for nominations details of the necessary qualifications and job descriptions for the positions shall also be provided. Qualifications and job descriptions shall be as determined by the Board from time to time.

(d) Nominees for elected Director positions must declare any position they hold in a Club including as an officer (however described including as a Delegate) or as a full time employee.
15.2 Form of Nomination

Nominations must be:

(a) in writing;
(b) on the prescribed form provided for that purpose;
(c) signed by an authorised representative from two (2) Clubs;
(d) certified by the nominee (who must be an Individual Member) expressing his willingness to accept the position for which he is nominated; and
(e) delivered to the Association not less than thirty-five (35) days before the date fixed for the Annual General Meeting.

15.3 Elections

(a) If the number of nominations received for the Board is equal to the number of vacancies to be filled or if there are insufficient nominations received to fill all vacancies on the Board, then those nominated shall be declared elected only if approved by the majority of Members entitled to vote.

(b) If there are insufficient nominations received to fill all vacancies on the Board, or if a person is not approved by the majority of Members under clause 15.3(a), the positions will be deemed casual vacancies under clause 17.1.

(c) If the number of nominations exceeds the number of vacancies to be filled, voting papers shall be prepared containing the names of the candidates in alphabetical order, for each vacancy on the Board.

(d) Voting shall be conducted in such manner and by such method as may be determined by the Board from time to time.

15.4 Term of Appointment for Elected Directors

(a) Directors elected under this clause 15 shall be elected for a term of two (2) years. Subject to provisions in this Constitution relating to earlier retirement or removal of Directors, elected Directors shall remain in office from the conclusion of the Annual General Meeting at which the election occurred until the conclusion of the second Annual General Meeting following.

(b) Four (4) elected Directors shall retire in each odd year and three (3) elected Directors shall retire in each even year until, after two (2) years the seven (7) original elected Directors have retired after which those elected Directors (or their replacements) who first retired, shall retire and so on.
(c) The sequence of retirements under clause 15.4(b) to ensure rotational terms shall be determined by the Board. If the Board cannot agree it will be determined by lot.

(d) Following the adoption of this Constitution, no person who has served as an elected Director for a period of four (4) consecutive full terms shall be eligible for election as an elected Director until the next Annual General Meeting following the date of conclusion of his last term as an elected Director.

16. **APPOIN TED DIRECTORS**

16.1 **Appointment of Directors**

The elected Directors may appoint up to two (2) appointed Directors.

16.2 **Qualifications for Appointed Directors**

The appointed Directors may have specific skills in commerce, finance, marketing, law or business generally or such other skills which complement the Board composition. They do not need to be Individual Members but must be natural persons. Appointed Directors cannot also be a Delegate.

16.3 **Term of Appointment for Appointed Directors**

(a) Appointed Directors may be appointed by the elected Directors under this Constitution for a term of two (2) years, which shall commence from the first Board meeting after the Annual General Meeting until after the conclusion of the second Annual General Meeting following.

(b) Appointed Directors may be appointed to ensure rotational terms that coincide with the elected Directors' rotational terms.

(c) Any adjustment to the term of appointed Directors appointed under this Constitution necessary to ensure rotational terms under this Constitution, shall be determined by the Board.

(d) Following the adoption of this Constitution, no person who has served as an appointed Director for a period of four (4) consecutive full terms shall be eligible for appointment as an appointed Director until the next Annual General Meeting following the date of conclusion of his last term as an appointed Director.
17. **VACANCIES ON THE BOARD**

17.1 **Casual Vacancies**

Any casual vacancy occurring in the position of Director may be filled by the remaining Directors from among appropriately qualified persons. Any casual vacancy may only be filled for the remainder of the Director’s term under this Constitution.

