



ITU 25th Congress
October 23rd
AUCKLAND, NEW ZEALAND





INTERNATIONAL TRIATHLON UNION

ITU 25TH CONGRESS
23 October, 2012
Auckland, New Zealand

AGENDA

1. Roll-call of NFs
2. Admission of new member NFs
3. Appointment of three (3) scrutineers
4. Appointment of three (3) tellers
5. Minutes of the last Congress
6. Report of the Audit Committee
7. Adoption of the Vice President's Financial Report, the Annual Budget and the audited Financial Statements
8. President's Report
9. Secretary General's Report
10. Report on World Championships Series and World Cups
11. Resolutions from the Executive Board
12. Reports from Committees and Commissions
13. Resolutions from member NFs
14. Elections
15. Appeals
16. Election of Honorary Member(s)
17. Old Business
18. New Business



2012 ITU CONGRESS AND WTS GRAND FINAL
 Auckland, New Zealand, 18-23 October, 2012
 Subject to change.

DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Wednesday 17 October	14:00		Aquathlon wave 1 AG M16 –M35	Queens Wharf	
	14:15		Aquathlon wave 2 AG M40 – M75		
	14:30		Aquathlon wave 3 AG F16 –F75		
	15:00		Aquathlon wave 4 Elite/Junior/U23 Men		
	15:05		Aquathlon wave 5 Elite/Junior/U23 Women		
	16:00		Aquathlon Medal Ceremonies	The Cloud, Queens Wharf	
DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Thursday 18 October	10:00	12:00	Technical Committee Meeting	Heritage Auckland	TBC
	10:30	12:00	Credential Committee Meeting		Robert Laidlaw Room 2
	13:00	17:00	ITU Congress Registration		ITU Office/Calder MacKay Room 3
	16:00	17:00	Elite coaches' meeting		Robert Laidlaw Room 1-2
	17:00	18:00	Elite athletes' briefing + Registration		Robert Laidlaw Room 1-2
	17:30	19:30	Parade of Nations and Opening Ceremony	The Cloud, Queens Wharf	
	19:30	22:00	ITU Family Welcome Reception at Opening Ceremony		VIP area: 1st floor
	19:30	22:00	Pasta Party		
DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Friday 19 October	8:30	16:00	ITU Paratriathlon Workshop	Heritage Auckland	Tass Williamson
	8:30	10:00	Age-Group Commission Meeting		Robert Laidlaw Room 1
	8:30	10:00	Coaches' Commission Meeting		Robert Laidlaw Room 2
	8:30	10:00	Constitution Committee Meeting		Heritage Boardroom
	8:30	13:00	ITU Congress Registration	Heritage Auckland	ITU Office/Calder MacKay Room 3

DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Friday 19 October Cont'd	9:00	11:30	ITU Women's Breakfast & Seminar	The Cloud, Queens Wharf	VIP/ Mezzanine
	10:00	12:00	Multisport Committee Meeting	Heritage Auckland	Robert Laidlaw Room 1
	10:00	12:00	Medical Committee Meeting		Robert Laidlaw Room 2
	13:00	14:00	ITU Observers' Seminar Registration		ITU Office/Calder MacKay Room 3
	13:00	15:00	ITU International Press Conference	The Cloud, Queens Wharf	VIP/ Mezzanine
	13:30	17:30	ITU Executive Board Meeting	Heritage Auckland	Heritage Boardroom
	14:00	16:00	ITU Observers' Seminar		Calder MacKay Room 2
	14:00	15:00	AG Managers' Meeting		Robert Laidlaw Room 1-2
	16:00	17:00	Juniors' Briefing + Registration		Robert Laidlaw Room 1-2
	17:00	18:00	U23 Athletes' Briefing + Registration		Robert Laidlaw Room 1-2
	17:30	19:30	Paratriathlon NF Meeting		TBC
	18:00	19:30	VVIP Welcome Function	Town Hall	
DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Saturday 20 October	9:15		U23 Women - ITU World Championships	Queens Wharf	
	12:16		Elite Women - World Triathlon Grand Final		
	14:00	15:00	ITU Observers' Tour		
	14:35		Elite Women Medal Ceremony	Queens Wharf / Finish Area	
	15:15		U23 Men - ITU World Championships		
	17:30		U23 Women Medal Ceremony		
	17:45		U23 Men Medal Ceremony		
DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Sunday 21 October	6:55	10:45	3:5:3 Teams Triathlon	Queens Wharf	
	8:00	10:30	ITU Executive Board Meeting	Heritage Auckland	Heritage Boardroom
	11:00		Junior Women - ITU World Championships	Queens Wharf	
	13:06		Elite Men - World Triathlon Grand Final		
	15:15		Elite Men Medal Ceremony		
Sunday	16:00		Junior Men - ITU World Championships	Queens Wharf	

DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
21 October	17:15		Junior Women Medal Ceremony	Queens Wharf	
	17:30		Junior Men Medal Ceremony		
	17:45	20:00	ITU Executive Board Meeting	Heritage Auckland	Heritage Boardroom
	18:30	19:30	ITU Paratriathlon Briefing + Registration	The Cloud	
DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Monday 22 October	6:55		Sprint Distance - ITU Age-Group World Champs	Queens Wharf	
	8:30		Olympic Distance - ITU Age-Group World Champs		
	8:30	10:00	Paratriathlon Committee Meeting	Heritage Auckland	Tass Williamson
	9:00	10:30	Athletes' Committee Meeting		Calder MacKay Room 2
	9:00	10:30	Women's Committee Meeting		Heritage Boardroom
	11:30	14:00	ITU NF WORKSHOP		TBC
	13:00	14:00	Congress Rehearsal	Viaduct Event Centre	
	13:00	15:00	Congress Set-Up		
	15:15		ITU Paratriathlon World Championships	Queens Wharf	
	17:15	18:15	Paratriathlon Medal Ceremonies	Queens Wharf or The Cloud	
	18:30	20:30	Awards Ceremony Age-Group	The Cloud, Queens Wharf	
	20:30	0:00	Closing Party		
DATE	START TIME	FINISH TIME	EVENT	VENUE	MEETING ROOM
Tuesday 23 October	8:00	10:00	Continental Confederation Meetings / ATU	Heritage Auckland	Calder MacKay Room 2
	8:00	10:00	Continental Confederation Meetings / PATCO	Viaduct Event Centre	Rangitoto 1
	8:00	10:00	Continental Confederation Meetings / ASTC		Rangitoto 2
	8:00	10:00	Continental Confederation Meetings / ETU		Rangitoto 3
	8:00	10:00	Continental Confederation Meetings / OTU	Heritage Auckland	Heritage Boardroom
	10:30	17:00	ITU Congress	Viaduct Event Centre	
	17:30	20:00	ITU Congress Reception		
Wednesday 24 October	8:30	11:00	Newly elected Executive Board Meeting	Heritage Auckland	Heritage Boardroom

Summary of Committees and Commissions meeting	Date / Time
ITU Congress Registration	Thursday: 13:00-17:00, Friday: 8:30-13:00
Committee/Commission Meetings: Women's Committee	Monday 9:00-10:30
Committee/Commission Meetings: Coaches' Commission	Friday 8:30-10:00
Committee/Commission Meetings: Athletes' Committee	Monday 9:00-10:30
Committee/Commission Meetings: Constitution Committee	Friday 8:30-10:00
Committee/Commission Meetings: Credential Committee	Thursday 10:30-12:00
Committee/Commission Meetings: Multisport Committee	Friday 10:00-12:00
Committee/Commission Meetings: Age-Group Commission	Friday 8:30-10:00
Committee/Commission Meetings: Medical Committee	Friday 10:00-12:00
Committee/Commission Meetings: Technical Committee	Thursday 10:00-12:00
Committee/Commission Meetings: Paratriathlon Committee	Monday 8:30-10:00
ITU NFs Workshop	Monday 11:30-14:00



INTERNATIONAL TRIATHLON UNION

2011 ITU CONGRESS

Beijing, China - 8 September 2011

1. Call to Order & Welcome Address: Marisol Casado (IOC), President of ITU, called the 24th Congress to order at 10:00 am. She extended a warm welcome to the National Federation and Continental Confederation delegates, as well as ITU Committee and Commission members, staff and guests.

Marisol Casado asked for a minute of silence for Mart Haruoja of the Estonian Triathlon Association who passed away on 10 January 2011.

- 1.1. **Sheila O’Kelly, Chair of the Credentials Committee confirmed the following members of ITU in attendance:**

NATIONAL FEDERATIONS (57):

Argentina Eugenio Balbi	Chinese Taipei Yu-Feng Liu Andrew Tai	Honduras Leslie Poujol Brown	Korea Kim, In-Gyu
Australia Peter Hedge Anne Gripper	Cook Islands Bernadette Raffae	Hong Kong Kent Wong Philip Peñaloza Ruth Hunt	Liechtenstein Michael Schädler
Austria Herwig Grabner	Croatia Zeljko Bijuk	Hungary Péter Czencz	Luxembourg Eugène Kraus
Belgium Philippe Preat	Denmark Kim Rohde Vilhelmsen Morten Fenger	India Kirshnamurthy Rajendiran	F.Y.R.O. Macedonia Stojan Popovski
Bermuda Patty Petty	Egypt Gen. Ahmed Nasser Mohamed	Iran, I.R. B.G. M. Ali Sabour Dr. Shahram Ahanjan	Malaysia Datuk Balwant Singh Kler
Brazil Roberto Menescal Marco Caporta	Estonia Tiina Pallas	Ireland Mark Riseley Matt McKerrow	Mauritius Allain St Louis Daniel McKay
Bulgaria Emil Stoynev Irena Chukanova	France Denis Jaeger Bernard Saint-Jean	Israel Michael Ziv	Mexico Gerardo G. Zetina Eligio Cervantes
Canada Stephen Holmes Luc Landriault Lori Ebbesen	Germany Reinhold Häusslein Wolfgang Thiel	Italy Renato Bertrandi Aldo Lucarini	Mongolia Sandui Tsendsuren Tsagaanbaatar Byambaa Jargalsaikhan Davaasambuu
Chile Fernando Suarez Wladimir Gajardo	Great Britain Zara Hyde Peters Howard Vine Chris Kitchen Heather Williams	Japan Mitsuhiro Yamamoto Noriko Yamakura Tomoko Wada Kiriyo Suzuki	Morocco Rachid Bennani Nezha Bidouane
China, P.R. Wang, Xuanqing Chen, Xiaoran Jin, Wen	Greece George Yerolympos	Kazakhstan Yuriy Solovyev Tatvana Solovyeva	New Zealand Gary Boon Juliet Fahey Craig Waugh



Nicaragua Antonio Silva	Portugal Henrique Arriolos	Slovenia Milos Petelin	Thailand Vijitr Sitinawin
Norway Arild Mjøs Andersen	Russia Gudalon Kalashnov Andrey Valery	South Africa Jan Sterk Derick Marcisz	The Netherlands Henk Van Lint
Peru Antonio Alarco G.	Serbia Dragan Nikolic Šimo Čičović Drena Nikolic	Sweden Ola Silvdahl	Ukraine Stanislav Driukov Eduard Panarin
Philippines Tom T. Carrasco Jr. Nikko Bryan Huelgas Rachel R. Ribo Margaret T. Buot	Singapore Kah Kuan	Spain José Hidalgo Martín Jorge García Alicia García Pérez	USA Bob Wendling Rob Urbach Joyce Donaldson Sarah Reinertsen
		Switzerland Dominik Pürro	

CONTINENTAL CONFEDERATIONS:

Present:

Asian Triathlon Confederation: European Triathlon Union (ETU) Oceania Triathlon Union (OTU):
David Hoong (SIN) Philip Schaedler (LEI) Geoff Stoddart (COK)

Regrets: African Triathlon Union (ATU) Pan-American Triathlon Union (PATCO)
Liesbeth Stoltz, President Alberto Fonollosa, President

1.2. ITU Committee and Commission members in attendance:

Audit: Gerardo Zetina (MEX) Rob Kasper (USA)	Medical: Dr. Sergio Migliorini (ITA) Dr. Doug Hiller (USA) Dr. Lothar Schwarz (GER)	Women: Tomoko Wada (JPN) Lori Ebbesen (CAN) Rachel R. Ribo (PHI) Howard Vine (GBR)	Sustainability: Ian Braid (GBR) Gerardo Zetina (MEX)
Constitution: Bernard StJean (FRA) Patty Petty (BER)	Paratriathlon: Grant Darby (CAN) Roberto Menescal (BRA) Vijitr Sitinawin (THA)	Coaches: Phillippe Fattori (FRA) Eligio Crevantes (MEX) Marco Laporta (BRA) Ruth Hunt (HKG) Iwan Schuwey (SUI)	Winter Triathlon Philip Schädler (ETU)
Credentials: Sheila O'Kelly (CAN) Alicia Garcia (ESP)	Technical: Enrique Quesada (ESP) Joyce Donalson (USA) Kiriyo Suzuki (JPN)		Age Group: Gary Boone (NZL)
Multisport: Chris Kitchen (GBR)			

1.3. ITU Staff in attendance:

Admin, Finance, Legal Antonio Arimany Alfredo Sanchez Katrina Evans	Anti-Doping Leslie Buchanan Development Libby Burrell	Sport Department Gergely Markus Zita Csovelyak Thanos Nikopoulos Enrique Quesada Johanne Suss-Burckel	Media, Television, Communication Gareth Davies Morgan Inglis Paula Kim Brian Mahony Fergus Murray
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1.4. Presenters at Congress:

2012 London Olympic Games John Lunt (LOCOG)	2013 London WCS GF Zara Hyde Peters (GBR) Rob Püstow (Upsolut) Esther Nichols (Sport UK)	2012 Auckland WCS GF David Beeche (C.E.O.) Michelle Pepper (Marketing)	2013 Cross Triathlon Henk Van Lint, President (NED)
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- 1.5. The following 4 National Federations were present at Congress but not in good standing so did not have voting rights: Argentina, Honduras, Morocco, and Russia.
- 1.6. Argentina and Morocco paid outstanding fees shortly after this announcement so were in good standing.
2. Appointment of three (3) tellers: Congress supported Loreen Barnett's proposal to appointed the following as tellers:), Joyce Donaldson (USA), Alicia Garcia (ESP), Gerardo Zetina (MEX)
3. **President's Report**
 - 3.1. Marisol Casado introduced a short video highlighting the achievements of the year.
 - 3.2. Marisol Casado presented her report – see Appendix A: ITU President's 2011 Report for the full text of her report.
4. Report of the Audit Committee: See Appendix B: 2010 Audited Financial Statements.
 - 4.1. Gerardo Zetina, chair of the ITU Audit Committee reported on the financial position as of December 31, 2010. He also stated that the review of operations and cash flow were generally in accordance with accounting principles.
5. **Treasurer's Report** and Annual Budget:
 - 5.1. ITU Vice President Bill Walker (AUS) reported that the budget is balanced. Copies of Budget Review and expenses for 2011 and 2012 were distributed to all members in attendance.
 - 5.2. ITU Treasurer Tom Carrasco (PHI) reviewed the key elements of the 2010 Audited Financial Statements as prepared by KPMG.
 - 5.3. Bill Walker (AUS) reported that there are healthy cash reserves (KPMG reports \$4 million USD).
 - 5.4. Bill Walker (AUS) reviews the key elements of the proposed 2012 Budget. Revenue from the 2012 London Olympic Games is \$10 million USD. Cash reserves will drop at 2011 Year-end due to the increase in Administration expenses which are up due to the expense of operating three offices.

