



## MINUTES

### COUNCIL MEETING No. 216

Place	<b>Digital meeting (MS Teams)</b>		
Date	11 November 2022		
Schedule	11 November 2022	Council Meeting (08:00 – 10:00 CET)	
		Council Meeting (10:30 – 12:30 CET)	
Participants	Leho Haldna (LH)	President	
	Tom Hollowell (TH)	Vice President	
	Tatiana Kalenderoglu (TK)	Vice President	
	Vincent Frey (VF)	Member	
	Jürg Hellmüller (JH)	Member	
	Linda Take (LT)	Member	
	Laszlo Zentai (LZ)	Member	
	Hannu Kottonen (HK)	Member	
	Dusan Vystavel (DV)	Member	
	Blair Trewin (BT)	Member	
	Erik Blomgren (EB)	Athlete Representative	
	Tereza Janosikova (TJ)	Athlete Representative	
	Sondre Gullord (SG)	Secretary General	
	Henrik Eliasson (HE)	CEO	
	Kirsty McIntyre (KM)	Sports Administrator	
	Jenny Nilsson (JN)	Event Manager	
Invited	David Rosen (DR)	Rules Commission	Items 7.4, 7.9, 7.10
	Lars Moholdt (LM)	SkiO Commission	Items 4.5, 7.2, 7.3, 7.4
Absent	Astrid Waaler Kaas (AWK)	Senior Vice President	

#### 1. OPENING

LH opened the meeting and welcomed everyone to what looked to be a busy meeting.

#### 2. APPROVAL OF AGENDA

The agenda was approved with the addition of the following items:

- 4.5.7. Letter from UKR: Actions of the Russian Orienteering Federation
- 7.12. World Cup 2024 programme

### **3. APPROVAL OF PREVIOUS MINUTES**

#### **3.1. 215; 9 September 2022, digital meeting**

The minutes were approved as a true record of that meeting.

#### **3.2. Decisions of the Council and ESB since the previous meeting**

##### **Decisions taken by Council**

##### **3 October 2022:**

1. Based on a recommendation from SOC and to follow up on IOF's sustainability commitment, Council agreed to ban all fluoride waxes for the coming ski orienteering season. The implementation should be done with the proven trust-based system from last season (self-declaration) with sporadic spot checks of materials in use by team and individuals.
2. To grow the idea of a common waxing team, Council approved to test a system with a common waxing team at the last World Cup round in 2023 in Norway. It will be mandatory for all competitors to use this common waxing team.

HK did not support point 2 in the decision, with the following reasoning:

It will potentially create fights between teams and team members and ski testing will be more complicated. Additionally in cases where there are quick weather or temperature changes, the common waxing team will be a big bottleneck for athletes and potentially a source of unfairness depending on the time slot allocated by the common waxing service.

##### **3 October 2022:**

Council appointed Norway as the organizer of U23 WSOC 2023 in conjunction with the already planned World Cup Round 2. The distances will be Sprint and Middle Distance.

##### **Decisions taken by the Event Supervisory Board (ESB)**

##### **12 September 2022:**

The ESB unanimously approved a rule deviation request regarding FootO World Cup Round 3, Competition 8. The request was to have a start interval of 2 minutes for at least the last 30 competitors and 90 seconds for all others before the TV-window.

##### **14 September 2022:**

The ESB unanimously approved the below jury for SAOC 2022:

- Ademar Roque Hipler Ruwer (BRA) is competing in M55 category, athlete.
- José Angel Nieto Poblete (ESP) is not competing
- Juan Bustamante (CHI) is competing in M50 category, athlete.
- Reserve: Victor Alfonso Perlaza (COL) is competing in M35 category, athlete.

ESB requested some additional information and had a brief email discussion before the decision was taken.