17.2 **Grounds for Termination of Director**

In addition to the circumstances in which the office of a Director becomes vacant by virtue of the Act, the office of a Director becomes vacant if the Director:

(a) dies;

(b) becomes bankrupt or makes any arrangement or composition with his creditors generally;

(c) becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health;

(d) resigns his office in writing to the Association;

(e) is absent without the consent of the Board from meetings of the Board held during a period of six (6) months;

(f) holds any office of employment with the Association;

(g) is directly or indirectly interested in any contract or proposed contract with the Association and fails to declare the nature of his interest;

(h) in the opinion of the Board (but subject always to this Constitution):

(i) has acted in a manner unbecoming or prejudicial to the Objects and interests of the Association; or

(ii) has brought the Association into disrepute;

(i) is removed by Special Resolution; or

(j) would otherwise be prohibited from being a Director of an Association under the *Company Allied Matters Act [CAMA]*

17.3 **Board May Act**

In the event of a casual vacancy or vacancies in the office of a Director or Directors, the remaining Directors may act but, if the number of remaining Directors is not sufficient to constitute a quorum at a meeting of the Board, they may act only for the
18. MEETINGS OF THE BOARD

18.1 Board to Meet

The Board shall meet as often as is deemed necessary in every calendar year for the dispatch of business (and shall be at least as often as is required under the Act) and subject to this Constitution may adjourn and otherwise regulate its meetings as it thinks fit. A Director may at any time convene a meeting of the Board within a reasonable time.

18.2 Decisions of Board

Subject to this Constitution, questions arising at any meeting of the Board shall be decided by a majority of votes and a determination of a majority of Directors shall for all purposes be deemed a determination of the Board. All Directors shall have one (1) vote on any question. Where voting is equal, the chairperson may exercise a casting vote. If the chairperson does not exercise a casting vote, the motion will be lost.

18.3 Resolutions not in Meeting

(a) A resolution in writing, signed or assented to by Email, facsimile, telex or other form of visible or other electronic communication by all the Directors for the time being present in Nigeria shall be as valid and effectual as if it had been passed at a meeting of Directors duly convened and held. Any such resolution may consist of several documents in like form each signed by one (1) or more of the Directors.

(b) Without limiting the power of the Board to regulate its meetings as it thinks fit, a meeting of the Board may be held where one (1) or more of the Directors is not physically present at the meeting, provided that:

(i) all persons participating in the meeting are able to communicate with each other effectively simultaneously and instantaneously whether by means of telephone or other form of communication;

(ii) notice of the meeting is given to all the Directors entitled to notice in accordance with the usual procedures agreed upon or laid down from time to time by the Board or this Constitution and such notice specifies that Directors are not required to be present in person;

(iii) if a failure in communications prevents clause 18.3(b)(i) from being satisfied by that number of Directors which constitutes a quorum, and none of such Directors are present at the place where the meeting is deemed by virtue of the further provisions of this Rule to be held then the meeting shall be suspended until clause 18.3(b)(i) is satisfied again. If such condition is not satisfied within fifteen (15)
minutes from the interruption the meeting shall be deemed to have terminated or adjourned; and

(iv) any meeting held where one (1) or more of the Directors is not physically present shall be deemed to be held at the place specified in the notice of meeting provided a Director is there present and if no Director is there present the meeting shall be deemed to be held at the place where the chairperson of the meeting is located.

18.4 Quorum

At meetings of the Board the number of Directors whose presence is required to constitute a quorum is three (3), consisting of two elected Directors and one nominated Director.

18.5 Notice of Board Meetings

Unless all Directors agree to hold a meeting at shorter notice (which agreement shall be sufficiently evidenced by their apology or presence) not less than fourteen (14) days written notice of the meeting of the Board shall be given to each Director. The agenda shall be forwarded to each Director not less than four (4) days prior to such meeting.

18.6 Chairperson

The Board shall appoint a chairperson from amongst its number. The chairperson shall be the nominal head of the Association and will act as chair of any Board meeting or General Meeting at which he is present. If the chairperson is not present, or is unwilling or unable to preside at a board meeting the remaining Directors shall appoint another Director to preside as chair for that meeting only.