Motion: moved Bill Walker (AUS) seconded: Datuk Balwant Singh Kler (MAL), that the 2012 ITU Budget be accepted as presented.

Carried unanimously.

- 5.5. Auditing Firm for 2011. Quote received from Price Waterhouse Cooper \$28,000. Currently with KPMG.

Motion: Moved: Bill Walker (AUS) Seconded: Chris Kitchener (GBR), that KPMG remain ITU's auditors for the year 2011

Discussion:

- a) Peter Hedge, President Triathlon Australia asked if it is assumed or confirmed that KPMG wants to undertake the upcoming audit.

- Antonio F. Arimany, ITU Director of Administration, Finance and Legal said that the KPMG fee is less.
 - Loreen Barnett, ITU Secretary General said the fee has decreased because Adrienne Proseilo, ITU Senior Manager of Admin, Finance and Legal has implement more streamline practices in-line with past audit report and now that Antonio F. Arimany is the Director of the Department he is able to make more regular accounting reviews.
- b) Peter Hedge asked is staff was comfortable ensuring Congress that the KPMG fee for the audit of the 2011 Financial Statement would not exceed \$22,000?
- c) Loreen Barnett said she was comfortable standing behind that figure.

Carried unanimously.

6. Resolutions from National Federations: Constitutional Reform.

- 6.1. ITU President Marisol Casado asked Congress to modify the agenda by moving the report from the Constitution Committee and the resolutions regarding the Constitution ahead to deal with them at this point.

It was unanimously agreed to modify the agenda.

6.2. Reports from the Constitution Committee:

- a) Bernard Saint-Jean (FRA) reported on behalf of the Constitution Committee as follows: The Constitution Committee has:
- liaised closely with the ITU Executive Board and staff on the proposed new text for the ITU Constitution;
 - provided advice and insight into the suggested amendments from National and Continental Confederations;
 - reviewed all draft versions of the new text for the ITU Constitution;
 - provided advice and recommendations on changes
- 6.3. Antonio F. Arimany, ITU Director of Admin, Finance and Legal and ITU Staff liaison to the Constitution Committee joined Bernard Saint Jean at the podium to deal with each of the resolutions on the constitution.
- 6.4. Loreen Barnett explained the procedure as follows:
- a) Each of the resolutions from National Federation would be discussed and voted on as individual amendments to the proposed new text for the ITU Constitution;
- b) Once each resolution was dealt with the new text, as amended would be voted on as an entire document.
- 6.5. Resolution 1: From European Triathlon Union (ETU): Whereas the officers named in Article 16 are the ones who will use the Oath, be it resolved the Oath article should be included in this Article.

Constitution Committee: Bernard Saint Jean reported that the Constitution Committee had voted non-concurrence with Resolution 1 because the Oath applies to the Executive Board plus the Committees and Commissions. It is already in

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommendation from the Constitution Committee and also voted non-concurrence.

Defeated: The members of Congress voted unanimously against the resolution.

- 6.6. Resolution 2: From Federazione Italiana Triathlon: Whereas the Treasurer is a very important figure in the ITU Organization be it resolved that either; a) The position of Treasurer be retained; or b) The duties of the Treasurer be names within the duties of the General Secretary and one of the Vice Presidents.

Constitution Committee: Bernard Saint Jean reported that the Constitution Committee had voted non-concurrence with Resolution 2 because the duties are already covered in new text of the constitution under the roles of the Vice President and the Secretary General which is consistent with the option b) of Resolution 2.

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommendation from the Constitution Committee and also voted non-concurrence.

Defeated: The members of Congress voted unanimously against the resolution.

- 6.7. Resolution 3: From Triathlon Canada: Whereas the Secretary General of ITU is essentially the Chief Executive Officer (CEO) of the organisation and requires a great capacity for the successful operation of ITU, Be it resolved that Article 17.3: Secretary General should not be an elected position but rather appointed by the Executive Board.

Constitution Committee Recommendation: Bernard St. Jean handed the floor to Antonio F. Arimany to report on his discussion with the President of Triathlon Canada on the resolution and the proposed agreement to reduce the roles and responsibilities of the Secretary General by changing Article 17.3 as follows:

Article 17.3 The Secretary General: Elected by the Congress and shall have the following roles and responsibilities:

- a) Takes charge of correspondence.
- b) Prepares the meetings of ITU Congress, Table Officers and Executive Board.
- c) Keeps the minutes of meetings of Congress, Table Officers and Executive Board, and preserves and has custody of same.
- d) **Assists in the Administration of ITU's finances, with the collaboration** of the Vice-President responsible for financial affairs.
- e) Assists in monitoring and reviewing, on a continuing basis the income streams and financial resources of ITU and strives to create additional income streams and activities.

- f) Assists in ensuring the receipt of annual fees from members and also contributions, royalties and dues, emoluments, and fines imposed by ITU.
- g) Ensures compliance by all Members, Officers, Executive Board members, athletes, coaches, officials, staff, committee and commission members, with this Constitution and all ITU Rules and decisions and to inform the Executive Board of any violations of the spirit and letter of them.
- h) Is entitled to attend all meetings of commissions and committees, without the right to vote; should not attend meetings of juries so as to preserve the independence of the jury.
- i) Shall chair the Credentials Committee.

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommended new text for Article 17.3 because it leaves the position of Secretary General flexible for future evolution into an appointed Chief Executive Officer and voted concurrence with the amended resolution from Triathlon Canada.

Approved: The members of Congress voted unanimously on the amendment to Resolution 3 from Triathlon Canada.

Approved: The members of Congress voted unanimously to approve Resolution 3 from Triathlon Canada as amended.

- 6.8. Resolutions 4 and 5: Loreen Barnett asked the members of Congress to approve her suggestion that Resolution 4 and 5 be dealt with together because they were addressing the same issues:

Resolution 4 - From Federazione Italiana Triathlon: Whereas the ITU cannot control the rights allocated to **ex-officio members' rights within individual National Federations; Be it resolved that Article 18. 1 c) be amended to state: "Executive Board members shall be ex-officio members of the Executive Body of their NF, without the right to vote"**

Resolution 5 - From Triathlon Canada: Whereas the ITU cannot control the rights allocated to **ex-officio members' rights within individual National Federations; Be it resolved that Article 18.1 c) be amended to state, "ITU Executive Board members may take part in the General Assembly, Congress, or annual General Meeting of their NFs"**

Approved: The members of Congress voted unanimously to deal with Resolution 4 and Resolution 5 together.

Constitution Committee Recommendation: Bernard St. Jean said that the Constitution Committee agreed that the benefits should be left to each national federation and felt that the language in the existing Constitution should remain as is.

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommendation from the Constitution.

Moved: Stephen Holmes (CAN) Seconded: Ahmed Nasser (EGY) that the decision about benefits and privileges for ITU Executive Board members on their respective National Federation Executive

Board be at the prerogative of each NF and that the language in the constitution remain as it is in the old constitution.

Discussion:

- a) Peter Hedge (AUS) asked how individual National Federations would legally impose this on itself.
- b) ITU Executive Board Member Sarah Springman (GBR) said that we have taken the lead from the founding President of ITU, Les MacDonald, who encouraged National Federation of ITU to integrate knowledge from ITU within their NF structure and this was an ideal way to do this. She also said that we take our lessons from the IOC structure where each IOC member is a voting member of their National Olympic Committee and that we should emulate this relationship.

Approved: The members of Congress voted unanimously on the amendment to a combined Resolution 4 and 5.

Approved: The members of Congress voted unanimously to approve Resolution 4 and 5 as amended.

- 6.9. Resolution 6 - From the National Federations of France, Spain, Brazil, Italy, South Africa and New Zealand: Whereas national coaches represent their national federation, manage national team, coach athletes, and, work closely with their entourage, And whereas national coaches have to organise the athletes training and competition program, dealing on a daily basis with the ITU competition rules,, ranking and qualification system and compete on many ITU events with their **team and, whereas the athlete's entourage is growing in size and influence on the life of the athletes and, whereas the sport of triathlon is continuously growing in terms of competition level, media exposure, and ITU events' standards and whereas, ITU Executive Board and Sport Department are working more and more with the coaches' commission which have been giving inputs and feedback for four years now and needs to get a stronger representative voice in the ITU decision-making process** Be it resolved to add a new Article 20.13 to the Constitution for the Coaches Committee.

20.13 National Coaches Committee

- a) To represent the senior high performance coaches of the national federations within the ITU and to contribute to the betterment of the sport of Triathlon and its athletes on matters concerning high performance. The Committee will be integrated by national coaches and elite team manager from the different ITU Members.
- b) The Committee is advisory.
- c) Its duties are:
 - (i) To advise ITU in any issue related of the development of the Sport.
 - (ii) To collect opinions and information from coaches and athletes in ITU member federations.

- (iii) To disseminate opinions and information to coaches in ITU member federations. (iv) To provide input into the ITU evaluation process on all bids for World Championship events.
- (v) To develop alliances with any public or private organisation that ensures development and research in the sport.
- (vi) To make recommendations to the EB on all and any aspects relating to coaching.

Constitution Committee Recommendation: Bernard St. Jean said that the Constitution Committee agreed with the resolution in principle but also agreed that the text needed to be changed as agreed with the ITU Executive Board.

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommendation from the Constitution Committee and she asked Antonio F. Arimany to read the new text as agreed by the ITU Executive Board and Constitution Committee.

Antonio F. Arimany presented the new text for Article 20.13 as follows:

Article 20.13: National Coaches' Committee:

- a) To represent coaches of the National Federations within the ITU and to contribute to the betterment of the sport of Triathlon and its athletes on matters concerning high performance.
- b) The Committee will be composed of national coaches and elite team managers from ITU Members.
- c) The Committee is advisory
- d) Its duties are:
 - (i) To advise ITU on issues related to high performance and development of Triathlon.
 - (ii) To collect opinions and information from coaches and athletes in ITU member
 - (iii) To assist in the dissemination of information to coaches in ITU member National Federations.
 - (iv) To provide input into the ITU evaluation process on World Championship and World Cup events.
 - (v) With the approval of the Executive Board to develop alliances with any public or private organisation that ensures development and research in Triathlon.
 - (vi) To make recommendations to the Executive Board on all and any aspects relating to coaching.

Discussion:

- a) **ITU Coach's Commission Chair Philippe Fattori (FRA)** said that section c.iv should include the World Cup events and not just World Championship Series.

- b) Sarah Springman (GBR), ITU Vice President said that we need to extend the language to include high performance directors and national team coaches.
- c) Philippe Fattori (FRA) said Article 20.13 does not specify high performance directors but it does imply the inclusion of all senior NF coaching staff.
- d) Sarah Springman (GBR) said the Article needs to be more inclusive.
- e) Peter Hedge (AUS), President Triathlon Australia asked how many members on Coaches Committee and if it is possible to specify a number of years that they can be on the committee.
- f) Sarah Springman (GBR) said that all regions need to be represented on the committee and there need to be a gender balanced. She suggested that congress consider the balance of **regions at next year's election. She also said that the term of committee elections is four years** which is the same for all committees and commissions.

Approved: The members of Congress voted unanimously on the amendment to Resolution 6 which included the new text as presented.

Approved: The members of Congress voted unanimously to approve Resolution 6 as amended.

- 1.2. Resolution 7 - From Triathlon Canada and Federacion Mexicana de Triathlon: Whereas Article 27. 4 d) and e) limit the number of votes a member is giving in the elections; Be it resolved **that the current voting practice be retained with "Each member having the same number of votes as positions to be elected"**

Constitution Committee Recommendation: Bernard St. Jean said that the Constitution Committee agreed with the resolution and recommended concurrence.

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommendation from the Constitution Committee and also recommended concurrence.

Approved: The members of Congress voted unanimously to approve Resolution 7 as amended.

- 1.3. Resolution 8 - From Britain Triathlon Federation: Whereas Article 37 Executive Board role in the appeal of decisions by the Competition Juries is already covered in the ITU Competition rules; Be it resolved that it not be included in the constitution.

Withdrawn: Chris Kitchen (GBR) stood and stated that the GBR were withdrawing the Resolution.

- 1.4. Agenda Modification: Loreen Barnett, ITU Secretary General asked the permission of Congress to continue with the remaining resolutions which do not pertain directly to the constitution. There is no objection.

- 1.5. Resolution 9 - Nederlandse Triathlon Bond: Whereas it is very important for National Federations to have the ITU Events calendars much earlier than it currently does, And whereas

Local Organisation Committees (LOC's) of major National and International events can prepare better events in a technically and financially more sustainable way if they have confirmed dates earlier and particularly the dates of WCS events; Be it resolved that the Nederlandse Triathlon Bond offer to develop a "World Wide Calendar" (WWC) making allowance for the interests of all National Federations, Continental Organisations and ITU.

Discussion: Loreen Barnett, ITU Secretary General said that she had met with Nederlandse Triathlon Bond President Hank Van Lint and ITU Director of Sport Results Enrique Quesada to prepare a compromise to satisfy the NED Federation.

Hank Van Lint presented the letter he had received from ITU Secretary General, Loreen Barnett. See Appendix B: letter to Nederlandse Triathlon Bond President re: Resolution 9

Based on this compromise, the NED Federation withdrew Resolution 9.

- 1.6. Resolution 10. Nederlandse Triathlon Bond: Whereas the Nederlandse Triathlon Bond experienced difficulties explaining several aspects of the 2010 ITU Competition Rules and the modification to the rules made in 2011, (particularly rules useful for elite athletes competing in high standard international events but not for non-elite national athletes and multisport athletes.) Therefore be it resolved that the Congress ask the ITU Technical Committee to **restructure the ITU Competition Rules with an "elite" chapter, a "sports for all" chapter; and a chapter of concrete articles that apply to both.** And further be it resolved that the ITU Technical Committee bring such a proposal to the 2012 Congress for approval with full implementation in 2013.

Discussion:

Loreen Barnett, ITU Secretary General said that she had met with Nederlandse Triathlon Bond President Hank Van Lint and ITU Director of Sport Results Enrique Quesada to prepare a compromise to satisfy the NED Federation. Everyone agreed with Enrique Quesada's **position** that the International Federation needed one rulebook, but everyone agreed that educational material could be developed by the Sport Department to meet the needs of the NED federation. The Netherlands will work with the ITU Sport Department to summarise some of the competition rule issues that could be addressed with better education.

- a) Sarah Springman, ITU Vice President said that there are issues in changing rules and that it would be better to write the Technical Committee and Sport Department to apply for these changes rather than attempting to bring about rule changes at Congress.
 - b) Marisol Casado, ITU President said that she will push the staff to create these simplified rules and education documents.
- 1.7. Resolution 11- Egyptian Triathlon Federation: Whereas the development of the sport in the Arab countries is an area of tremendous potential growth, And whereas the Arab countries fall into both Africa and Asia; Therefore be it resolved that one of the Vice Presidents of ITU be assigned the portfolio of being responsible for development of the sport in the Arab countries.

Constitution Committee Recommendation: Bernard St. Jean said that the Constitution Committee did not concur with the resolution at a time when the number of Vice Presidents was actually being reduced.

Executive Board: Loreen Barnett reported that the Executive Board agreed with the recommendation from the Constitution Committee and also recommended non-concurrence.

Discussion:

Marisol Casado said that development in the countries of North Africa and the Middle East is very important to ITU and that we can be managed in a different way. She said that she will continue to work closely with Ahmed Nasser and the Egyptian Federation to move development forward in the Arab world.

Ahmed Nasser Mohamed (EGY) agreed with the ITU President that it is being worked on and accepted the fact that this is not the time add another Vice President specifically for this task.