**14 September 2022:**

The ESB unanimously approved the below jury for JWOC 2022:

- Sebestyen Istvan (ROU)
- Milka Reponen (FIN)
- Szava Sigmond (HUN)
- Reserve: Stefano Raus (ITA)

**22 September 2022:**

The ESB unanimously approved SEAs for the following three future IOF Major Events:

- EYOC 2024 in Poland - Kell Sønnichsen (DEN)
- WMOC 2025 in Spain - Janos Manarin (ITA) and Simone Grassi (ITA)
- WOC 2026 in Italy - Péter Molnár (HUN)

**3 November 2022:**

The ESB unanimously approved the JWOC 2024 dates as June 30 - July 6 with the following programme:

- Jun 30, Sunday: Model events for sprint and forest competitions
- July 1, Monday: Sprint Relay (TV broadcasting considered), Opening ceremony
- July 2, Tuesday: Sprint
- July 3, Wednesday: Long distance
- July 4, Thursday: Rest day
- July 5, Friday: Middle distance
- July 6, Saturday: Relay, Closing ceremony.

The competitions will be held around Plzeň, 100 km SW of Prague. The whole setup regarding Event Centre and terrains were changed, since the LOC in the original location (Jáchymov) resigned. Czechia was the only applicant for this event, when Bulgaria - who applied for both JWOC 2024 and EYOC 2023 with the same venue and terrains - was awarded EYOC 2023.

**3 November 2022:**

The ESB unanimously approved the change of event programme for the 3rd MTBO World Cup round 2023 in Italy.

At the request of the MTBOC, the Italian organisers of the 3rd MTBO World Cup round 2023 have agreed to hold 2 individual competitions + 1 Mixed Relay. The MTBOC asked the organisers to offer a Mixed Relay instead of a third individual competition to have another scoring event for a meaningful Team World Cup.

## 4. IOF MANAGEMENT & CORRESPONDENCE

### 4.1. Presidents Report

LH reported on his activities since the previous meeting. He had attended the World Cup Final in SUI, where he had taken the opportunity to join the FootO Commission open meeting with athletes and coaches.

LH noted great sadness of the passing of Dag Kaas and informed Council that a letter of condolences was sent to Astrid Waaler Kaas on last Saturday. Understandably, Astrid would not join this Council meeting.

#### **4.2. CEO & SG Report**

HE and SG reported on their activities and those of the IOF Office since the previous meeting.

SG highlighted that the member information meeting in October had been a positive event. The new initiative with global development webinars held monthly had also had a positive start on November 8 with many people attending.

HE went on to deliver his report. Focus areas during the period had been sponsorships and event support. A new partner had been confirmed, and existing partnerships renewed. In terms of event support, the work had been ongoing together with 2023 and 2024 organisers regarding arena and TV production.

#### **4.3. IOF Forecast 2022**

HE delivered a report on the current financial status. Staff costs had been reduced and were now in almost line with the budget.

#### **4.4. Update on Global Sports Relationships**

TH presented an overview of the landscape in international sports bodies to give a context to the IOFs interests.

The Global Association of International Sports Organisations (GAISF) Council had called for an Extraordinary General Assembly on November 29, 2022 with a proposal to dissolve and liquidate GAISF in parallel to a proposed restructuring of SportAccord. The following documents were part of the information to Council regarding this:

**4.4.1. Calling notice for the GAISF ExGA: Proposal to dissolve and liquidate GAISF**

**4.4.2. GAISF ExGA: Erratum for the agenda - Item 2**

**4.4.3. IWGA Letter to IF Members regarding GAISF Correspondence**

**4.4.4. Letter from SportAccord Executive Committee to GAISF Council**

TH informed Council about the impact such a change could have on the global sporting community, including the IOF and its stakeholders, and particularly the Association of IOC Recognised Sports Federations (ARISF) of which the IOF is a member.

Council asked LH, TH and SG to consult with other members of ARISF and represent IOF's interests in this process.

#### **4.5. Other correspondence**

Six letters from Member Federations regarding the ban of fluorinated waxes and the test of a common waxing team in SkiO had been received:

- 4.5.1. Letter from EST: Ban of fluorinated waxes and waxing team in SkiO**
- 4.5.2. Letter from BUL: Ban of fluorinated waxes and waxing team in SkiO**
- 4.5.3. Letter from CZE: Ban of fluorinated waxes and waxing team in SkiO**
- 4.5.4. Letter from FIN: Ban of fluorinated waxes and waxing team in SkiO**
- 4.5.5. Letter from LAT: Ban of fluorinated waxes and waxing team in SkiO**
- 4.5.6. Letter from AUT: Ban of fluorinated waxes and waxing team in SkiO**

These were included in the discussion under agenda item 7.3.