18.7 Directors’ Interests

A Director is disqualified by holding any place of profit or position of employment in the Association or in any company or incorporated association in which the Association is a shareholder or otherwise interested or from contracting with the Association either as vendor, purchaser or otherwise except with express resolution of approval of the Board. Any such contract or any contract or arrangement entered into by or on behalf of the Association in which any Director is in any way interested will be void unless approved by the Board.

18.8 Conflict of Interest

A Director shall declare his interest in any:

(a) contractual matter;

(b) selection matter;

(c) disciplinary matter; or
(d) financial matter;

in which a conflict of interest arises or may arise, and shall, unless otherwise
determined by the Board, absent himself from discussions of such matter and shall not
be entitled to vote in respect of such matter. If the Director votes the vote shall not
be counted. In the event of any uncertainty as to whether it is necessary for a
Director to absent himself from discussions and refrain from voting, the issue should
be immediately determined by vote of the Board, or if this is not possible, the matter
shall be adjourned or deferred.

18.9 Disclosure of Interests

(a) The nature of the interest of such Director must be declared by the Director
at the meeting of the Board at which the relevant matter is first taken into
consideration if the interest then exists or in any other case at the first
meeting of the Board after the acquisition of the interest. If a Director
becomes interested in a matter after it is made or entered into the
declaration of the interest must be made at the first meeting of the Board
held after the Director becomes so interested.

(b) All disclosed interests must also be disclosed to each Annual General Meeting
in accordance with the Act.

18.10 General Disclosure

A general notice that a Director is a member of any specified firm or company and is to
be regarded as interested in all transactions with that firm or company is sufficient
declaration under clause 18.9 as regards such Director and the said transactions.
After such general notice it is not necessary for such Director to give a special notice
relating to any particular transaction with that firm or company.

18.11 Recording Disclosures

Any declaration made, any disclosure or any general notice given by a Director in
accordance with clauses 18.8, 18.9 and/or 18.10 must be recorded in the minutes of
the relevant meeting.

19. EXECUTIVE DIRECTOR

19.1 Appointment of Executive Director

An Executive Director may be appointed by the Board for such term and on such
conditions as the Board thinks fit.

19.2 Executive Director to act as Secretary and Public Officer

The Executive Director shall act as and carry out the duties of secretary and Public
Officer of the Association and shall administer and manage the Association in
accordance with the Act and this Constitution. The Secretary general plays the role of
the Executive Director.
19.3 **Specific Duties**

The Executive Director shall:

(a) as far as practicable attend all Board meetings and all General Meetings:

(b) prepare the agenda for all Board and General Meetings:

(c) record and prepare minutes of the proceedings of all Board meetings and General meetings, and shall use his best endeavours to distribute those minutes to Clubs promptly from the date of the meeting; and

(d) regularly report on the activities of, and issues relating to, the Association.

19.4 **Board Power to Manage**

Subject to the Act, this Constitution, the Regulations and any policy directive of the Board, the Executive Director has power to perform all such things as appear necessary or desirable for the proper management and administration of the Association. No resolution passed by the Association in General Meeting shall invalidate any prior act of the Executive Director or the Board which would have been valid if that resolution had not been passed.

19.5 **Executive Director may employ**

The Executive Director may in consultation with the Board, as appropriate, employ such personnel as are deemed necessary or appropriate from time to time and such appointments shall be for such period and on such conditions as the Executive Director determines.

20. **DELEGATIONS**

Board may delegate functions and tasks to special committees

20.1 **Board may Delegate Functions**

The Board may by instrument in writing create or establish or appoint special committees, individual officers and consultants to carry out such duties and functions, and with such powers, as the Board determines from time to time. In exercising its power under this clause the Board must take into account broad stakeholder involvement

20.2 **Delegation by Instrument**

The Board may in the establishing instrument delegate such functions as are specified in the instrument, other than:

(a) this power of delegation; and
20.3 **Delegated Function Exercised in Accordance With Terms**

A function, the exercise of which has been delegated under this clause, may whilst the delegation remains unrevoked, be exercised from time to time in accordance with the terms of the delegation.