Defeated: The members of Congress voted unanimously to defeat Resolution 11

- 1.8. Vote on acceptance of entire text of Constitution (including each amendment) - Carried unanimously.
- 1.9. ITU President Marisol Casado thanks Antonio Arimany (ESP), Sarah Springman (GBR) and the Constitution Committee, noting Bernard Saint-Jean (FRA), Patty Petty(BER) and Gale Bernhardt (USA).

-----Congress recessed at 11:45a.m. for coffee and resumed at 12:10 p.m.-----

2. Reports from the Standing Committees: (See Appendix XXX for all Committee and Commission reports.
 - 2.1. Athletes Committee: Jessica Harrison (FRA) and Kris Gemmell (NZL) did not attend Congress because of their pre-Competition preparation. Their report was noted as enclosed in Congress Documents.
 - 2.2. Medical Committee: Dr. Sergio Migliorini (ITA), chair of the Medical Committee presented the **committee's report**.

----- Congress was recessed at 12:30 p.m. for lunch and resumed at 1:30 p.m. -----

- 2.3. Multisport Committee: Chris Kitchen (GBR), chair of the Multisport Committee presented the **committee's report**.
 - 2.4. **Women's Committee:** Tomoka Wada (JPN), chair of the **Women's** committee presented the **committee's report**.
3. **Secretary General's Report:** Loreen Barnett, ITU Secretary General presented her report on the achievements and new targets of the departments.

- 3.1. Administration, Financial & Legal: Report prepared by Adrienne Proseilo and Antonio F. Arimany, AFL Senior Manager and Director.
- 3.2. Anti-Doping: Report prepared by Leslie Buchanan, Director.
- 3.3. Development: Report prepared by Libby Burrell, Director.
- 3.4. Communication: Report prepared by Paula Kim, Senior Manager.
- 3.5. Television & Graphics: Report prepared by Morgan Inglis, Senior Producer.
- 3.6. IT & Sports Presentation: Report prepared by Fergus Murray and Gareth Davies, Senior Manager and Producer.
- 3.7. Sport Department: Report prepared by Gergely Markus, Director.
- 3.8. Special Projects: Report prepared by Brian Mahoney, Director
4. Reports from Standing Committees & Commissions: The following presented the reports as distributed in the Congress documents.
 - 4.1. Paratriathlon Committee: Grant Darby (CAN), as chair of the committee reported.
 - 4.2. Technical Committee: Enrique Quesada (ESP), as chair of the committee reported.
 - 4.3. Sustainability Commission: Ian Braid (GBR), as chair of the committee reported.
 - 4.4. Coaches Commission: Philippe Fattori (FRA), as chair of the committee reported.
 - 4.5. Winter Triathlon Commission: Philip Schädler (LIE), as chair of the committee reported.

----- Congress was paused at 3:00 pm for a coffee break and resumed at 3:30 pm -----

5. Audit Committee Nominations: 3 to be elected.
 - 5.1. Juan Antonio Alarco Guerrero (PER)
 - 5.2. Denis Jaeger (FRA)
 - 5.3. Rob Kasper (USA)
 - 5.4. Jin Yong Kim (KOR)
 - 5.5. Luc Landriault (CAN)

Elected on the first ballot: Juan Antonio Alarco Guerrero (PER) and Denis Jaeger (FRA). A second and third ballot was required because of a tie between Jin Yong Kim (KOR) and Luc Landriault (CAN)

Elected on the third ballot: Jin Yong Kim (KOR)

6. Presentations from Future Major Events and Bids:
 - 6.1. WCS Commission:
 - a) 2012 WCS Calendar:

- 6.2. 2012 London Summer Olympics:
 - 6.3. 2012 WCS Grand Finale – Auckland, New Zealand:
 - 6.4. 2013 WCS Grand Final Bid – London, England:
 - 6.5. 2013 Cross Triathlon Bid - ---, The Netherlands:
 - 6.6. Long Distance Triathlon: Video Presentation.
7. Adjournment: ITU President Marisol Casado gave ITU Honorary President Les McDonald the honour of the last word and the role of adjourning Congress.

Minutes prepared by Loreen Barnett, Secretary General, recorded by Katrina Evans, Admin Assistant

Appendix A: ITU President's Report 2011 Annual Report

1. OLYMPIC TRIATHLON AND OLYMPIC FAMILY RELATIONS.

There is absolutely no doubt that the Triathlon World Series has been a spectacular success. We have improved, not only as our athletes improved their performance, but also in all organizational capacity. I would like to highlight that the 2011 edition of the WCS showed improvement in all aspects over the quality achieved in 2010. The television has been consolidated and enhanced, and the distribution to broadcasters, which is so important to the development of our sport, has been clearly higher. A consequent of this is that for the first time we had the opportunity to choose among different options for host cities after we put a very fair bidding process in place.

2011 will be remembered as one of the best levels of participation ever. From an organization point of view we reach a high standard, with still some things to fine tune. Overall it was an unforgettable experience.

Let me not forget to mention the unique and beautiful functions offered by our British Triathlon hosts during the Hyde Park event.

For the 2012 London Olympic Games, we would like more tickets so we can watch the show from the grandstands, and we will settle for nothing less than to see our athletes in the most emblematic places of the city of London.

We are privileged and proud with the Hyde Park site as it is hard to imagine of better place for Triathlon. Everything is ready for the big time of the Olympic Games 2012, thanks to the Organizing Committee for the World Championship Series in London (the British Triathlon Federation and Upsolut) for their investment in this event.

Let us think about the possibility of having the Mixed Relay on the programme of the Olympic Games. It is important to dream but it is necessary to win. It was not an easy decision to integrate the sprint distance and Mixed Relay into the world championship series, but if anyone was not sure about it before the event in Lausanne, they certainly were afterwards. The entire ITU family understands that it was a very wise decision. TV distribution was better than ever and we are still **waiting for the audiences'** number.

The integration of the Mixed Relay and Sprint events in the WCS have given us the opportunity to integrate different actors into the decision-making **process: athletes, coaches, NF's, and sponsors**. It is a very interesting process which has all of the ingredients to produce a very good and professional team to work on the bidding document for inclusion within the Olympic Programme.

I am confident that we will be in Rio 2016 but **let's wait until 2013** when the decision will be made. In the mean time we will preserve the 2011 momentum in the Olympic Capital.

The ITU office in Lausanne is now a reality and I am very happy to see this moment. It is not the best moment to make this move from a financial point of view, especially with the high rate of the Swiss Frank. I want to give a special thanks to Gergely Markus and his team, because since day one he was available to move to the Olympic Capital and to make this office at the Mason du Sport the center of the

ITU sport operations. This brings us as close as possible to the IOC Sport Department, which is the magic key to the Olympic Program.

In other words, to strengthen our relationship with the IOC is not only from a **“political” point of view**, which is my task, but also from a technical point of view. The exchange of knowledge, and the collaboration among the different International Federation based in Lausanne is a very important issue for the IOC and the sport city services. We need to benefit from that and contribute with our expert people in this exchange.

I also want to thank Gergely and his team for the warm welcome that you give us two weeks ago at the opening of the office in la Avenue de Rhodanie in Lausanne.

2. PROVIDING SUPPORT TO OUR ATHLETES:

Under this epigraph I like to talk about ITU Anti-Doping, and following the new IOC trend, what we now call the **“entourage”**: **Coaches, research, sport medicine**, prize money, and education.

If this regards the biological passport is in place, for some 50 athletes and we have a strong education campaign. One more time I have to congratulate our athletes for their behavior. Our sport is clean because our athletes are proud to be clean. Congratulations! As you all know we are implementing the campaign **“say no to doping”** using green laces and swim caps.

In order to enhance the role of “coaches” I proposed to create the Coaches Committee, to be elected next year. I want to stress the important role of this committee and therefore the importance of their empowerment by the National Federation.

The active role of the Medical Committee in different projects related with the safety of the athletes is something to highlight, and with special mention of the role of the Medical Committee Chairman Dr. Sergio Migliorini in the Science and Triathlon Congress held in Alicante (Spain) last May. I am very proud to say that a big door had been opened for Triathlon, the University scientific world, science publications. The next edition of this Congress will be held in February 2013 in Magglingen, Switzerland in collaboration with the University of Lausanne.

And, of course, we cannot forget the scholarships that had been awarded and the well-developed clinic and training camps staged by ITU which has had good success in the past year. (See the ITU Development Report).

3. COMPETITIONS, BETTER TRAINERS AND BETTER SKILLED TECHNICIANS.

The Sport Department together with Development implemented a very innovative and efficient education system for coaches and technical official education, based on **“Facilitator”** Courses with very good results. What it is even more important is that this work took place through the continental confederation, a decentralized system that is starting to produce results.

We need to follow this line and we need to be ready to provide this services that new federation need: Technical official to stage attractive and safe races and coaches to properly guide young athletes

without forgetting that we still have a big job to do looking for friends in the different countries that allow us to establish and develop the sport in the five continents.

4. TRIATHLON FAMILY: MULTISPORT.

Perhaps we need to find a different place to talk about Paratriathlon, but for the moment it is here with the big multisport family. As I said **before, it is a great privilege to be considering an “inclusive” sport.** After the joy of celebrating the success of achieving Paralympic Programme status in Rio 2016, we still have a big challenge in front of us, including the classification process, among others. Madrid and London organized very successful Paratriathlon events during the WCS event which was a big push in the right direction. Thank you very much to both National Federations and LOCs.

Agreements or positive conversations have taken place with different associations and corporations which allows us to extent the Triathlon family. We already have an agreement in place Powerman and a memorandum of understanding with Tristar. We have also had very positive conversations with Challenge and World Triathlon Corporation. What about Winter Triathlon and the 2018 Pyongchang Winter Olympic Games???

5. ORGANIZATION, TEAM WORK, CONTINENTAL ORGANIZATIONS.

We are still finding the best way to work globally with 3 different offices which is, of course, the challenge for the Secretary General. But I need to stress the important staff role in all the decision making processes of ITU. They stimulate and coordinate committees and commission in order to maintain a good level of understanding which allows the Executive Board to take the appropriate decisions.

The new agreement and the continental development coordinator for all five Continental Confederations need to be revised and fine tuned. At the time, I am quite happy with the results but it is clear that this big change that was implemented last year need a lot of energy and resources to work properly.



8 September, 2011

Henk van Lint, President
info@nedtriathlonbond.org
Postbus 1267
3430 BG Nieuwegein

Dear Henk,

Re: Resolutions to the ITU Congress

First of all I would like to thank you for taking the time to meet with Enrique Quesada, Chair ITU Technical Committee and me during the London WCS event.

Regarding your resolutions to the ITU Congress, I would like to offer the following:

ITU will present the WCS 2012 Calendar at the Congress and the World Cup dates will be announced within 2 weeks of Congress. We will also present a structure for the WCS for the years 2013 to 2015 which will include multi-year agreements and bids presented two years in advance. We feel that with these two improvements in calendar planning that we will fully address your concerns about the lateness of the calendar announcement in the past.

Regarding your second resolution regarding a less complicated competition rule book for newcomers and age groupers, as discussed with Enrique Quesada, we are committed to one rulebook for the sport, but will work with our Development and Sport department to prepare education material and simplified rules.

Again, I would like to thank you for your interest in improving our sport.

Yours sincerely,

A handwritten signature in black ink that reads 'Loreen Barnett'.

Loreen Barnett, Secretary General
International Triathlon Union (ITU)

Financial Statements
(Expressed in United States dollars)

INTERNATIONAL TRIATHLON UNION

Year ended December 31, 2011



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INDEPENDENT AUDITORS' REPORT

To the Executive Board of International Triathlon Union

We have audited the accompanying financial statements of International Triathlon Union, which comprise the statement of financial position as at December 31, 2011, the statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of International Triathlon Union as at December 31, 2011 and its results of operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

KPMG LLP

Chartered Accountants

May 11, 2012

Burnaby, Canada

INTERNATIONAL TRIATHLON UNION

Statements of Financial Position
(Expressed in United States dollars)

December 31, 2011, with comparative figures for 2010

	December 31, 2011	December 31, 2010
Assets		
Current assets:		
Cash and cash equivalents	\$ 1,014,817	\$ 960,872
Short-term investments (note 3)	1,219,451	2,732,194
Accounts receivable	220,506	713,641
Prepaid expenses and deposits	20,239	-
	<u>2,475,013</u>	<u>4,406,707</u>
Capital assets (note 4)	471,009	469,569
	<u>\$ 2,946,022</u>	<u>\$ 4,876,276</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 348,258	\$ 314,160
Deferred revenue (note 5)	91,300	39,700
	<u>439,558</u>	<u>353,860</u>
Net assets:		
Unrestricted	2,035,455	4,052,847
Invested in capital assets	471,009	469,569
	<u>2,506,464</u>	<u>4,522,416</u>
	<u>\$ 2,946,022</u>	<u>\$ 4,876,276</u>

See accompanying notes to financial statements.

Approved on behalf of the Board:

_____ Director

_____ Director

INTERNATIONAL TRIATHLON UNION

Statement of Operations
(Expressed in United States dollars)

Year ended December 31, 2011, with comparative figures for 2010

	2011	2010
Revenue:		
Sponsorships	\$ 2,507,335	\$ 1,865,818
Television and event fees	922,542	865,935
Grants and contributions	72,504	142,550
Affiliation fees	26,700	23,700
	<u>3,529,081</u>	<u>2,898,003</u>
Expenses:		
Administration	720,383	603,660
Amortization of capital assets	33,541	11,670
Anti-doping related expenses	252,684	187,973
Bad debt (recovery)	138,598	(25,479)
Bank charges	32,088	15,492
Committee	61,304	53,155
Competitions and events	2,046,688	1,694,203
Dues and subscriptions	7,024	5,257
Executive board	209,219	204,481
Legal and accounting	107,191	31,482
Media television	603,829	632,341
Olympic Games expenses	-	90,916
President's honorarium	110,000	100,000
Solidarity & Sport Development	1,026,205	862,009
Website and media promotion	216,070	257,502
	<u>5,564,824</u>	<u>4,724,662</u>
Other income (expenses):		
Foreign exchange gain (loss)	(4,658)	28,305
Interest and other	24,449	19,893
Gain on disposal of capital assets	-	1,948
	<u>19,791</u>	<u>50,146</u>
Deficiency of revenue over expenses	<u>\$ (2,015,952)</u>	<u>\$ (1,776,513)</u>

See accompanying notes to financial statements.

INTERNATIONAL TRIATHLON UNION

Statement of Changes in Net Assets
(Expressed in United States dollars)

Year ended December 31, 2011, with comparative figures for 2010

	Invested in capital assets	Unrestricted	Total 2011	Total 2010
Balance, beginning of year	\$ 469,569	\$ 4,052,847	\$ 4,522,416	\$ 6,298,929
Deficiency of revenue over expenses	(33,541)	(1,982,411)	(2,015,952)	(1,776,513)
Invested in capital assets	34,981	(34,981)	-	-
Balance, end of year	\$ 471,009	\$ 2,035,455	\$ 2,506,464	\$ 4,522,416

See accompanying notes to financial statements.