Council asked SG to draft a collective response to these letters which had a common sentiment.

#### **4.5.7 Letter from UKR: Termination of membership of RUS and BLR**

A letter from the Member Federation in UKR had been received, which requested to immediately consider a termination of the membership of the already suspended Member Federations in RUS and BLR. The Member Federation in UKR claimed that the Member Federations in RUS and BLR had contravened the following elements in article 3.2.4 of the IOF Statutes; Obligations of Members and Provisional Members:

- Respect and abide by the Olympic Charter
- Respect the UN Sustainable Development Goals for the protection of the environment and sustainable development
- Respect the autonomy of other members
- Not interfere in the internal affairs of other members

The request and topic would be further discussed under agenda item 8.6.

## **5. STRATEGIC INITIATIVE 1: ACTIVELY IMPROVE THE PERFORMANCE AND SUSTAINABILITY OF THE IOF AND MEMBER FEDERATIONS**

### **5.1. Definition “Sustainable Member Federation”**

As decided by the XXXI IOF General Assembly, the Strategic Directions 2022-2026 included a clear focus on the sustainability of both the IOF itself and its Member Federations. It was important therefore, to define what it means to be a sustainable member of the IOF, so as to be able to know what we are working towards and to be able to measure the progress.

Based on input from the Global Development Commission, Environmental and Sustainability Commission and Council in the previous Council meeting, a proposal for criteria had been drafted by SG:

- a) The federation is up to date with payments of membership fees to the IOF
- b) The federation holds national championships
- c) The federation has a publicly accessible calendar of events
- d) The federation is working according to a basic strategy/plan
- e) The federation has publicly accessible statutes and minutes from general assemblies

- f) There are publicly accessible communication channels to the federation
- g) There are at least two active clubs under the federation and more than 100 registered athletes/participants
- h) There are at least two new maps being produced per year under the federation
- i) The federation has stable income and a budget
- j) The federation has adopted a sustainability policy for the organisation and has awareness-raising initiatives related to this for stakeholder groups including athletes
- k) The federation has defined guidelines for sustainable events that include, at least:
  - Reduction, Reuse, Recycling of materials
  - Avoidance of single-use plastics
  - Minimisation of printed paper
  - Reduction of mobility related GHG emissions
  - Catering with local, seasonal, organic food; vegetarian/vegan options
  - Nature-protection directions for organisers and course planners

The proposed definition was approved by Council.

## **6. STRATEGIC INITIATIVE 2: IMPROVE THE IOF BRAND AND ORIENTEERING'S VISIBILITY**

### **6.1. World Orienteering Day 2023 activity plan**

JN presented the activities related to World Orienteering Day 2023.

### **6.2. The World Games and IOF's future in the games**

At its last meeting, Council had tasked the Secretary General with conducting a consultation with the Member Federations regarding The World Games and orienteering's future in the games. SG presented the results of this consultation.

Council took note of the feedback received through the consultation, showing that The World Games is an important event for many Member Federations. Based on this, Council decided to enter into the application process for The World Games 2025 in Chengdu, CHN.

TH wished to note the result of the ranking of the importance of events, which placed The World Games on a third place behind World Orienteering Championships and Regional Orienteering Championships, with Junior World Orienteering Championships on a fourth place and the World Cup in the fifth and last place. This should be kept in mind going forward.

Council agreed to share key information gained through the consultation process with Member Federations together with the decision to enter into the application process for The World Games 2025.

### **6.3. ISF Winter Gymnasiade 2023 in Erzurum**

TK gave an update on the preparations for the ISF Winter Gymnasiade 2023 in Erzurum, Türkiye. The main concern was how to communicate about it and to get a satisfactory number of

participants. SG mentioned that information had been spread in the community via emails to all Member Federations, social media and at the SkiO Open Meeting in September. Each Council member was tasked with pursuing this within their Federation.