20.4 **Procedure of Delegated Entity**

The procedures for any entity exercising delegated power shall, subject to this Constitution and with any necessary or incidental amendment, be the same as that applicable to meetings of the Board under clause 18 above. The entity exercising delegated powers shall make decisions in accordance with the Objects, and shall promptly provide the Board with details of all material decisions and shall provide any other reports, minutes and information as the Board may require from time to time.

20.5 **Delegation may be Conditional**

A delegation under this clause may be made subject to such conditions or limitations as to the exercise of any function or at the time or circumstances as may be specified in the delegation.

20.6 **Revocation of Delegation**

The Board may by instrument in writing, at any time revoke wholly or in part any delegation made under this clause, and may amend or repeal any decision made by such body or person under this clause.

21. **SEAL**

(a) The Association may have a Seal upon which its corporate name shall appear in legible characters.

(b) The Seal must not be used without the express authorisation of the Board. Every use of the Seal shall be recorded in the Association's minute book. The affixing of the Seal must be witnessed by two (2) Directors, unless the Board determines otherwise.

22. **ANNUAL GENERAL MEETING**

(a) An Annual General Meeting of the Association shall be held in accordance with the Act and this Constitution and on a date and at a venue to be determined by the Board.

(b) All General Meetings other than the Annual General Meeting shall be Special General Meetings and shall be held in accordance with this Constitution.
23. **SPECIAL GENERAL MEETINGS**

23.1 **Special General Meetings May be Held**

The Board may, whenever it thinks fit, convene a Special General Meeting of the Association and, where, but for this clause more than fifteen (15) months would elapse between Annual General Meetings, shall convene a Special General Meeting before the expiration of that period.

23.2 **Requisition of Special General Meetings**

(a) The Executive Director shall on the requisition in writing of not less than five percent (5%) of voting Members convene a Special General Meeting.

(b) The requisition for a Special General Meeting shall state the object(s) of the meeting, shall be signed by the Members making the requisition and be sent to the Association and may consist of several documents in a like form, each signed by one or more of the Members making the requisition.

(c) If the Executive Director does not cause a Special General Meeting to be held within one (1) month after the date on which the requisition is sent to the Association, the Members making the requisition, or any of them, may convene a Special General Meeting to be held not later than three (3) months after that date.

(d) A Special General Meeting convened by Members under this Constitution shall be convened in the same manner, or as nearly as possible as that, in which meetings are convened by the Board.

24. **NOTICE OF GENERAL MEETING**

(a) Notice of every General Meeting shall be given to every Club and Life Member or other Member entitled to receive notice at the address appearing in the Register kept by the Association. The auditor, Executive Director and Directors shall also be entitled to notice of every General Meeting, which shall be sent to their last notified address. No other person shall be entitled as of right to receive notices of General Meetings.

(b) A notice of a General Meeting shall specify the place and day and hour of meeting and shall state the business to be transacted at the meeting.

(c) At least twenty-one (21) days' notice of a General Meeting shall be given to those Members entitled to receive notice, together with:

(i) the agenda for the meeting:

(ii) any notice of motion received from Members entitled to vote; and

(iii) forms of authority in blank for proxy votes.
(d) **Notice of every General Meeting shall be given in the manner authorised in clause 42.**

25. **BUSINESS**

(a) **The business to be transacted at the Annual General Meeting includes the consideration of accounts and the reports of the Board and auditors, the election of Directors under this Constitution and the appointment of the auditors.**

(b) **All business that is transacted at a General Meeting and all business that is transacted at an Annual General Meeting, with the exception of those matters set down in clause 25(a) shall be special business.**

(c) **No business other than that stated on the notice for a General Meeting shall be transacted at that meeting.**

26. **NOTICES OF MOTION**

Members entitled to vote may submit notices of motion for inclusion as special business at a General Meeting. All notices of motion must be submitted in writing to the Executive Director not less than thirty-five (35) days (excluding receiving date and meeting date) prior to the General Meeting.

27. **PROCEEDINGS AT GENERAL MEETINGS**

27.1 **Quorum**

No business shall be transacted at any General Meeting unless a quorum is present at the time when the meeting proceeds to business. A quorum for General Meetings of the Association shall be 40% of Clubs represented by their Delegates.