INTERNATIONAL TRIATHLON UNION

Statement of Cash Flows
(Expressed in United States dollars)

Year ended December 31, 2011, with comparative figures for 2010

	2011	2010
Cash provided by (used in):		
Operations:		
Deficiency of revenue over expenses	\$ (2,015,952)	\$ (1,776,513)
Items not involving cash:		
Amortization of capital assets	33,541	11,670
Gain on disposal of capital assets	-	(1,948)
	(1,982,411)	(1,766,791)
Change in non-cash operating working capital:		
Accounts receivable	493,135	(45,824)
Accrued interest on investments	7,793	(10,654)
Prepaid expenses and deposits	(20,239)	20,557
Accounts payable and accrued liabilities	34,098	(104,826)
Deferred revenue	51,600	(53,222)
	(1,416,024)	(1,960,760)
Investing:		
Proceeds on disposal of capital assets	-	1,948
Purchase of capital assets	(34,981)	(56,902)
Purchases of short-term investments	(1,231,456)	(6,516,058)
Proceeds from disposal of short-term investments	2,736,406	8,369,276
	1,469,969	1,798,264
Increase (decrease) in cash and cash equivalents	53,945	(162,496)
Cash and cash equivalents, beginning of year	960,872	1,123,368
Cash and cash equivalents, end of year	\$ 1,014,817	\$ 960,872

See accompanying notes to financial statements.

INTERNATIONAL TRIATHLON UNION

Notes to Financial Statements
(Expressed in United States dollars)

Year ended December 31, 2011

1. Purpose of the Organization:

The International Triathlon Union (the "Organization") is incorporated without share capital under the Canada Corporations Act. The Organization is registered as a non-profit organization with the Government of Canada under the provision of the Canada Corporations Act (Sport Federation). The Organization's purpose is to develop, promote and generally advance the world-wide sport of Triathlon, Duathlon and its other related multi-sports. As a non-profit organization, the Organization is not subject to tax under the Income Tax Act (Canada).

2. Significant accounting policies:

(a) Revenue recognition:

The Organization follows the deferral method of accounting for contributions. Restricted contributions are initially deferred and recognized as revenue when the related expenses are incurred or the restrictions have been met.

Revenue for services provided is recorded when earned and collection is reasonably assured. Sponsorship revenue is recorded in the period the amounts relate to or the sponsorship requirements are met.

The contribution received every four years from the International Olympic Committee (IOC) is based on a formula determined by the IOC for sharing television rights revenue from the Olympic Games. This contribution is unrestricted.

(b) Cash and cash equivalents:

Cash and cash equivalents consist of cash and highly liquid investments with terms to maturity of three months or less at the date of acquisition.

(c) Short-term investments:

Short-term investments consist of guaranteed investment certificates (GICs) with terms to maturity at acquisition of greater than three months and which mature within one year (note 3).

(d) Deferred revenue:

Deferred revenue represents advance receipt of sponsorship revenue, event and affiliation fees. The revenue from event and affiliation fees is recognized in the year in which the event is held or to which the fees relate. Sponsorship revenue is restricted for specific use and is recognized in the year the related expenses are incurred, as required under the agreement.

INTERNATIONAL TRIATHLON UNION

Notes to Financial Statements (continued)
(Expressed in United States dollars)

Year ended December 31, 2011

2. Significant accounting policies (continued):

(e) Capital assets:

Land and building are comprised of a strata title in a multi-unit commercial complex. Purchased capital assets are recorded at cost. Betterments that extend or enhance the estimated life or service potential of an asset are capitalized. When a capital asset no longer contributes to the Organization's ability to provide services, its carrying amount is written down to its residual value.

Capital assets are amortized on a straight-line basis over the following periods:

Building	30 years
Furniture and fixtures	5 years
Computer and TV equipment	3 years

(f) Contributed services:

A number of volunteers contribute a significant amount of time to the Organization each year. The value of certain services donated to the Organization by its members and others is not recognized or disclosed in the financial statements and related notes due to the difficulty of determining the fair value.

(g) Foreign currency:

Monetary assets and liabilities denominated in other than US dollars are translated at the rate in effect at the date of the statement of financial position. Transactions in currencies other than US dollars are translated at the rate in effect at the transaction date. Gains and losses resulting from fluctuations in the exchange rate associated with these transactions are recorded in the period they arise. Non-monetary assets are recorded at the historical rate of exchange in effect at the date of acquisition.

(h) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Significant areas requiring the use of management estimates include valuation of accounts receivable and the determination of the useful lives of capital assets for purposes of amortization. Actual results may ultimately differ from those estimates.

INTERNATIONAL TRIATHLON UNION

Notes to Financial Statements (continued)
(Expressed in United States dollars)

Year ended December 31, 2011

2. Significant accounting policies (continued):

(i) Financial instruments:

Cash and cash equivalents and short-term investments are classified as held for trading and are therefore measured at fair value.

Accounts receivable, accounts payable and accrued liabilities are classified as loans and receivables and other financial liabilities, respectively, and measured at amortized cost, which approximate fair value due to their relatively short periods to maturity.

(j) Revisions to Not-for-Profit accounting standards:

Effective January 1, 2012, the Organization's current accounting framework will no longer exist. In December 2010 the Canadian Institute of Chartered Accountants ("CICA") in conjunction with the Accounting Standards Board ("AcSB") issued Part III – Accounting Standards for Not-for-Profit Organizations ("Part III") of the CICA Handbook. Part III is effective for fiscal years commencing on or after January 1, 2012 and provides Canadian private sector not-for-profit organizations with a new financial reporting framework. The Organization has the option to apply International Financial Reporting Standards (IFRS) or the newly approved accounting standards for Not-for-Profit Organizations.

The Organization has elected to adopt the new accounting standards for not-for-profit organizations effective January 1, 2012.

The Organization is evaluating the impact of adopting the new accounting standards for not-for-profit organizations; differences on adoption are expected to be minimal.

3. Short-term investments:

Short-term investments consist of GICs, denominated in Canadian dollars, held with a Canadian chartered bank, with interest rates ranging from 0.95% per annum to 1.10% per annum and maturity dates from June 2012 to September 2012.

4. Capital assets:

	Cost	Accumulated amortization	2011 Net book value	2010 Net book value
Land	\$ 298,580	\$ -	\$ 298,580	\$ 298,580
Building	140,508	32,005	108,503	113,187
Furniture and fixtures	27,682	14,342	13,340	3,105
Computer equipment	98,334	70,660	27,674	33,011
TV equipment	89,835	66,923	22,912	21,686
	<u>\$ 654,939</u>	<u>\$ 183,930</u>	<u>\$ 471,009</u>	<u>\$ 469,569</u>

INTERNATIONAL TRIATHLON UNION

Notes to Financial Statements (continued)
(Expressed in United States dollars)

Year ended December 31, 2011

5. Deferred revenue:

Deferred revenue consists of \$88,000 (2010 - \$32,500) in advance event fees and \$3,300 (2010 - \$7,200) in advance affiliation fees.

6. Financial instruments:

The Organization faces foreign currency risk on its cash and cash equivalents and investments denominated in currencies other than U.S. dollars as follows:

	2011	2010
Canadian dollars (CDN \$1,284,223; 2010 - \$2,774,202)	\$ 1,262,756	\$ 2,789,264
Euros (€256,864; 2010 - €607,707)	333,200	813,748
Swiss francs (7,551 CHF; 2010 - nil)	8,053	-
	<hr/> \$ 1,604,009	<hr/> \$ 3,603,012

7. Capital management and ongoing operations:

The Organization defines capital to be net assets. The Organization receives its principal source of capital through sponsorship, affiliation fees, Olympic Games contribution revenue and investment income earned on investment balances.

The Organization's objective when managing capital is to ensure sufficient revenue is generated in order to pay for expenditures incurred in the promotion, development and advancement of the sports of Triathlon and Duathlon. In order to achieve this objective, the Organization seeks, within policies established and reviewed from time to time by the Organization's Board, to maximize revenues and contain expenses.

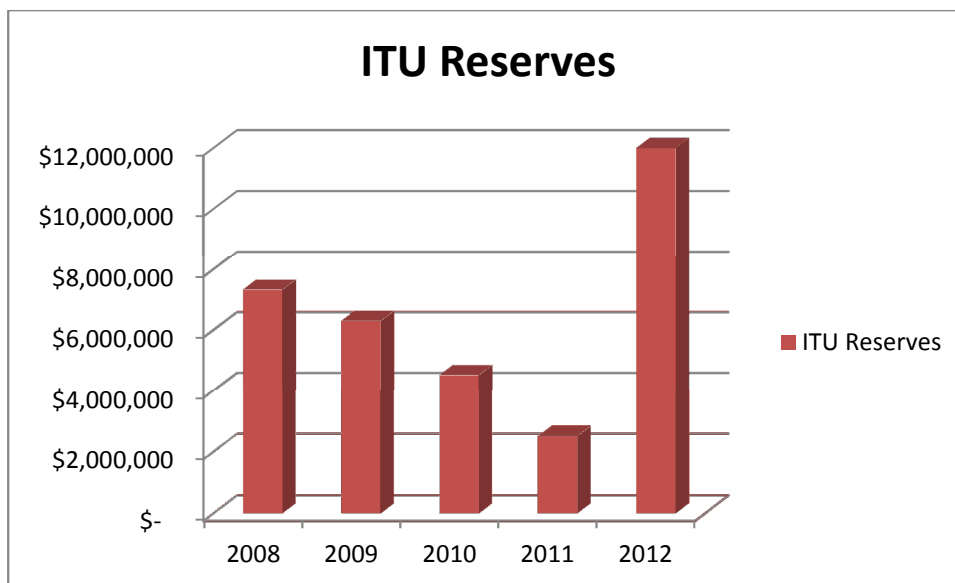
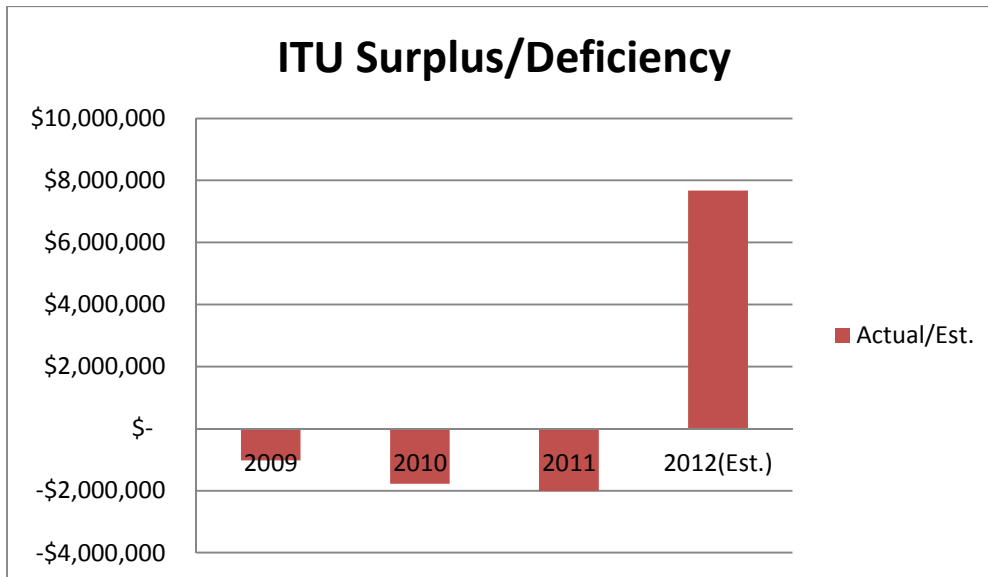
8. Comparative figures:

Certain comparative figures have been reclassified to conform with the financial statement presentation adopted for the current year.

ITU VICE PRESIDENT'S FINANCIAL REPORT 2012

Part 1 - 2011 FINANCIAL REPORT

- 2011 AUDITED FINANCIAL STATEMENTS tabled for approval
- Page 2 of the Financial Statements report an annual Deficiency of \$2.015m.
- As an Olympic Sport we need to look at the 4 year picture which ends in Dec 2012.
- Olympic Revenues received and to be received in 2012 will be a minimum of \$10.8m and are for ITU's preparation and participation in the London 2012 Olympic Games



- ITU Reserves at 31 December 2012 are projected to be over \$12m
- ITU Reserves (Assets less Liabilities) in September before we received the first instalment of Olympic revenue were \$2,061,052
- ITU has maintained strict controls over budgeting and spending ensuring adequate reserves over the 4 year Olympic cycle

ITU VICE PRESIDENT'S FINANCIAL REPORT 2012

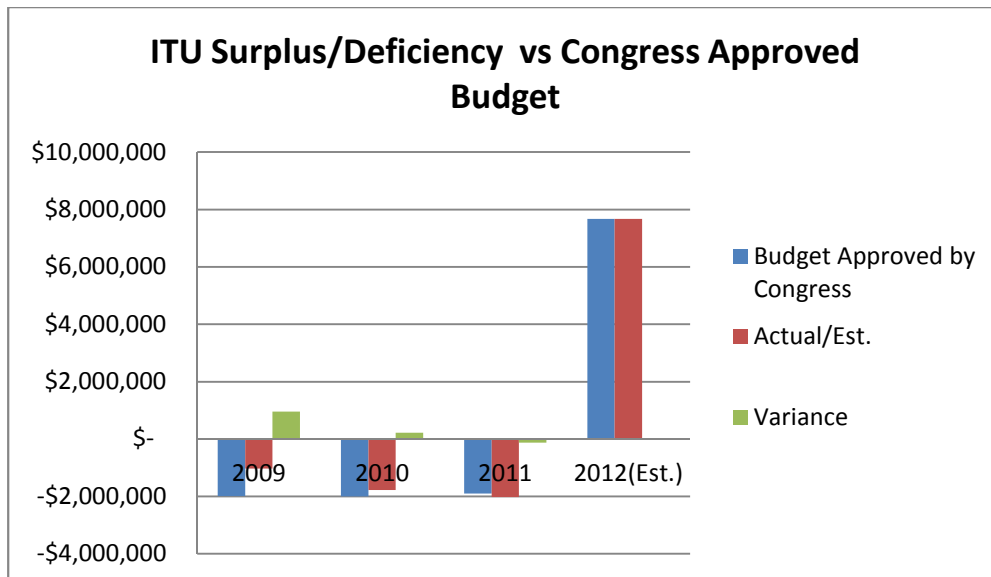
Part 2 – Comparison to Congress Approved Budget 2011

INTERNATIONAL TRIATHLON UNION				
Budget Revenue and Expenses vs Actual				
for the year to 31 December 2011				
	Budget	Actual	Variance	Variance
	\$US	\$US	\$US	%
REVENUE				
Competition prize money and television fees	2,652,000	2,539,883	(112,117)	-4.23%
Sponsorships	2,015,000	2,507,335	492,335	24.43%
Grants and contributions	40,000	72,504	32,504	81.26%
Affiliation fees	30,000	26,700	(3,300)	-11.00%
Foreign exchange gain (loss)	-	(4,658)	(4,658)	-
Interest and other	61,500	24,449	(37,051)	-60.25%
Total Revenue	4,798,500	5,166,213	367,713	7.66%
EXPENSES				
Administration	765,318	859,626	(94,308)	-12.32%
Amortization of capital assets	30,000	33,541	(3,541)	-11.80%
Committees & Congress	137,000	61,304	75,696	55.25%
Competition and events	3,688,700	3,802,627	(113,927)	-3.09%
Executive board	100,000	209,219	(109,219)	-109.22%
Insurances	11,000	9,869	1,131	10.28%
Legal and accounting	50,000	107,191	(57,191)	-114.38%
Media television & Web	881,241	819,899	61,342	6.96%
Sport development (inc Continental Federations)	900,000	1,026,205	(126,205)	-14.02%
Anti Doping	250,000	252,684	(2,684)	-1.07%
Total Expenses	6,813,259	7,182,165	(368,906)	-5.41%
Excess of Expenses over Revenue	(2,014,759)	(2,015,952)	1,193	-0.06%

ITU VICE PRESIDENT'S FINANCIAL REPORT 2012

Comparison to Congress Approved Budget 4 Years to 31 December 2012

- For the 3 years 2009 to 2011 the current Board has incurred net spending \$1,052,064 less than that approved by Congress.