## **7. STRATEGIC INITIATIVE 3: DEVELOP THE IOFS GLOBAL COMPETITION PROGRAMME**

### **7.1. Rules for changing of Sports Nationality**

In the Council meeting on September 9, LH, TH and SG were asked to continue the work to develop improved rules for changing of Sports Nationality together with the Rules Commission. The motivation was to develop a better process and regulate more in detail how athletes change sport nationality in the IOF.

David Rosen participated in the working group on behalf of the Rules Commission. The working group had consulted with the Member Federations and the Athletes Commission, and finalised a proposal based on this.

Council approved the following new rules related to changing of Sports Nationality:

6.1. A competitor may represent only one Federation at any time. They must be a citizen of the country of that Federation. They must be able to provide either a passport or other valid documentation proving their citizenship. All competitors must ensure that the Federation they represent is correctly recorded in IOF Eventor.

6.2. Requests for change of Federation representation will be checked by the IOF Office and will come into effect on 15th April or 15th November. A competitor may not change their Federation representation more frequently than once every four years.

The new 6.1. and 6.2. will come into effect from January 1, 2023, for FootO, MTBO and TrailO and April 1, 2023, for SkiO.

### **7.2. Ski Orienteering High Level Event Programme**

LM gave an update on the IOF High Level Event Programme in ski orienteering.

### **7.3. Ski Orienteering “Common Waxing Team”**

On 3 October 2022, Council agreed on the following:

1. Based on a recommendation from SOC and to follow up on IOF’s sustainability commitment, Council agreed to ban all fluoride waxes for the coming ski orienteering season. The implementation should be done with the proven trust-based system from last season (self-declaration) with sporadic spot checks of materials in use by team and individuals.
2. To grow the idea of a common waxing team, Council approved to test a system with a common waxing team at the last World Cup round in 2023 in Norway. It will be mandatory for all competitors to use this common waxing team.

LM reported on the plan for implementation of the test of a common waxing team, and the fact that discussions related to the decisions from October had been ongoing within the ski orienteering community. He described the process they had gone through to reach this point and informed that SkiO Commission thought their suggestion was supported by the majority of the community and formed a middle ground. SG reported on the letters 4.5.1. – 4.5.6. from member federations, and Council took note of these.

After thorough discussions, Council agreed to revise their decision from October 3, 2022:

Council upheld part one of the decision:

“Based on a recommendation from SOC and to follow up on IOF’s sustainability commitment, Council agreed to ban all fluoride waxes for the coming ski orienteering season. The implementation should be done with the proven trust-based system from last season (self-declaration) with sporadic spot checks of materials in use by team and individuals.”

Council replaced part two of the decision:

“To grow the idea of a common waxing team, Council approved to test a system with a common waxing team at the last World Cup round in 2023 in Norway. It will be mandatory for all competitors to use this common waxing team.”

with

“IOF encourage member federations to ban all fluoride waxes, and to test the idea of a common waxing team in competitions at national level in 2023, especially for youths and juniors.”

#### **7.4. Ski Orienteering Competition Rules and Special Rules for World Cup 22-23**

Council approved the proposed changes for the Ski Orienteering Competition Rules.

Council tasked the Event Supervisory Board to amend and finally approve the Special Rules for World Cup 22-23 based on the decision under agenda item 7.3.

Council thanked the Rules Commission and SkiO Commission for their work in developing the rules.

#### **7.5. Possible new TrailO format**

The item was tabled for the next meeting.

#### **7.6. Winning time versus target time**

A decision about the topic had been made at Council Meeting 213, however it had emerged that this that proposal had not been sufficiently communicated and consulted with concerned parties. Council therefore agreed in its previous meeting to look at the issue again with a new, clearer consultation round, and referred this back to the Rules Commission, FootO Commission, MTBO Commission and SkiO Commission for consideration.