27.2 **Chairperson to preside**

The chairperson of the Board shall, subject to this Constitution, preside as chair at every General Meeting except:

(a) in relation to any election for which the chairperson is a nominee; or

(b) where a conflict of interest exists.

If the chairperson is not present, or is unwilling or unable to preside the Delegates present shall appoint another Director to preside as chairperson for that meeting only.

27.3 **Adjournment of Meeting**

(a) If within half an hour from the time appointed for the meeting, a quorum is not present the meeting shall be adjourned until the same day in the next week at the same time and place or to such other day and at such other time and place as the chairperson may determine and if at the adjourned meeting a
quorum is not present within half an hour from the time appointed for the meeting, the meeting will lapse.

(b) The chairperson may, with the consent of any meeting at which a quorum is present, and shall, if so directed by the meeting, adjourn the meeting from time to time and from place to place but no business shall be transacted at any adjourned meeting other than the business left unfinished at the meeting from which the adjournment took place.

(c) When a meeting is adjourned for thirty (30) days or more, notice of the adjourned meeting shall be given as in the case of an original meeting.

(d) Except as provided in clause 27.3(c) it shall not be necessary to give any notice of an adjournment or the business to be transacted at any adjourned meeting.

27.4 Voting Procedure

At any meeting a resolution put to the vote of the meeting shall be decided on a show of hands unless a poll is (before or on the declaration of the result of the show of hands) demanded by:

(a) the chairperson; or

(b) a simple majority of Delegates on behalf of their Members.

27.5 Recording of Determinations

Unless a poll is demanded under clause 27.4, a declaration by the chairperson that a resolution has on a show of hands been carried or carried unanimously or by a particular majority or lost and an entry to that effect in the book containing the minutes of the proceedings of the Association shall be conclusive evidence of the fact without proof of the number of the votes recorded in favour of or against the resolution.

27.6 Where Poll Demanded

If a poll is duly demanded under clause 27.4 it shall be taken in such manner and either at once or after an interval or adjournment or otherwise as the chairperson directs and the result of the poll shall be the resolution of the meeting at which the poll was demanded.

28. VOTING AT GENERAL MEETINGS

28.1 Members Entitled to Vote

Each Club shall be entitled to one (1) vote at General Meetings which, subject to this clause shall be exercised by the Club's Delegate. No other Member shall be entitled to vote but shall subject to this Constitution have, and be entitled to exercise, those
rights set out in clause 5.1. The Directors and Executive Director shall have no right to vote at General Meetings.

28.2 Chairperson May Exercise Casting Vote

Where voting at General Meetings is equal the chairperson may exercise a casting vote. If the chairperson does not exercise a casting vote the motion will be lost.

28.3 Postal Voting

No motion shall be determined by a postal ballot unless determined by the Board. If the Board so determines, the postal ballot shall be conducted under the procedures set by the Board from time to time.

29. PROXY VOTING

(a) Proxy voting shall be permitted at all General Meetings provided a proxy form in the form approved by the Board from time to time, has been duly completed and executed and is lodged with the Executive Director at or before the commencement of the meeting. Proxies shall only be exercised by Members entitled to vote. No Member entitled to vote shall exercise more than one (1) proxy vote at any one (1) time.

(b) The instrument appointing a proxy shall be deemed to confer authority to demand or join in demanding a poll. A Delegate shall be entitled to instruct his proxy to vote in favour of or against any proposed resolutions. Unless otherwise instructed the proxy may exercise the proxy vote as he thinks fit.

30. STRATEGIC FORUM OF ASSOCIATION

30.1 Strategic Forums

The Association shall hold a strategic forum at least once per year. The object of the strategic forum is to:

(a) inform the Board of significant membership issues;

(b) assist the Board to design or review the Association’s strategic plan and direction;

(c) discuss Nation-wide issues;

(d) provide feedback to the Board on the results of its governance decisions in practice at Member level.