ITU VICE PRESIDENT'S FINANCIAL REPORT 2012

ITU 2013 PROPOSED BUDGET	
	USD
INCOME	
Affiliation Fees	30,000
Event Fees	600,000
Event Fees-Media	295,000
Grants & Contributions	40,000
Prize Money	1,710,000
Sponsorship	2,165,000
Other Income	20,000
TOTAL INCOME	4,860,000
EXPENSES	
Administration	756,000
Sport Department	3,817,000
Sport Development	1,258,000
Communications	861,000
Anti Doping	300,000
President & EB	305,000
Congress	65,000
Committees	60,000
TOTAL	7,422,000
NET RESULT	(2,562,000)



“building triathlon together”

ITU President’s Report: 2009-2012

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EXECUTIVE SUMMARY: In 2009, the current ITU Executive Board team, under the leadership of ITU President, Marisol Casado, embarked on a course of action to build on the strength of the past, while moving in a brave, new strategic direction. The fundamental aim was to have more athletes from more countries around the world competing at high level Games, including Olympic, Youth, Paralympic, Pan-Continental and Regional Games, such as Asian, Pan-American, Mediterranean, Commonwealth, Pan-Arab, South Pacific, etc.,).

This document will show that the ITU Executive Board increased race opportunities to grow the sport across the globe. The strategic advances achieved by President Casado and her team on behalf of the entire ITU



ITU Executive Board Meeting, London 2010

Family range from talent ID amongst young athletes to enhancing the competition experience for Age Group competitors and fostering stand alone competitions for Paratriathletes.

Other stated goals which have been achieved are:

- Increasing the number of ITU member National Federations by over thirty and helping to develop pathways for their growth through ITU Development and the Continental Confederations.
- Creating a sustainable development funding stream for the Confederations and placing ITU staff at the disposal of the Confederations for the benefit, especially of aspiring smaller National Federations.
- Giving the Confederations more responsibility in governing and deciding the future direction of ITU, by ensuring they have 1/3rd of the ITU Board positions.
- Providing more opportunities for athletes to compete at the highest levels by leading the team to achieve Paralympic sport status for Paratriathlon in Rio.
- Supervising creation of an innovative World Triathlon Series that has aggregated ITU's top-level rights and properties and provided incredible opportunities for athletes to compete on iconic city centre courses. The over 8 million us\$ of prize money over the past 4 years, plus considerable and rising television exposure, all served as ideal preparation for the highly successful London Olympic Games Triathlons.
- Negotiating successfully for the Triathlon Mixed Relay to become a programme sport at the 2010 Youth Olympic Games in Singapore and Nanjing, China 2014, Central American Games and the Commonwealth Games, Glasgow 2014 and for Duathlon in the World Games in Cali in 2013.
- Reducing costs, improving efficiency and upholding the ethics of the governance of ITU.



ITU Table Officers, Innsbruck, 2012

“ITU FAMILY” is a concept that has been part of ITU since its early beginnings.

President Casado embraced this value and worked to unite the entire Triathlon community. The concept is simple—“ITU is the International Federation for Triathlon and needs to fulfill that role”.

The central feature of the ITU Family, the National Federations, have grown in numbers from 104 in 2009 to 147 in 2012, a 41% increase. This growth is exemplified by the number of NFs making the trek to Auckland, New Zealand this year for the ITU Congress; 105, compared to 46 in 2009, a 128% increase.

Implementing the principles of sound ethical governance has been a feature of the past four years, when National Federations, their coaches, technical officials and athletes were engaged in the decision-making process through representation in key areas such as the World Triathlon Series (WTS) and Development Commissions. The size of the Executive Board has been reduced by 21%, to cut the cost of governance and empower the Continental Confederations.



A key part of the ITU Family, the International Technical Officials, have enjoyed enormous growth in numbers and capacity since 2009 when there were 963, to today when their numbers have soared to **3598**, a **274%** growth. This has helped enormously to develop events and NFs globally.

	Visits (millions)	Unique Users (millions)	Page Views (millions)
2009	1.88	0.74	6.5
2010	3.36	1.44	12.1
2011	4.26	2.13	17.4
2012	4.66	2.51	18.9

How are we doing attracting and keeping younger people in the ITU Family? One measure of this is to look at the data from ITU’s main communication tool, triathlon.org. In 2009, the site enjoyed having 740,000 unique users. Today, that number is 2.51 million or a 239% increase in unique users, indicating the sports growth in popularity.

Equally impressive, there has been a 190% increase in page views, from 6.4 million to 18.9 million each year.

The table left shows just how the ITU family has grown over the past four years! Casado and her team are committed to expanding the ITU Family concept by:

- Ensuring events are safe and fair for the athletes, thereby giving them a perfect stage upon which to practice their sport.
- Keeping the sport and athletes free of doping by increasing the measures to detect and eradicate cheats from the sport.
- Continue to evolve the anti-doping education programmes.
- Increase athletes and NF’s visibility through Television and Social Media.

D **DEVELOPMENT** was a key element of President Casado's acceptance speech in 2008.

When she and her team took over the leadership of ITU, implementation of her vision for development began to materialize. **For the first time in ITU's history, almost half a million US\$ was allocated to the five Continental Confederations for Development each year.**

This dollar amount was significantly supplemented by additional resources from the Sport and Development Departments. Continental Coordinators were hired to coordinate the various projects and in many cases take over the administration duties associated with managing development courses and camps, as well as the day to day operations of the confederations, such as Continental Cups, event calendars and LOC agreements.

In 2012, ITU experimented with funding an "Admin Assistant" for PATCO to help implement an Administration style that would mirror that of ITU. This also removed the detailed admin tasks from the Continental Coordinator, who was able to focus solely on Development projects.

Despite the loss of the specific development sponsorship from BG at the end of 2008, President Casado and her team found the resources to continue to resource development and enjoyed significant increases in the past four years, as per this table .

President Casado and her team have kept the promise made about Development and expanding the capacity of the Continental Confederations to manage this area. The commitment to the future remains steadfast including:

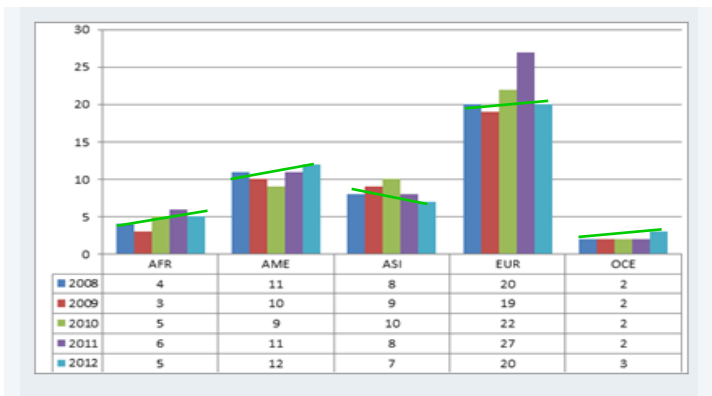
	2009-2012	2005-2008	Percent Increase
Continental Camps Participants	262	105	150%
World Camps Participants	95	45	111%
ITU Scholarships Recipients	37	23	61%
Team ITU Participants	101	55	84%

- Continuing the coaches' and technical officials' educational programmes, with a focus on new and emerging National Federations.
- Increase the number of new competitions in all NFs, and specially in territories with a small number of events.
- Create a new development programme in collaboration with the Continental Confederations to target new and emerging National Federations, ensuring the three pillars of Development are in place. To do this, **ITU will double the resources dedicated to the continental Confederations!**
- Continue to decentralized the development program in collaboration with the Continental Confederations.

During the years 2009-2012, the number of Level 1 Coaches certified increased to 329 from 79 National Federations. This was an increase of 210% more coaches from 36% more NFs than during the previous four years.

EVENTS, our core responsibility as an International Federation (IF), have shown consistent growth in

quantity and quality. All areas, with the exception of Asia, showed an increase in the number of Continental Cup events. The partnership with Upsolut, as our marketing and television partner, has evolved into one of the finest in all of sport. The real success is dramatically indicated in the television figures which show a **127% growth** over the first 3 years of the World Triathlon Series. (see chart below.) Although 2012 figures will not be available until after the Grand Final in Auckland, early indications are that these figures will show an even larger increase.



	2009	2010	2011
TV Contacts (Million)	2,027	2,264	4,592
Audience (Million)	89,2	108,19	207
Duration (Hours)	350	556	917

The ITU Team has merged as perfect partners with the Upsolut team for the delivery of the WTS events, which is a great asset to the LOCs and the host countries. The standard reached at our highest level of events continues to increase and has had a significant impact on technical operations, marketing and TV/media and hosting standards of the World Cup and Continental Championships, as well as the Continental Cup events and Multisport events.

Clearly, the central role of an Olympic IF, staging world class events, has met and exceeded all expectations under the current leadership. President’s Casado team’s commitment is to keep this momentum going by:

- Launching a campaign, including within the IOC, to ensure triathlon is one of the core sports of the Olympic Programme when the vote is taken at the IOC session, September, 2013.
- Continue the campaign, including with the IOC members, to have more places for athletes and the Mixed Triathlon Relay added to the programme of the Olympic Games and in other Major Games including the Commonwealth Games and the Asian Games.
- Continue to increase the quality and sustainability of all events.
- Increase the number and quality of ITU events in new and emerging National Federations.
- Offer ITU’s TV / new media expertise to National Federations in order to promote their events.
- Promote the development of the new multisport events, including pursuing the current campaign to expand Winter Triathlon through involvement with other Winter IFs .
- Collaborate with and attract major event organisers, such as Ironman, Tri star, Challenge, X-Terra

Between 2009 and 2012, almost every NF was covered as an astounding **1673** news articles were written for triathlon.org. Stories focused on: “Event” news from WTS to Continental Cup; promoting ITU Sport Development programmes; and highlights of emerging athletes, such as Team ITU, courses and camps. Stories also profiled ITU projects, such as the campaigns for Paratriathlon Programme inclusion and Mixed Relays in all major Games. This is on average 8 news stories per week! During the same period, ITU Facebook “likes” grew from zero to **60,000** and ITU Twitter “followers” grew from zero to **18,000**.

PARATRIATHLON has seen a phenomenal growth, leading into and since the decision by the International Paralympic Committee (IPC) to include it on the 2016 Programme of the Rio Paralympic Games. The sport has had an incredible 150% growth in global participation since 2009 when there were only 40 registered Paratriathletes.

The 2012 Auckland WTS Grand Final will pass the magic number of 100, in terms of participation in the Grand Final, This number is expected to double in 2013 at the London WTS Grand Final. Globally the numbers have soared to close to 250 registered Paratriathletes.

Dr. Sarah Springman, ITU Vice President, one of the committed members of the Casado team, has piloted the project through the bid process and has

now taken on the arduous task of guiding the process to create the classification and qualification systems for the 2016 debut in the Paralympic Games.

Springman works closely with dedicated members of the ITU Paratriathlon Committee, the Head of Classification and an ITU staff member who is also an expert in parasport.

Members of the ITU Sport and Anti-Doping Department have also been actively engaged to create Paratriathlon procedures for technical officials, classification rules, a ranking system and competition rules. Specific education on Paratriathlon procedures is now included in the Level 3 Technical Official's programme.

A dedicated website www.triathlon.org/paratriathlon has proved to be a very popular and significant promotion tool to showcase the incredible growth of the sport. Increasing numbers of National Federations and event organisers are hosting stand alone Paratriathlon events too, with our support.

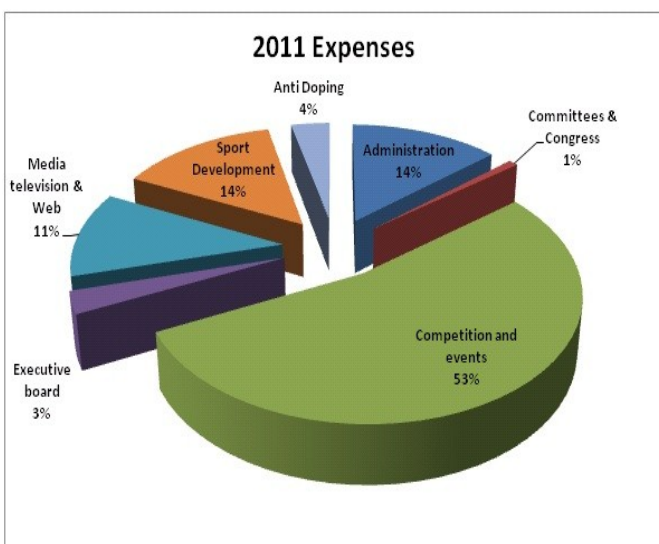


President Casado, Secretary General Barnett, and Vice President Springman, and the rest of the team are committed to: “creating the best means to integrate the Paratriathlon into the Paralympic Games, including a fair classification system and competition format.”

FINANCES have never been as positive at the end of the four year budget period as they are today. Early in her term, President Casado transferred many major finance decisions to the Executive Board, as one of her first acts as President, and thereby making ITU one of the most open and transparent IFs. The ITU President made sure that smaller IFs were considered in the distribution process to influence her colleagues for a greater shares of the Olympic revenue. This resulted in an additional \$2.5 Million USD as a result of Triathlon's performance in this past London Olympic cycle!

Year	Real Cumulative Surplus USD
2009	6,298,929
2010	4,522,416
2011	2,506,464
2012	10,679,770 Including \$10,500,000usd Olympic revenue

Thanks to the Olympic revenue, and our lucrative agreement with Upsolut, there have been annual increases in the financial contribution to events (athletes and NFs) and to Development for National Federations. The chart below is the breakdown of ITU expenses and was created from the recently audited ITU 2011 Financial Statements.



There has been some criticism recently about the cost of the ITU President's office in Madrid. In reality, the cost is very low, just over \$17,000usd (.001% of the budget), thanks to funding from the Spanish Government. As well, the salary of the ITU President is very modest at \$110,000usd, which is the same as the Secretary General / CEO. By any measure and based on the workload that the full time ITU President takes on, plus the enormous benefits of having our President an elected IOC member, this salary is one of the lowest of any IF President. The vast majority of the ITU Executive Board feels that the benefits to ITU, compounded by her being an IOC member, far

outweigh the very modest salary and expenses.

To question the cost of the staff office in Lausanne shows a misunderstanding of the vast benefits in terms of relationships with the IOC Sport Department, Olympic Solidarity and colleagues in other IFs. With big items on the agenda of the Olympic Movement at the moment, such as determining the 25 Core Sports in the Summer Olympics and changes to the 2016 Olympic programme. These matters, plus our aspirations for the Triathlon Mixed Relay and Winter Triathlon, demonstrate the fact that the ITU staff office in Lausanne is a necessary cost.

Being ever mindful of the pitfalls associated with the current global economic challenges, Marisol Casado and her team are committed to:

- Reaffirming the importance of the WTS, as the most important asset of the organisation, with its \$2,000,000 USD + revenue per year from the series for the next 4 years. Our Marketing and Television partnership with Upsolut, will remain central to this commitment.
- Finding and implementing a new marketing structure that will provide new sponsors for other ITU products, such as World Cup, Continental Cup and Multisport events.
- Increasing the revenue from the IOC for the 2016 Rio Olympic Games to over 10,5 Million dollars.

ITU has never been in a better financial situation!