Following a cross-discipline meeting, the FootO Commission had revised its position and reverted with the following statement supported by the Rules Commission, MTBO Commission and SkiO Commission:

- As opposed to the decision made in IOF Council Meeting 213, agenda topic 11.8. (Gender equality in FootO winning times) the IOF FootO Commission has reconsidered its stand on the changing of the term winning times to target times after further consultation with the MTBO Commission, SkiO Commission and Rules Commission.
- FootO Commission would also prefer to stay with the term “winning time” and not use the term “target time”. This would then be the same across all the disciplines. The winning time should still be interpreted as the time of the winner and not as the average of the top 3 finishers.
- The background of the proposal is to use the same term across all disciplines and keep it simple to understand for everyone.
- FootO Commission will seek other measures to keep the winning times according to the IOF Competition Rules.

Based on the feedback from the commissions, Council decided to stay with the term “winning time”, across all the disciplines. The winning time should still be interpreted as the time of the winner.

LH was displeased with how the item had been presented in Council Meeting 213, as it had given a false impression of how it had been consulted. Council had taken the decision with the understanding that the proposal had been consulted with a large number of stakeholders, however the issue about target/winning time specifically had only been discussed with a few people. Council agreed to table an agenda item for the IOF Joint Meeting in January focusing on clarifying when a consultation is needed and how it should be done properly.

### **7.7. U23 participation**

Council summarised the analysis of U23 participation in MTBO, FootO and SkiO, received from the three discipline commissions.

BT commented that this was a worthwhile initiative. Retention of athletes after junior career is a challenge in many countries.

Council agreed to conduct further consultation regarding potential implementation in FootO in 2024.

### **7.8. World Ranking System scoring**

In its previous meeting, Council decided to support the proposal for new World Ranking System scoring in principle but wished to see further calculations and analysis of the impact of the suggested percentage rates before making a decision regarding the specifics. The FootO Commission had followed up on this. Based on the further calculations and analysis, Council approved the following:

The current capping system as given by #7.3 of the World Ranking Scheme Rules is replaced from 1/1/2023 (with points to be recalculated from the past) by taking the raw points awarded and enhancing them by the following percentages instead:

- 5% World Championships,
- 2.5% World Cup,
- 1.25% Regional Championships

Council emphasised that with the continued improvements to the World Ranking scoring model as proposed by the discipline commissions, it should be made sure that the World Ranking System be used more extensively as the determining factor for qualifications, starting order etc at IOF events.

### **7.9. Proposal to change the event programme at the EMTBOC**

The MTBO Commission had proposed to add a third individual race to the current EMTBOC programme.

TH expressed concern regarding lack of consultation with member federations, as the proposal was based mainly on a survey towards athletes. DV added that it could make it harder to find organisers for this new programme as it could be more challenging to organise. HE highlighted that the proposal would also increase the event fee for federations organising the EMTBOC, thus adding to the importance of consultation with them.

Council agreed to return the question to the MTBO Commission to perform consultation with Member Federations.

### **7.10. MTBO World Ranking Scheme Rules**

The MTBO Commission had proposed to increase the time window of World Ranking score calculation to 18 months and to increase counting to six scores.

Council agreed on the proposal, whilst also deciding to form a cross-discipline working group to work out a commonality on the topic.

### **7.11. North American Orienteering Championships 2024**

Council appointed Canada as the organisers of the North American Orienteering Championships 2024 with the dates 6-11 August 2024.

Council agreed with the proposal from FootO Commission to include a Knock-Out Sprint. Rules Commission would draft the necessary rules.

### **7.12. World Cup 2024 programme**

Council approved the proposed programme for the 2024 World Cup. It would consist of 10 competitions spread over four events.

## **8. STRATEGIC INITIATIVE 4: UPGRADE GOVERNANCE FURTHER**

### **8.1. Manning of commissions 2023-2024**

SG presented an overview of the process of manning of the commissions. Ambitious goals regarding gender and age remained a challenge.

BT suggested to try and find someone from outside Europe for the Map commission, ideally Asia. IOF was still awaiting a nomination from Sweden for SOC. Representatives from Czechia and Estonia were also desired.

Council approved the currently proposed commission members (Annex 1) with the option to add members to fill some gaps.

### **8.2. Remits for commissions and working groups 2023-2024**

SG explained the process for developing the remits for the commissions and working groups. A new structure consisted of a global document containing remits for all commissions structured in three parts: working methods, strategic development tasks, and permanent tasks and other development tasks.