30.2 Attendees at Strategic Forums

The following persons may attend strategic fora of the Association:

(a) up to two (2) representatives from each Club;
(b) the Directors; and

(c) such other persons the Board considers should be invited.

31. **GRIEVANCE PROCEDURE**

(a) The grievance procedure set out in this rule applies to disputes under these rules between a Member and:

(i) another Member; or

(ii) the Association.

(b) The parties to the dispute must meet and discuss the matter in dispute, and, if possible, resolve the dispute within fourteen (14) days after the dispute comes to the attention of all parties.

(c) If the parties are unable to resolve the dispute at the meeting or if a party fails to attend that meeting, then the parties must, within ten (10) days, refer the dispute for resolution to an independent tribunal established by the NSO in accordance with the procedures determined by the NSO from time to time.

(d) The Board may prescribe additional grievance procedures in Regulations consistent with this Rule 31.

32. **RECORDS AND ACCOUNTS**

32.1 Records

The Association shall establish and maintain proper records and minutes concerning all transactions, business, meetings and dealings of the Association and the Board and shall produce these as appropriate at each Board or General Meeting.

32.2 Records Kept in Accordance with Act

Proper accounting and other records shall be kept in accordance with the Act. The books of account shall be kept in the care and control of the Executive Director.

32.3 Association to Retain Records

The Association shall retain such records for seven (7) years after the completion of the transactions or operations to which they relate.

32.4 Board to Submit Accounts

The Board shall submit to the Members at the Annual General Meeting the statements of account of the Association in accordance with this Constitution and the Act.
32.5 **Accounts Conclusive**

The statements of account when approved or adopted by an Annual General Meeting shall be conclusive except as regards any error discovered in them within three months (3) after such approval or adoption.

32.6 **Accounts to be Sent to Members**

The Executive Director shall cause to be sent to all persons entitled to receive notice of Annual General Meetings in accordance with this Constitution, a copy of the statements of account, the Board’s report, the auditor’s report and every other document required under the Act.

32.7 **Negotiable Instruments**

All cheques, promissory notes, bankers, drafts, bills of exchange and other negotiable instruments, and all receipts for money paid to the Association, shall be signed, drawn, accepted, endorsed or otherwise executed, as the case may be, by any two (2) duly authorised Directors or in such other manner as the Board determines.

33. **AUDITOR**

(a) A properly qualified auditor or auditors shall be appointed by the Association in General Meeting. The auditor’s duties shall be regulated in accordance with the Act, or if no relevant provisions exist under the Act, in accordance with the Corporations Act and generally accepted principles, and/or any applicable code of conduct. The auditor may be removed by the Association in General Meeting.

(b) The accounts of the Association shall be examined and the correctness of the profit and loss accounts and balance sheets ascertained by an auditor or auditors at the conclusion of each Financial Year.

34. **INCOME**

34.1 Income and property of the Association shall be derived from such sources as the Board determines from time to time.

34.2 The income and property of the Association shall be applied solely towards the promotion of the Objects.

34.3 Except as prescribed in this Constitution or the Act:

(a) no portion of the income or property of the Association shall be paid or transferred, directly or indirectly by way of dividend, bonus or otherwise to any Member; and

(b) no remuneration or other benefit in money or money’s worth shall be paid or given by the Association to any Member who holds any office of the Association.
34.4 Nothing in clauses 34.2 or 34.3 shall prevent payment in good faith of or to any Member for:

(a) any services actually rendered to the Association whether as an employee, Director or otherwise;

(b) goods supplied to the Association in the ordinary and usual course of operation;

(c) interest on money borrowed from any Member;

(d) rent for premises demised or let by any Member to the Association;

(e) any out-of-pocket expenses incurred by the Member on behalf of the Association;

provided that any such payment shall not exceed the amount ordinarily payable between ordinary commercial parties dealing at arm's length in a similar transaction.

35. WINDING UP

(a) Subject to this Constitution the Association may be wound up in accordance with the Act.

(b) The liability of the Members of the Association is limited.