“building triathlon together”

ITU Secretary General’s Report: 2009-2012



QUADRENNIAL REPORT 2011 – 2012*: ITU GLOBAL PROJECTS

KEY ACHIEVEMENTS JANUARY 2011 TO OCTOBER 2012

1. Triathlon Mixed Relay

- 1.1. ITU secured Triathlon Mixed Relay in the Commonwealth Games, with an earlier than anticipated commencement date of 2014. A comprehensive bid document and presentation was developed and submitted. Global Projects presented the ITU bid at the Commonwealth Games Federation congress in St. Kitts & Nevis to present the bid.
- 1.2. A detailed 65-page bid package was developed for the IOC, detailing the reasoning behind ITU's bid to include Mixed Relay on the programme of the 2016 Olympic Games.
- 1.3. An innovative interactive video brochure is in the pipeline for submission in 2013. This brochure will contain a built in video screen and will be distributed to the IOC executive board, IOC key staff and IOC members. This will be a very visual summary document detailing the key reasoning behind the discipline being included.
- 1.4. Through active promotion and discussions with NF coaches and presidents, 32 entries were secured for the 2011 Mixed Relay World Championships. This was a 100% increase on the previous year. Every continent was represented in the 2011 event. 27 teams and 22 nations representing all 5 continents were present for the 2012 event.
- 1.5. There was active engagement with the IOC members, staff and programme commission to raise awareness of the event.
- 1.6. Numerous press releases were delivered to Olympic media with good pick-up, thus ensuring exposure to our key stakeholders, such as broadcasters, the IOC and IOC influencers.
- 1.7. A special challenge and category called the "Fittest International Federation" was created for the 2011 Mixed Relay World Championships in Lausanne, which allowed networking opportunities.
- 1.8. A high quality promotional video shoot was performed with ten different national teams from all five continents. This video footage contains all the key bid points. This will be used in the Olympic bid submission.
- 1.9. Exposure for the team event reached an all time high with the first live broadcast of the discipline in 2011. The 70 minute event had 253 international broadcasts, totalling 93 hours of broadcast time, with a cumulative audience of 18.55 million. This was equivalent to 571 million TV contacts.

KEY GOAL(S) ADDRESSED FROM THE ITU STRATEGIC PLAN: 2009-2013

Goal 1: Achieve an extraordinary profile for the sport within the Olympic and Paralympic family.

- 1.1 Secure new events on the Olympic Programme

BUDGET EXPENDITURE 2011-12: \$15,907 – under budget \$10,543

2. Triathlon Live – London 2012

- 2.1. The ITU, BTF and LOCOG ran a joint initiative called "London 2012 – Triathlon Live Sites". This was an initiative conceived and spearheaded by ITU. In all eight cities across the UK were chosen to participate in the Live Sites programme in 2012 – Bristol, Coventry, Cardiff, Edinburgh, Leicester, Leeds, Manchester and a major site at BT London Live in Hyde Park. The seven sites outside of London ran for four days over the Olympic race



KEY ACHIEVEMENTS JANUARY 2011 TO OCTOBER 2012

period. Triathlon Live in London ran for the entire duration of the Games.

- 2.2. Every site had a big screen in the city centre which was connected to the BBC big screen network, which allowed the Olympic triathlon events to be aired live. The sites contained an Endless Pool®, a Wattbike® and a treadmill to reproduce all three disciplines of the triathlon. The sites also contained branded tents to provide shelter and cover from the elements and give visibility to the sport in busy city centre locations.
- 2.3. A deal was negotiated with Endless Pools to ship over their premium products from the US for the initiative. Each pool was worth \$35,000 USD, with a total estimated value of \$280,000. Endless Pools also provided the staff and expertise to set up and run the pools during the events – which was a significant added value.
- 2.4. This initiative was also run in 2011 during the London test events in six locations around the UK with similar success.
- 2.5. Triathlon Live successfully brought the London event to a much larger audience across the UK, and aided in the promotion of the sport in the UK. Additionally the programme set Triathlon apart from other Olympic sports as a proactive and young sport with strong community engagement.
- 2.6. The sites were built and ran by the staff and volunteers of the British Triathlon Federation as a part of the joint initiative between ITU and BTF. The BTF committed significant energy and resources to the programme, which also fulfilled many of their development objectives. This resulted in very high standard of operation of the sites. Thanks should be noted here to the BTF on their support and quality of staff. The programme demonstrated the potential for a very successful partnership between an IF and an NF implementing a mutually beneficial joint initiative.

KEY GOAL(S) ADDRESSED FROM THE ITU STRATEGIC PLAN: 2009-2013

Goal 1: Achieve an extraordinary profile for the sport within the Olympic and Paralympic family.

- 1.4: Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.
- Goal 3: Establish successful and strategic relationships with all our partners to engage them widely in all aspects of the sport.

Budget Expenditure 2011-12: \$8,464 - \$14,368 under budget.

3. Triathlon Live – Sport Accord 2012 Sports Expo Demo:

- 3.1 In response to Sport Accord's Sports Expo initiative, ITU brought the 'Triathlon Live' concept to Sport Accord in Quebec in May 2012. The initiative was used to demonstrate ITU's key properties in front on an influential audience. The Mixed Relay discipline was showcased, in addition to the World Triathlon Series. The sports demonstration was used to highlight the sports key properties and why triathlon is an ideal core sport for the Olympic programme. The demo was also used to highlight the 'Triathlon Live' initiative that ITU was running during London 2012, to distinguish ITU from other sports and raise ITU's profile in the Olympic movement.

KEY GOAL(S) ADDRESSED FROM THE ITU STRATEGIC PLAN: 2009-2013

Goal 1: Achieve an extraordinary profile for the sport within the Olympic and Paralympic family.

Budget Expenditure 2011-12: \$4,873 - \$1,623 over budget.

4. Sport for All

- 4.1. Initial contact was made with all the major national federations to obtain feedback on past events to

KEY ACHIEVEMENTS JANUARY 2011 TO OCTOBER 2012

investigate what elements of the ITU world Championships were working well and what areas needed to be improved.

- 4.2. Pre race communication was flagged as one of the primary concerns for the NF's. A communication network was set up among the age group managers of NFs to ensure smooth information flow
- 4.3. An engagement plan for the elite athletes with the age group athletes was established to both raise the profile of the elite stars among the age group athletes, in addition to improving the experience of the age group athletes. This includes an age group breakfast at the Auckland Grand Final.
- 4.4. A Triathlon Live site will be established at the Auckland Grand Final to help engage the age group competitors and raise the level of experience at their events. In addition an age group breakfast is being organised to allow the various nations to network with each other and with the elite athletes.

KEY GOAL(S) ADDRESSED FROM THE ITU STRATEGIC PLAN: 2009-2013

Goal 2.1: Maximise the profile, value and profitability of the World Championships.

Goal 1.6 - Ensure athletes receive a consistently positive and educative experience in the sport.

Budget Expenditure 2011-12: \$4,484

5. Commercial and LOC relations

- 5.1. A number of merchandising deals were completed with 2XU to provide clothing to ITU and reduce expenses for the federation. A deal to provide the technical official's gear for 2012 was completed. This gear was for 90 technical officials and included bags, tops, shorts, jackets and tops. The RRP of this gear was \$62,540.
- 5.2. A deal for the 2011 World Triathlon Series Grand Final was negotiated to be the official merchandise partner for ITU when it was discovered that the LOC merchandise plan was not sufficient for a Grand Final event. ITU obtained \$15,000 plus approximately \$8,000 worth of merchandise for the deal.
- 5.3. 2XU provided dress shirts and rain jackets for the ITU staff for London 2012 with a RRP of \$10,500.
- 5.4. Overall the merchandise deals netted \$15,000 cash and approximately \$81,040 in-kind revenues for ITU.
- 5.5. Automotive Partner – Talks are ongoing with a major automotive manufacturer to invest significantly in the sport. The potential sponsor was hosted at the Olympic triathlon. The sponsor was engaged through established and maintained contacts at a leading agency. The potential sponsor is looking at both major ITU events and the development department to implement a sponsorship programme leading into and through 2016. Talks are currently ongoing.
- 5.6. LOC relations – Relationship building and maintenance with potential new major events is also on the portfolio of Global projects. Numerous meetings have been held with Chicago and Qatar in order to host future major events.

KEY GOAL(S) ADDRESSED FROM THE ITU STRATEGIC PLAN: 2009-2013

Goal 2.1: Maximise the profile, value and profitability of the World Championships.

Budget Expenditure 2011-12: Zero expenditure. \$81,040 income in cash and in-kind merchandise.

Prepared by: Brian Mahony, Director Global Projects *Note: ITU Global Projects was established in January 2011



ITU SPORT DEPARTMENT QUADRENNIAL REPORT: 2009 - 2012

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

1. MAJOR GAMES

1.1 Singapore 2010 Youth Olympic Games:

- a) Inclusion of an additional discipline, (Mixed Relay) with a Continental team format. ITU is the only IF that had more events than in the Olympic Games. All others were less or the same.
- b) Qualification criteria were developed to ensure quality and universality, as well keeping it sustainable for the NOCs/NFs. Included 64 athletes from 42 different countries and 10 country winning medal.
- c) International Technical Officials team: proposals from the NFs, all sub 35 years old, and gender equity.

1.2 London 2012 Olympic Games:

- a) 3 test events held prior to the Olympic Games, smooth development of the event from 2009 to 2012.
- b) Technical Officials (International and National) selection process based on the certification programme with the involvement of the National Federations.
- c) Iconic location, highest ever spectator numbers, operations running smoothly between ITU and LOCOG.

1.3 Other Major Games:

- a) Guangzhou 2010 Asian Games: Legacy from the Beijing 2008 Olympic Games on many aspects.
- b) Maputo 2011 All-African Games: First time on the program. Full involvement from ATU and ITU on the technical matters.
- c) Puerto Vallarta 2011 Pan American Games: Close cooperation with the Mexican Triathlon Federation – two TDs responsible for the event.
- d) Cali 2013 World Games: The status of the World Championships was awarded to the event in 2012.
- e) 2013 World Beach Games: Still waiting for information from SportAccord.
- f) Glasgow 2014 Commonwealth Games: Competition Manager recently appointed, close cooperation with the LOC and successful inclusion of the Mixed Relay format.
- g) Toronto 2015 Pan American Games: TDs appointed and first site visit to be conducted this year.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.1 Secure new events on the Olympic Programme: 4 x Mixed Relay, Sprint
- 1.2 Secure Paratriathlon on the Programme of the Paralympic Games
- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.

2. MIXED RELAY PROJECT:

- 2.1 The format was included in the ITU Competition Rules with flexibility until the concept is not finalized based on all the experiences at the different level,
- 2.2 World Championships was held for the fourth time with this format and increasing participation from the National Federations. There will be a qualification system based on quality and universality to ensure the best 20 teams at the World Championships from all over the world.

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

- 2.3 Continental Championships were held in Europe and Asia. Oceania will be added in 2013 and potentially Pan America and Africa as well.
- 2.4 The format has been included in the Youth Olympic Games in 2014 as well as the Asian Games and the Commonwealth Games.
- 2.5 Specific education on the Mixed Relay procedures added to the Level 2 and Level 3 technical officials trainings.
- 2.6 The Bid document was presented to the IOC for the Rio 2016 Olympic Games and a plan to promote the format within the Olympic movement was launched.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.1 Secure new events on the Olympic Programme: 4 x Mixed Relay, Sprint
- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.

3. PARATRIATHLON

- 3.1 Paratriathlon specific rules were included in the ITU Competition Rules, with annual updates.
- 3.2 Participation at the World Championships increased from ~40 in 2009 to over 100 in 2012. This tendency is expected to increase in 2013 with the Grand Final in London.
- 3.3 A dedicated staff member is working on Paratriathlon (60% of a full time person). The main task is to achieve new classification categories requested by IPC to be eligible for Rio 2016.
- 3.4 Paratriathlon ranking will be established in 2012 and thereafter.
- 3.5 Increasing number of event where paratriathlon is held as a standalone event.
- 3.6 Specific education on Paratriathlon procedures added to the Level 3 technical officials trainings.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.2 Secure Paratriathlon on the Programme of the Paralympic Games
- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.
- 1.8 Provide influential leadership on current and emerging anti-doping issues in triathlon and paratriathlon.
- 4.5 Ensure paratriathlon and all multisport disciplines have a viable World Championships on an annual basis, and a good standard of Continental Championships

4. MULTISPORT

- 4.1 A dedicated staff member is working on MultiSport (40% of a full time person).
- 4.2 Status of MultiSports with ITU World Championships:
 - a) Duathlon: Record number of participants in 2011. Only Standard distance for the Age Groupers in 2012. Separated Elite World Championships in 2013 because of the World Games. Event already awarded for 2014.
 - b) Long Distance Triathlon: World Championships already awarded up to 2014. Working closely with a private company on the promotion of a Double Olympic distance (O2) series.
 - c) Cross Triathlon: Close collaboration with Xterra on the development of the sport. Increasing interest from athletes.
 - d) Long Distance Duathlon: Cooperation with Powerman up to at least 2013 based on an MOU. Continuous discussion with them on expanding the cooperation.
 - e) Aquathlon: Always held with the Grand Final. Long term strategy is needed as it is included in the World

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

Beach Games.

- f) Winter Triathlon: Participation is decreasing annually. Evaluation of a different Winter Triathlon concept is in progress, plus collaboration with other Winter IFs.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.3 Secure the inclusion of winter triathlon on the Programme of the Winter Olympic Games.
- 4.5 Ensure paratriathlon and all multisport disciplines have a viable World Championships on an annual basis, and a good standard of Continental Championships

5. TECHNICAL OFFICIALS EDUCATION AND CERTIFICATION PROGRAM:

5.1 Data:

	2009	2010	2011	2012*
Number of officials	963	1786	3092	3598
Number of courses	14	18	28	33**
Number of self-funded officials	N/A	67	109	134
Number of accredited NF programs	0	0	1	4
Number of Technical Delegates or Assistant Technical Delegates assigned	79	107	136	143

* As of 07 September 2012.

**7 courses are still in progress, which makes a total of 40.

- 5.2 The Facilitators' Programme and various projects run parallel with ITU Development department.
- 5.3 Close cooperation with the Continental Coordinators on courses preparation.
- 5.4 Technical Officials' Newsletter started in 2012 on a monthly basis – very positively reception by all registered Technical Officials.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.1 Secure new events on the Olympic Programme: 4 x Mixed Relay, Sprint
- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.
- 1.5 Implement programmes to maximise the number of NF flags involved in the Olympic and Paralympic Games.
- 2.1 Maximise the profile, value and profitability of the World Championships
- 2.2 Maximise the profile, value and profitability of the World Cup Series.
- 3.1 Foster viable partnerships with National Federations, Continental Confederations, Olympic Solidarity, the International Paralympic Committee (IPC) and other key stakeholder organizations.
- 4.3 Develop and implement "triathlon in a box" for new and developing National Federations and Continental Confederations

6. ADMINISTRATION/TECHNICAL OPERATIONS SUPPORT/CONTROL TO ALL ITU EVENTS:

- 6.1 Provide administration services for 115 and 130 events on the ITU calendar per year with an average distribution as follows:
- a) Continental: Africa 7%, Americas 28%, Asia 17%, Europe 40%, Oceania 8%.
- b) Level: WTS 6%, World Cup 7%, Multisport 12%, Continental Championships 15%, Continental Cups 45%, other (major games, junior cup, tour) 15%.
- 6.2 Manage the Bid Process for World Cup and Multisport has been streamlined with improved technical evaluation for other events.