Council approved the remits for IOF commissions for 2023-2024 and asked each commission to define tasks and key results 2024 for the areas in Strategic Directions 2022-2026 they have been assigned a responsibility for and present this for approval at the IOF Joint Meeting on 14 January 2023.

Council approved the Fair Play Working Group remit and the Disciplinary Panel Integration Working Group remit.

SG thanked TH for his support in the process with manning of commissions and remits. AWK's significant contributions to this work were also noted.

### **8.3. IOF Joint Meeting 2023 Agenda**

Council discussed the planning of the IOF Joint Meeting 2023 which would take place in Prague on January 14.

Mr. Filip Šuman, Vice President of the Czech Olympic Committee had been invited to give a short guest lecture.

The presentation of defined tasks and key results 2024 from each commission, requested from Council under 8.2., would be a key item for the agenda.

Council also agreed to include principles for good consultation processes as an item on the agenda, and asked the Secretary General to finalise the agenda for the IOF Joint Meeting 2023 together with the Presidents Working Group.

#### **8.4. Improved process for IOF Athlete License and fee level for 2023**

SG presented a proposed new digitalised process for the IOF Athlete Licence, with the ambition to reduce manual work for athletes, reduce manual work for IOF Office and avoid use of paper, mailing and physical archiving. With the new process, the athlete licence application form will be done digitally through each athlete's profile in IOF Eventor. Payment will be done in the same way as today.

The income from athlete licenses is allocated for IOF's Anti-Doping Fund, where it is mainly used on anti-doping testing. The new and improved process for IOF Athlete License will eliminate the costs athletes currently experience related to mailing their application forms to Karlstad, Sweden.

Council took note of the proposal and agreed to implement it from the 2023 season.

To reflect the current inflation, and to cover the development costs for the new and improved process for IOF Athlete License, Council decided to increase the fee level to 40 EUR per license for the 2023 season.

Council asked the Secretary General to communicate the new process and increased fee level with the reasons behind it to athletes and the members in conjunction with its announcement.

#### **8.5. Review of IOF Transgender Policy**

Council requested the IOF Transgender Policy Working Group to continue its work and come back to Council with recommendations in Council meeting 217 in January 2023.

#### **8.6. Actions of the Russian Orienteering Federation in Ukraine**

Council reviewed the decision made by the Executive Committee of RUFSO on October 6, 2022 and published on its homepage. The minutes of the RUFSO Executive Committee meeting include decisions about establishing regional orienteering federations in the regions of Ukraine which were illegally annexed into the Russian Federation, as well as instructions for organising activities in the regions. The minutes also refer to supporting the proposal initiated by the Russian Federation Ministry of Sports and to coordinating activities with the Ministry of Defense and the Ministry of Education.

Council condemned the decision of the Russian Orienteering Federation (RUFSO) to establish regional bodies under RUFSO on Ukrainian territory. The decisions are a clear violation of article 3.2.4 in the statutes of IOF; Obligations of Members and Provisional Members.

Council emphasised that if these decisions remain and are implemented, RUFSO has taken further steps away from having its membership rights restored.

Council asked the Secretary General to send a letter to RUFSO expressing the condemnation and to publish a statement regarding this on the IOF webpage as a method of informing IOF stakeholders.

Note: TK was not present for this item.

### **8.7. Russian participation in World Ranking Event in Italy**

It had emerged that two Russian athletes had competed at the World Ranking Event in Italy on 24 September 24 2022. With reference to the decision in Council Meeting 212 in April 2022 to remove the World Ranking Event status from an event in Sweden, Council decided to remove the World Ranking Event status from the event in Italy on 24 September 2022.

However, Council noted that this was not the optimal way to deal with this as it unfairly impacted other athletes and they would look into how to handle similar issues in the future.

## **9. FUTURE COUNCIL MEETINGS, DATES AND VENUES**

### **9.1. IOF Representatives at Major Events & Meetings 2023**

Council divided representation responsibilities for the 2023 season.

## **10. CLOSURE OF THE MEETING**

LH thanked everyone for their contributions and closed the meeting.