(c) Every Member undertakes to contribute to the assets of the Association if it is wound up while a Member, or within one year after ceasing to be a Member, for payment of the debts and liabilities of the Association contracted before the time at which it ceases to be a Member and the costs, charges and expenses of winding up the Association, such an amount not exceeding one thousand naira (₦1000).

36. DISTRIBUTION OF PROPERTY ON WINDING UP

If upon winding up or dissolution of the Association there remains after satisfaction of all its debts and liabilities any assets or property, the same shall not be paid to or distributed amongst the Members but shall be given or transferred to another organisation or organisations having objects similar to the Objects and which prohibits the distribution of its or their income and property among its or their Members to an extent at least as great as is imposed on the Association by this Constitution. Such organisation(s) to be determined by the Members in General Meeting at or before the time of dissolution, and in default thereof by such judge of the Supreme Court of Nigeria or other Court as may have or acquire jurisdiction in the matter.

37. ALTERATION OF CONSTITUTION

This Constitution shall not be altered except by Special Resolution.
38. REGULATIONS

38.1 Board to Formulate Regulations

The Board may formulate, issue, adopt, interpret and amend such Regulations for the proper advancement, management and administration of the Association, the advancement of the purposes of the Association and Floorball in the Region as it thinks necessary or desirable. Such Regulations must be consistent with the Constitution and NSO’s constitutions, any regulations made by the NSO and any policy directives of the Board.

38.2 Regulations Binding

All Regulations are binding on the Association and all Members.

38.3 Regulations Deemed Applicable

All clauses, rules, by-laws and regulations of the Association in force at the date of the approval of this Constitution insofar as such clauses, rules, by-laws and regulations are not inconsistent with, or have been replaced by this Constitution, shall be deemed to be Regulations and shall continue to apply.

38.4 Bulletins Binding on Members

Amendments, alterations, interpretations or other changes to Regulations shall be advised to Members by means of bulletins approved by the Board and prepared and issued by the Executive Director. Clubs shall take reasonable steps to distribute information in the Bulletins to Individual Members. The matters in the Bulletins are binding on all Members.

39. STATUS AND COMPLIANCE OF ASSOCIATION

39.1 Recognition of Association

The Association is a member of NSO and is recognised by NSO as the controlling authority for Floorball in Nigeria and subject to compliance with this Constitution and NSO’s constitution shall continue to be so recognised and shall administer Floorball in Nigeria in accordance with the Objects.

39.2 Compliance of Association

The Members acknowledge and agree the Association shall:

(a) be or remain incorporated in Lagos, Nigeria;
(b) apply its property and capacity solely in pursuit of the Objects and Floorball;
(c) do all that is reasonably necessary to enable the Objects to be achieved;
(d) act in good faith and loyalty to ensure the maintenance and enhancement of Floorball, its standards, quality and reputation for the benefit of the Members and Floorball;

(e) at all times act in the interests of the Members and Floorball;

(f) not resign, disaffiliate or otherwise seek to withdraw from NSO without approval by Special Resolution; and

(g) abide by the NSO’s constitutions and the rules of Floorball

39.3 Operation of Constitution

The Association and the Members acknowledge and agree:

(a) that they are bound by this Constitution and that this Constitution operates to create uniformity in the way in which the Objects and Floorball are to be conducted, promoted, encouraged, advanced and administered throughout Nigeria; and

(b) to ensure the maintenance and enhancement of Floorball, its standards, quality and reputation for the benefit of the Members and Floorball;

(c) not to do or permit to be done any act or thing which might adversely affect or derogate from the standards, quality and reputation of Floorball and its maintenance and enhancement;

(d) to promote the economic and community service success, strength and stability of each other and to act interdependently with each other in pursuit of their respective objects;

(e) to act in the interests of Floorball and the Members;

(f) that should a Member have administrative, operational or financial difficulties the Association may act to assist the Member in whatever manner the Association considers appropriate.

40. ASSOCIATION’S CONSTITUTION

40.1 Constitution of the Association

This Constitution will clearly reflect the objects of the NSO and will conform to the NSO’s constitution, subject always to the Act.