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

- 6.3 Manage Agreements: Athletes, Events (World Cup, Multisport).
- 6.4 Ensure detailed, consistent information is available on triathlon.org for 100% of the events.
- 6.5 Provide “branding control” for World Cup and Multisport events.
- 6.6 Manage Technical Delegate Reports, with a 100% received record in 2011, first time in ITU history. These reports provide a detailed analysis of the events and trends in terms of technical management, water quality, anti-doping control, timing services, medical services, etc.
- 6.7 Manage Pre- and Post-race Skype calls organized for all WTS, World Cup and Multisport events, which is an average of 60-70 calls annually.
- 6.8 Manage the inventory for all WTS, World Cup and Multisport Championships events.
- 6.9 Manage ITU team travel for all WTS, World Cup and Multisport Championships events.
- 6.10 Manage the National uniform approval process. 99.8% of athletes used ITU approved swimsuits in WTS events in 2012. This was a slight improvement on 2011.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.1 Secure new events on the Olympic Programme: 4 x Mixed Relay, Sprint
- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.
- 1.7 Promote internationally renowned athletes and have one of the most recognisable international series of all Olympic sports.
- 1.8 Provide influential leadership on current and emerging anti-doping issues in triathlon and paratriathlon.
- 2.1 Maximise the profile, value and profitability of the World Championships
- 2.2 Maximise the profile, value and profitability of the World Cup Series.
- 3.5 Streamline ITU’s Technical Operations to create efficiency and consistency of the ITU product across all WCS events
- 4.4 Establish a balanced triathlon and paratriathlon calendar across all continents of events and other ITU activities.

7. RESULTS MANAGEMENT:

- 7.1 Manage WTS and World Cup athletes’ free accommodation (use of all the available free rooms provided by the LOCs as per the event agreements.)
- 7.2 Ensure the correct prize money distribution is accurately published for all events.
- 7.3 Collaborate in the development and use the automation of the online entries, results and ranking management system.
- 7.4 Create the Olympic simulation and entries management with LOCOG.
- 7.5 Maintain Historical results: currently there are 1150 ITU events in the database since 1989.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.1 Secure new events on the Olympic Programme: 4 x Mixed Relay, Sprint
- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.
- 1.5 Implement programmes to maximise the number of NF flags involved in the Olympic and Paralympic Games.

8. EQUIPMENT CERTIFICATION PROGRAM:

- 8.1 The application of the rules related to the equipment is not 100% consistent in all the events around the world. The rules defers to our related sports (FINA and UCI) when there is no specific rule in our Competition Rules.

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

8.2 Actions taken:

- a) Received valuable input from Professor Jan-Anders Manson;
- b) Arranged meetings with manufacturers, trisuit and wetsuit, and provided the –outcomes from these meetings;
- c) Arranged meetings with coaches and provided outcomes from these meetings;
- d) Input from ITU president;
- e) Rules clarification from ITU TC;
- f) Bike post-event survey in Banyoles, Kitzbuhel and Hamburg.

8.3 Identified the equipment that should have an internal certification:

- a) Trisuits;
- b) Wetsuit;
- c) Clip-on handlebar.

8.4 Pathway: The certification process will start in 2013 with full implementation from 1 January, 2014

- a) 2013: The current on-site approval system will remain for all events, but the certification process will start in the meantime. The certified items will not be tested at events.
- b) 2014: Only certified equipment will be allowed at WTS events and Triathlon Continental Championships. For other events the current on site approval system will remain, but the certification process continuous. Certified items will not be tested at the events.
- c) 2015: Only certified equipment will be allowed at WTS events, Triathlon Continental Championships, Triathlon World Cups and World Championships in Multisport. For other events the current on site approval system will remain, but the certification process continuous. Certified items will not be tested at events.
- d) 2016: Only certified equipment will be allowed at all ITU events.

KEY GOALS ADDRESSED FROM THE ITU STRATEGIC PLAN 2009-2013:

- 1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.

BUDGET EXPENDITURE 2009-2012 BUDGET YEARS

2009	2010 ⁽¹⁾	2011 ⁽²⁾	2012 (budget) ⁽³⁾
\$612,638.44 USD	\$593,953.50 USD	\$855,672.65 USD	\$920,000.00 USD

Note⁽¹⁾ Number of events increased, but most of the development activities went to the Continental budgets.

Note⁽²⁾ The increase was due to the fact that the World Cup, as a project, was integrated into the Sport Department. More responsibilities for the WCS was shifted to AFL: Global Project Director. The size of the department was increased by 2 full time staff. More expenditure on development thanks to the fund from IOC.

Note⁽³⁾ Similar budget figure to 2011, plus significant increase in Paratriathlon (classification project) and additional expenses in an Olympic year.

Prepared by: Gergely Markus, ITU Sport Director

CONTINENTAL CONFEDERATIONS

ACHIEVEMENTS: 2009-2012

ITU President **Marisol Casado's** primary vision was to expand ITU Development from a global focus on the Elite Athlete Development Pipeline (EADP) to include Event Development and Governance based on Continental Confederation planning.

- **For the first time in ITU's history, a budget of almost half a million US\$ was allocated per year to the five Continental Confederations for Development.**
 - Additional resources from the Sport and Development Departments were added in the areas of event management, coaching and technical officials' education.
 - Formal agreements were signed between the Continental Confederations and ITU and fiscal accountability was implemented.
 - Continental Coordinators were hired to coordinate the various projects in the agreements. In many cases, the coordinators also took over the administration duties associate with managing development courses and camps, as well as some of the day to day operations of the confederations, such as Continental event calendars and LOC agreements.
 - **In 2012, ITU experimented with funding an "Admin Assistant" for PATCO to help implement an Administration style that would mirror that of ITU.** This removed the detailed admin tasks from the Continental Coordinator, who was able to focus solely on Development projects.
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FUTURE GOALS: 2013-2016

1. INCREASE THE SUPPORT FOR THE NUMBER AND QUALITY OF COMPETITIONS in new and emerging NFs, especially regions where there are few events.
2. A new 4 year Development Programme will be created, in collaboration with the Continental Confederations and NFs, to ensure that each developing NF has an INDIVIDUALLY DESIGNED PROGRAMME, e.g. to develop National Championships and/or opportunities to access ITU races/points close to home.
3. ITU will DOUBLE THE RESOURCES DEDICATED TO DEVELOPMENT IN EACH CONTINENTAL CONFEDERATION.
4. Continue to support a SHIFT FROM A CENTRALLY FOCUSED PROGRAMME TO ONE DETERMINED BY THE CONTINENTAL CONFEDERATIONS, while maintaining global standards of quality.
5. Maintain funding and focus on the ITU Facilitator Programme.



TARGET FEDERATIONS AND REGIONS

- *Africa, Asia and Oceania:* All new and emerging National Federations (+40) will be serviced with a community coach / technical / governance education courses as required, followed by event management and mentoring through a National Championships.
 - *Eastern Europe:* Event Management / Technical Officials' Courses and Mentorship to host Continental Cup / Regional Championship races, i.e., Baltic/Balkan Championships.
 - *South, Central and Caribbean Americas:* Event Management / Technical Officials' Courses and Mentorship to host Continental Cup / Regional Championships, i.e., Caribbean Championships.
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EVENT AND TECHNICAL DEVELOPMENT

ACHIEVEMENTS: 2009-2012

Event Management and Technical Training were added to ITU Development, **because of Marisol Casado's** broad concept of Development. This resulted in:

- A dramatic increase in the number and level of certified Technical Officials. This was due to the number of technical courses and the clear pathway for the Technical Officials to move to the higher levels within the ITU Certification System. **The NFs were actively involved in the selection process of the Technical Officials for the YOG and Olympic Games.**



Percent Increase in Number of Technical Officials	2012	2011	2010	2009
+ 273%	3,598	3,092	1,786	963

- **Event/Technical Education programmes were aligned around a highly successful Facilitators' training programme.** This has had a significant impact on new and emerging National Federations because of the increase in quality technical courses for officials. These courses are closely monitored by ITU, and would not be possible if not for the shift to Continental Confederation management and the work of the Continental Coordinators.

Percent Increase in Number of Technical Officials' Courses	2012	2011	2010	2009
+ 185%	40	28	18	14

- As the result of the ITU Technical Education and mentorship programme, the goal of increasing the number of qualified Technical Delegates and Assistant Technical Delegates has been achieved.

Percent Increase in number of qualified Technical Delegates	2012	2011	2010	2009
+ 81%	143	136	107	79

FUTURE GOALS: 2013-2016

1. Collaborate with Continental Confederations to **EXPAND THE CAPACITY OF EVENT ORGANISERS AND NF TECHNICAL OFFICIALS** to enable them to **STAGE A HIGH STANDARD OF NATIONAL CHAMPIONSHIPS AND CONTINENTAL CUP EVENTS.**
2. Continue to create objective pathways for New and Developing NFs to send Technical Officials to Continental Cups and Championships and ultimately ITU World events and the Youth and Olympic Games.
3. Translate education materials into other languages than English, such as Spanish and French as the first step.
4. Enhance Paratriathlon and Mixed Relay specific technical education on all levels.

TARGET FEDERATIONS AND REGIONS

Same target groups as above:

- *Africa, Asia and Oceania:* All new and emerging federations (+40)
- *North and Eastern Europe:* Event Management / Technical Officials Courses and Mentorship
- *South, Central and Caribbean Americas:* Event Management / Technical Officials Courses and Mentorship to host Continental Champs / Regional Championships, i.e., Central American and Caribbean Championships.

ELITE ATHLETE DEVELOPMENT

ACHIEVEMENTS: 2009-2012

Despite a \$1 million USD loss in targeted Development funding from BG, Marisol Casado and her team continued to fund the Elite Athlete Development Pipeline (EADP) from ITU resources and expand it as per the table below. EADP programmes were aligned around a highly successful Facilitators' training programme.

A total of 1425 athletes and coaches from 152 national federations benefited from the EADP programmes between 2009 and August 2012.

	Percent Increase	2009-2012	2005-2008
Continental Camp Participants	150%	262	105
World Camps Participants	111%	95	45
ITU Scholarships Recipients	61%	37	23
Team ITU Participants	84%	101	55

- The above increases had a direct impact on the number of new National Federations that qualified athletes for the London Olympic Games compared to the Beijing Olympic Games.

	Percent Increase	London	Beijing
Development Athletes on the Start Line (new flags)	45%	16	11

- Shifting Coach Education from a global to a Continental focus, led to very significant gains in the number of participants and National Federations taking part in and achieving ITU certification.

	Percent Increase	2009 to 2012	2005 to 2008
Level 1 Certified Coaches	210%	329 Coaches	106 Coaches
	365%	79 NFs	17 NFs
Level 2 Certified Coaches	- 21%	88 Coaches	111 Coaches
	15%	67 NFs	27 NFs

- The numbers above do not reflect the coaches certified at higher levels through accredited National Federation programmes, which explains the decrease in Level 2 Certified Coaches.

FUTURE GOALS: 2013-2016

- Continue to provide a full time Development expert who will work closely with the ITU Coaches' Committee and highly developed National Federation Coach Education and mentoring programmes to ensure the high standards in the ITU Coaches' Certification programmes continues with a strong component of quality control.
- Involve Continental Confederations in the process (such as selection) of the EADP, particularly Team ITU and scholarships.
- Explore modifying the qualification and ranking systems to give developing countries the opportunity to gain entry in Continental Championships, World Championships and ultimately the Olympic Games.
- Develop specific coach education initiatives for Paratriathlon coaching.



TARGET FEDERATIONS AND REGIONS

- 2016 Olympic Games Target Group: All "developing" National Federations that have not had athletes at any of the previous two Olympic Games and have athletes with potential to achieve this Olympic qualification.
- 2020 Olympic Games Target Group: All current "new and developing" National Federations

OLYMPIC SOLIDARITY

ACHIEVEMENTS: 2009-2012

Marisol Casado, as an IOC member, along with Development and Sport, staff based in Lausanne, have been able to strengthen the relationship between Olympic Solidarity staff in Lausanne, National Olympic Committees and National Federations. This resulted in:



- A greater number of athletes have benefitted from the available funding than ever before.
- A great deal has been learned and shared with National Federations to ensure seamless access to this funding.
- The number of NFs, athletes and coaches benefitting from this relationship increased significantly.

OS Athlete Scholarships:

	Percent Increase	London	Beijing
Number of ITU Athletes receiving OS funding	167%	16	6

OS Technical Education Courses for Coaches: 2009 – 2012

	2012	2011	2010	2009
Number of courses	8	4	1	1

The following countries benefitted:

- | | | | |
|----------------------|------|---------------|-----------|
| • Oman | 2009 | • Ecuador | 2012 |
| • Mauritius | 2010 | • Philippines | 2012 |
| • Colombia | 2011 | • Iraq | 2012 |
| • Dominican Republic | 2011 | • El Salvador | 2012 |
| • Turkey | 2011 | • Libya | Fall 2012 |
| • Argentina | 2011 | • Bolivia | Fall 2012 |
| • Syria | 2012 | • Peru | Fall 2012 |

FUTURE GOALS: 2013-2016

- With the ITU President / IOC member, take advantage of every opportunity to expand relationships between NOCs and National Federations with the goal of helping them to obtain more OS funding.
- Continue to nurture our good relationship with Olympic Solidarity by having a full time Development manager working from the ITU office in Lausanne.
- Explore other opportunities to share resources and programmes with OS, the IOC and other IFs in the area of good governance and administration.

TARGET FEDERATIONS AND REGIONS

- All new and emerging National Federations worldwide.
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QUADRENNIAL REPORT 2009 - 2012: ITU ANTI-DOPING DEPARTMENT

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

1. ANTI-DOPING PROGRAMMES, INCLUDING TESTING:

- 1.1. Approval of ITU and NF anti-doping rules, procedures and policies to ensure full WADA Code Compliance.
 - a) All NFs have to sign affiliation document that shows compliance with ITU anti-doping rules and Code Compliance.
- 1.2. Ensure in-competition test carried out at all World Championships, World Cups, Continental Championships and all Continental Cups.
 - a) All Triathlon World Championships and Triathlon World Cup tested athletes. However, the PATCO Championships and some Continental Cups did not test due to budget restraints. (See graph below.)
- 1.3. Consolidate the WCS product worldwide by securing new venues
 - a) Worked with new LOCs on their testing capabilities and make suggestions.
- 1.4. Collaborate with LOCs in the organisation the events
 - a) Worked with LOCs on all anti-doping matters.
- 1.5. Implement an effective In competition and Out of Competition (Biological Passport) Anti-doping Testing programmes.
 - a) Athlete biological passport is fully operational and allows us to conduct effective testing.
 - b) Challenges with in competition testing because of lack of funds by LOCs and by support of Continental Confederations.
- 1.6. Negotiate with WTC, IMG, European organisers and others.
 - a) Good relationship with anti-doping staff at WTC and IPC.
 - b) Talks started with TriStar on how we can collaborate on anti-doping matters.
 - c) Regular contact with WTC anti-doping staff on all matters relating to anti-doping.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 1.8 Provide influential leadership on current and emerging anti-doping issues in triathlon and paratriathlon.
- 2.1 Maximise the profile, value and profitability of the World Championships.
- 2.2 Maximise the profile, value and profitability of the World Cup Series.
- 2.3 Promote an ITU presence in all other triathlon and paratriathlon events
- 3.2 Achieve compliance with the Anti-Doping Code by ITU and by all National Federations.

2. EDUCATION:

- 2.1. Educate Technical Officials and Event Organizers on anti-doping matters.
 - a) All TO and EO courses include an anti-doping component.
- 2.2. Include Anti-Doping Education package in all Sport Development (Athlete and Coaching)



KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

projects/programmes.