Signatures:

Leho Haldna  
President

Sondre Gullord  
Secretary General

# Annex 1: Manning of IOF commissions 2023-2024

## Environmental and Sustainability Commission

Role	Name	Member Federation
Chairperson	Stefano Bisoffi	Italy
Commission Member	Eje Andersson	Sweden
Commission Member	Luís Quinta-Nova	Portugal
Commission Member	Emma Monkman	United Kingdom

## FootO Commission

Role	Name	Member Federation
Chairperson	Helge Lang Pedersen	Denmark
Commission Member	David May	United Kingdom
Commission Member	Unni Strand Karlsen	Norway
Commission Member	Janos Manarin	Italy
Commission Member	Jan Fiala	Czechia
Commission Member	Bruno Nazario	Portugal
Commission Member	Ulu Aeschlimann	Switzerland
Commission Member	Jaakko Lajunen	Finland
Commission Member	Brett Weihart	Australia
Commission Member	Per Forsberg	Sweden

## Global Development Commission

Role	Name	Member Federation
Co-Chairperson	Walther Rahbek	Denmark
Co-Chairperson	Susi Rutz-Rothacher	Switzerland
Commission Member	Jaroslav Kacmarcik	Czechia
Commission Member	Patrick Kunz	Switzerland
Commission Member	Zoran Milovanovic	Serbia
Commission Member	Jörgen Mårtensson	Norway
Commission Member	Ondřej Pipek	Czechia
Commission Member	Alena Picková	Czechia
Commission Member	Abdelrahman Ismail	Egypt
Associate Member	Lok-Hin Ma	
Associate Member	Ronaldo Almeida	
Associate Member	(Ivy) Xiaojuan Liu	
Associate Member	Julia Juhasz	

## IT Commission

Role	Name	Member Federation
Chairperson	Henning Spjelkavik	Norway
Commission Member	Finn Arildsen	Denmark
Commission Member	Mickael Blanchard	France
Commission Member	Björn Heinemann	Germany
Commission Member	Dmytro Miller	Italy
Commission Member	Edoardo Tona	Italy
Commission Member	Magnus Bengtsson	New Zealand
Commission Member	Zeynep Abali	Turkiye

## Map Commission

Role	Name	Member Federation
Chairperson	Jean-Philippe Stefanini	France
Commission Member	Christer Carlsson	Sweden
Commission Member	Ludek Krticka	Czechia
Commission Member	Robert Ditz	Austria
Commission Member	Agnar Renolen	Norway
Commission Member	Dusan Petrovic	Slovenia

## MTBO Commission

Role	Name	Member Federation
Chairperson	Ursula Häusermann	Switzerland
Commission Member	Steven Hale	Sweden
Commission Member	Jiri Putik	Czechia
Commission Member	Keith Dawson	Great Britain
Commission Member	Mika Häkkinen	Finland
Commission Member	Igor Blachut	Poland
Commission Member	Giaime Origgi	Italy
Commission Member	Michael Lindholm	Denmark
Commission Member	Tiago Fernandes	Portugal

## Rules Commission

Role	Name	Member Federation
Chairperson	David Rosen	United Kingdom
Commission Member	Barry McCrae	Australia
Commission Member	Felice Büchi	Switzerland
Commission Member	Yoram Shechori	Israel
Commission Member	Zhang Guangshou	China

## SkiO Commission

Role	Name	Member Federation
Acting Chairperson	Lars Moholdt	Norway
Commission Member	Thierry Jeanneret	Switzerland
Commission Member	Anni Toiviainen	Finland
Commission Member	Bernd Kohlschmidt	Germany
Commission Member	Adrian Wickert	Austria
Commission Member	GU Xingdong	China

## TrailO Commission

Role	Name	Member Federation
Acting Chairperson	Ari Tertsunen	Finland
Commission Member	Anne Straube	Germany
Commission Member	Martin Fredholm	Sweden
Commission Member	Russ Meyer	USA
Commission Member	Jana Kostova	Czechia
Commission Member	Alessio Tenani	Italy
Commission Member	Joao Pedro (JP) Valente	Portugal
Commission Member	Dusan Furusz	Slovakia