40.2 Operation of NSO constitution

(a) The Association will take all reasonable steps to ensure this Constitution conforms to the NSO constitution subject always to the Act.
(b) The Association shall provide to NSO a copy of this Constitution and all amendments to this document. The Association acknowledges and agrees that the NSO has power to veto any provision in its Constitution.

40.3 Register

The Association shall maintain, in a form acceptable to NSO but otherwise in accordance with the Act, a Register of all Clubs and if appropriate all Individual Members.

41. STATUS AND COMPLIANCE OF CLUBS

41.1 Compliance

Clubs acknowledge and agree that they shall:

(a) be or remain incorporated in Nigeria;

(b) nominate a Delegate annually to attend General Meetings, and shall inform the Association of the details of that person accordingly;

(c) provide the Association with copies of their audited accounts, annual financial reports and other associated documents as soon as practicable, following the Club’s Annual General Meeting;

(d) recognise the Association as the authority for Floorball in Nigeria;

(e) adopt and implement such communications and Intellectual Property policies as may be developed by the Association and/or the NSO from time to time; and

(f) have regard to the Objects in any matter of the Club pertaining to Floorball.

41.2 Club Constitutions

(a) The Clubs’ constituent documents will clearly reflect the Objects and will conform to this Constitution.

(b) Clubs will take all reasonable steps necessary to ensure their constituent documents conform to this Constitution.

(c) Clubs shall provide to the Association a copy of their constituent documents and all amendments to these documents. Clubs acknowledge and agree that the Association has power to veto any provision in a Club constitution which, in the Association’s opinion, is contrary to the Objects.

(d) The constituent documents of each Club shall, at the earliest available opportunity, but within one year of the commencement of this Constitution, recognise the Association as the authority for Floorball in Nigeria.
41.3 Register

Clubs shall maintain, in a form acceptable to the Association, a Register of all Members of the Club. Each Club shall provide a copy of the Register at a time and in a form acceptable to the Association, and shall provide regular updates of the Register to the Association.

42. NOTICE

(a) Notices may be given by the Association to any person entitled under this Constitution to receive any notice by sending the notice by pre-paid post or facsimile transmission or where available, by electronic mail, to the Member’s Registered address or facsimile number or electronic mail address, or in the case of a Delegate, to the last notified address, facsimile number or electronic mail address.

(b) Where a notice is sent by post, service of the notice shall be deemed to be effected by properly addressing, prepaying and posting the notice. Service of the notice is deemed to have been effected three (3) days after posting.

(c) Where a notice is sent by facsimile transmission, service of the notice shall be deemed to be effected upon receipt of a confirmation report confirming the facsimile was sent to/or received at the facsimile number to which it was sent.

(d) Where a notice is sent by electronic mail, service of the notice shall be deemed to be effected the next business day after it was sent.

43. PATRONS AND VICE PATRONS

The Association at its Annual General Meeting may appoint annually on the recommendation of the Board a chief patron and such number of patrons as it considers necessary, subject to approval of that person or persons.

44. INDEMNITY

(a) Every Director and employee of the Association shall be indemnified out of the property and assets of the Association against any liability incurred by them in their capacity as Director or employee in defending any proceedings, whether civil or criminal, in which judgement is given in their favour or in which they are acquitted or in connection with any application in relation to any such proceedings in which relief is granted by the Court.

(b) The Association shall indemnify its Directors and employees against all damages and losses (including legal costs) for which any such Director or employee may be or become liable to any third party in consequence of any act or omission except wilful misconduct:

(ii) in the case of a Director, performed or made whilst acting on behalf of and with the authority, express or implied of the Association; and
(iii) in the case of an employee, performed or made in the course of, and within the scope of their employment by the Association.
# LIST OF BOARD MEMBERS

<table>
<thead>
<tr>
<th>Positions</th>
<th>Name</th>
<th>Address</th>
<th>Tel No</th>
<th>Email</th>
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<tbody>
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