- a) All athlete and coaches attending Sport Development courses must complete an anti-doping component.
- 2.3. Starting in 2012, all Level 3 coaches will need to complete CoachTrue to pass.
- 2.4. Stay current with the latest research and ensure wide spread access to data in the anti-doping area.
- a) Receive and read daily updates on all the latest research and information about anti-doping.
 - b) Attend annual WADA anti-doping conference and other conferences as appropriate.
 - c) **As a member of WADA's Education Committee, approve international research proposals.**
 - d) Work as a Doping Control Officer for the Canadian Centre for Ethics in Sport. (CCES)
- 2.5. Implement an effective Anti-doping Education programme.
- a) Contacted all NADOs sending athletes to the Olympic Games to make sure that the education was adequate. Filled in the gaps for those athletes not included.
 - b) Educational seminars for Junior athletes and paratriathlon (alternate years) at Grand Finals.
 - c) Outreach programme at all Grand Finals.
 - d) Say No to Doping campaign, including a video.
- 2.6. ITU to provide training and education programmes in technical and anti-doping matters.
- a) Encourage NADOs to have education around triathlon and paratriathlon events.
- 2.7. Promote triathlon and paratriathlon in new territories.
- a) Anti-doping materials are provided in the NF toolkit.
- 2.8. **Develop the coaching and National Federation (support materials) for the "triathlon in a box" anti-doping information package for National Federations and Continental Confederations.**
- a) Anti-doping materials are provided in the NF toolkit.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 1.8 Provide influential leadership on current and emerging anti-doping issues in triathlon and paratriathlon.
 - 4.2 Create new NFs and consolidate existing ones.
 - 4.3 **Develop and implement "triathlon in a box" for new and developing National Federations and Continental Confederations.**
3. COMMUNICATIONS:
- 3.1. Develop clear anti-doping communication plan to ensure transparent handling of all anti-doping matters.
- a) communication plan includes a clear plan to handle all anti-doping matters.
- 3.2. Develop anti-doping section and resources on triathlon.org.
- a) anti-doping section of website has been reviewed and updated.
- 3.3. Weekly newsletter update used to educate and communicate.
- 3.4. Ensure good working relationships with NFs, Continental Confederations, WADA, ANADO, NADOs and RADOs to foster a strong and consistent anti-doping programme.
- a) work with WADA, NADO and RADOs to help provide triathlon with the highest priorities with regards



KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

to anti-doping.

- b) work with everyone in the ITU family to have a strong presence for anti-doping.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

1.8 Provide influential leadership on current and emerging anti-doping issues in triathlon and paratriathlon.

3.1 Foster viable partnerships with National Federations, Continental Confederations, Olympic Solidarity, the International Paralympic Committee (IPC) and other key stakeholder organizations.

4. PARATRIATHLON :

4.1. Support and aid in the development of Paratriathlon resources

- a) all paratriathlon related documents have been reviewed with anti-doping in mind.
b) current ant-doping resources can be used for paratriathlon as well.

4.2. Develop custom promotional materials for new and emerging disciplines to demonstrate potential for inclusion

- a) all paratriathlon promotional materials have been reviewed with anti-doping in mind.

4.3. Guarantee Paratriathlon high quality events in all WCS, World Cups and Continental events recognized by ITU.

- a) all LOCs have been contacted and asked to include paratriathlon testing in their events.
b) all Grand Final events for the past 3 years test every category of paratriathlon.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

1.2 Secure Paratriathlon on the Programme of the Paralympic Games

BUDGET EXPENDITURE 2009-2012 BUDGET YEARS

2009:	2010:	2011:	2012 (budget):
\$119,705.69 (under budget \$30,294.31)	\$187,973.17 (under budget \$62,026.83)	\$252,666.94 (over budget \$2,666.94) (See note 1 below)	\$300,000.00 (Actual Jan 1 to Aug. 31, 2012: \$175,422.01) (note 2)

Anti-doping by the numbers:	2009	2010	2011	2012 (actual to Aug. 31 or projected to Dec. 31, 2012)	Total
Size of Registered Testing Pool (RTP)	100	100	100	60 (fluctuates)	360
Total Adverse Analytical Findings reported involving ITU athletes at the international and national level	11	23	30	14	78



Anti-doping by the numbers:	2009	2010	2011	2012 (actual to Aug. 31 or projected to Dec. 31, 2012)	Total
Total Anti-doping rule violations involving ITU athletes at the international and national level	2	2	1	2	7
Tests reported for triathlon by accredited laboratories/ % of Adverse Analytical Findings	3,262/ 1.01%	3,676/ 1.09%	3,544/ 1.07%	Not available	10,482
In competition tests (both blood and urine)	576 (note 3)	428	440	350 (note 4)	1794
World Championship and World Cup testing for Elites varies with the number of events in that given year.	210	220	250	250 (note 5)	930
Out of competition tests (both blood and urine)	102	95	80 (note 6)	80	357
Samples for EPO analysis	116	75	50	40	281
Samples for blood transfusion	40	50	50	40	180
Samples for hGH	40	50	50	40	180
Adverse Analytical Findings (AAFs) with valid Therapeutic Use Exemptions (Cases Dismissed)	29	21	25	10 (5cases under review)	85
Elevated T/E Ratios	18	24	25	17	83
Elevated T/E Ratios with Negative IRMS and/or subsequent follow up tests to confirm endogenous/exogenous origin	18	24	24	14 (all other tests under review)	77
Non-analytical ADRVs (refusals, possession, missed tests.)	0 (but 11 strikes)	0 (but 13 strikes)	0 (but 14 strikes)	0 (but 13 strikes)	0

Note 1: Director was full-time for four months of 2011.

Note 2: Director was full-time for six months of 2012.

Note 3: 2009 was the year that we started to collect Athlete Biological Passport samples so there was still a large emphasis on in competition tests over the more effective out of competition testing.

Note 4: Overall number of in competition tests overall have gone down because some Continental Confederations have allowed testing to be dropped from their LOC contracts.

Note 5: Number of in competition tests for Elites at World Championship and World Cup varies with the number of events in a given year. This number is estimated until December 31, 2012.

Note 6: By 2011 we had enough samples in our ABP programme to start having the expert panel evaluate a larger number of samples. Therefore, fewer tests were needed to be collected and could be afforded to be collected and scrutinized by the expert panel. If we increase the number of elite athletes in our ABP programme then we will need to collect more samples but this costs more money. For example, if we add paratriathletes or more elite athletes.

Prepared by: Leslie Buchanan, Anti-doping Director





QUADRENNIAL REPORT 2008 - 2012: ITU IT & SPORT PRESENTATION DEPARTMENT

***Note Sport Presentation & Department created February 2010**

KEY ACHIEVEMENTS JANUARY 2008 TO OCTOBER 2012

1. IT for ITU

- 1.1 An in house web developer taken on beginning 2009 to redevelop and redesign triathlon.org.
- 1.2 New content management system for staff to publish articles, video and photo's.
- 1.3 New web sections developed including – Anti-Doping, Development, Multisport, Paratriathlon, Science & Triathlon
- 1.4 Internal IT management: Email hosting, Sharepoint Document Sharing, Lifesize communications, HDQ Phone & Computer network, Software, Hardware and Database Management.
- 1.5 Hosting platform for all sites and services was moved entirely to Cloud architecture in 2012. This provides simple temporary scaling capacity for peak events and overall significant cost cutting.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 1.2 Support and aid in the development of Paratriathlon resources
- 1.6 Develop anti-doping section and resources on triathlon.org

2. IT for National Federations and Confederations

- 2.1 A Website was designed, developed, hosted and supported for each confederation in 2010. These sites are directly connected to the ITU database and automatically source relevant and regional articles, results, events, federations etc.
- 2.2 Email hosting and support for Confederations.
- 2.3 Content Management System for NF's & Events. A contractor has been taken on the remainder of 2012 to aid development and completion of the new content management system for NF's and events. This system will improve all aspects of interfacing with triathlon.org including; An Elite Entry system, bulk upload of AG entries, automated rankings system, Articles, images, documents etc. This system is expected to be brought online over Christmas 2012.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 3.1 Foster viable partnerships with National Federations, Continental Confederations

3. IT for Athletes

- 3.1 New content management system for athletes released in 2010
- 3.2 New athlete section released on triathlon.org. Athlete profiles now automatically pull in submitted social media feeds as well as displaying tagged images and videos and results from



KEY ACHIEVEMENTS JANUARY 2008 TO OCTOBER 2012

their most recent events.

- 3.3 Featured “Gold Group” and Development athletes within triathlon.org

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 1.5 Promote internationally renowned athletes
- 3.2 Feature athlete biographies and video vignettes on triathlon.org.
- 3.3 Promote ITU development athletes ‘on the road’ to London 2012.

4. IT for Olympics and ITU Events

- 4.1 Websites for each WTS event plus the overall Series website is developed, hosted and supported by ITU since 2010. This allows ITU to ensure a clean design in accordance with the series guidelines; allow cross platform information sharing; a unified look and feel for each series event and a closer working relationship with each LOC. Since taking on this task ITU supports 14 websites - 9 concurrent in any given year.
- 4.2 An automated rankings calculator and feed is provided for instantaneous live TV rankings graphics. This is provided at each WTS event.
- 4.3 Live coverage for each World Cup and Multisport World Championships is provided. Live interactive text updates, live timing and images.
- 4.4 A Live timing standard export protocol was developed for use for all ITU events.
- 4.5 A dedicated Olympic site to cater for Summer, Youth and the Team bid.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 2.1 Develop custom WCS series mini-site in redesign of triathlon.org.
- 2.2 Ensure consistent branding through all forms of media.
Collaborate with LOCs in the organisation the events
- 1.5 Assist TV partners in the expert production of WCS TV shows. Provide information, profiles and sport specific information.

5. IT for Media, Fans and Public

- 5.1 **Media subsection** of triathlon.org developed. The content management system allows us to upload, categorize and tag web images, High Resolution images, releases, video and other relevant media documents for distribution through a secured and approved user environment.
- 5.2 **Mobile:** An iPhone apple app was developed in 2011 but subsequently taken offline by the end of the year. Although the app was a success, maintenance, upkeep and its limited market made it unfeasible to continue. A ubiquitous mobile version of triathlon.org was developed and released in 2012. This site is fully automated, optimising articles, images and pages for all mobile use.
- 5.3 **Triathlonlive.tv:** A specific and specialized website was created along with our commercial partner Upsolut to carry live and on demand video coverage of the WTS. After a difficult and unsuccessful 2009 and 2010 this site was taken in house by ITU redesigned, redeveloped, hosted and managed. 2011 seen viewership increase by 475% and a profit. 2012 is thus far

KEY ACHIEVEMENTS JANUARY 2008 TO OCTOBER 2012

seen a 20% increase in turnover with Yokohama and Auckland yet to come.

- 5.4 Video delivery platform. An automated server delivery platform allows ITU to deliver Video news and releases to multiple broadcasters simultaneously from one upload on site.
- 5.5 Social media fully integrated on triathlon.org. Allows for a greater and new audience reach for content distributed by ITU.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 1.5 Promote internationally renowned athletes and have one of the most recognisable international series of all Olympic sports.
- 1.5 Work with commercial partner to promote athlete and prime series jointly across all media platforms of TV, press and online.
- 2.1 Produce high quality television to distribute to international broadcasters. Provide production assistance to TV partner.

6. General IT Statistics:

- 6.1 Key stats would be a 239% increase in unique users (from 0.74 to 2.51 million) and a 190% increase in page views (from 6.5 million to 18.9 million).

	Visits (millions)	Unique Users (millions)	Page Views (millions)
2009	1.88	0.74	6.5
2010	3.36	1.44	12.1
2011	4.26	2.13	17.4
2012	4.66	2.51	18.9

7. Sport Presentation

- 7.1 Specialist Sport Presentation Company was brought on to help develop and improve the on site presentation in 2010. This was brought in house reducing costs significantly. SP is fully integrated for all WTS requirements with dedicated documentation and personnel traveling to each event.

- a) Onsite presentation is standardised throughout the top tier series
- b) Presentation is delivered to ITU standards
- c) ITU standard requirements for each event and setup is coordinated with each event LOC
- d) Each event run to a tight and strict timeline in accordance with live TV demands
- e) Reduced significant costs associated with external contractors
- f) Communication flow with TV to facilitate onsite broadcasters
- g) Remote assistance and materials is provided to World Cup and all ITU events

7.2 Visual

- a) 30 plus new GFX for the Big Screen were produced for this season
- b) Produced in both English and local language for each WCS event
- c) ITU, Series & LOC sponsor video integration

7.3 Audio

- a) Announcers briefed & scripts created for each event including local languages

KEY ACHIEVEMENTS JANUARY 2008 TO OCTOBER 2012

b) Special music researched and scripted

7.4 London 2012

- a) ITU developed a close working relationship with head LOCOG Sport Presentation producer. All major decisions were routed through ITU for input and approval.
- b) Several meetings and constant communication took place for 2 years leading to the event.

7.5 Paratriathlon: Paratriathlon is conducted to elite standard Sport Presentation including full Victory Ceremonies at each WTS race.

KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013

- 3.1 Ensure efficient and effective VIP and Media Operations at ITU Events to raise the profile of the sport.
- 1.3 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.
- 1.2 Guarantee Paratriathlon high quality events in all WCS, World Cups and Continental events recognized by ITU.

EXPENDITURE 2009-2012 BUDGET YEARS

	IT	SP	Total	Budget
2009	164,000	-	164,000	209,000
2010	157,500	86,500	244,000	290,000
2011	153,500	50,000	203,000	263,000
2012	120,000*	50,000*	170,000*	250,000

*Till Sept 1st 2012

Prepared by: Fergus Murray, Snr Manager IT & Sport Presentation
Dr. Gareth Davies, Snr Manager IT



ITU TELEVISION & GRAPHICS DEPARTMENT QUADRENNIAL REPORT 2008 - 2012:

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012

1. TELEVISION & BROADCAST – WORLD CHAMPIONSHIP SERIES/WORLD TRIATHLON SERIES

- 1.1. Production of international host-broadcast world feeds in collaboration with Upsolut Sports from all WCS/WTS events, including pre-season production strategies, production plans, international running orders and onsite collaboration with host broadcasters.
- 1.2. Live international world feeds were produced from every event for both men and women in the WCS/WTS over the years; a total of 65 live international productions since January of 2009.
- 1.3. Worked to ensure production standards improved annually, resulting in over %100 increases *annually* in viewership numbers, broadcasting hours and TV contacts (see table at bottom for figures).
- 1.4. Worked with Swiss Timing and Upsolut to design, produce and improve the international TV graphics package for use in live broadcasts from WCS/WTS events, and for post-production use in World Cup magazine shows.
- 1.5. 14 x 52 minute magazine programs were produced on an annual basis¹ that included coverage and highlights from the WCS/WTS, World Cup series, and Preview and Review shows, totalling 54 magazine show productions since January of 2009.
- 1.6. Production technology initiatives to improve coverage at events, such as the use of on-board cameras on athletes' bikes and in the field of play to bring a new dimension of coverage to the magazine shows.
- 1.7. Features were produced from every WCS/WTS event, including topics such as sponsor spots (Suunto, Specialized, Laureus), Day-In-The-Life of athletes, location-centric vignettes, Age Group highlights and other miscellaneous stories.
- 1.8. Online video content from WCS/WTS races included not only Tricast being produced from every WCS/WTS event, but also production of pre-race preview videos, highlights from press conferences, athlete briefings, course presentations, best-of slow-motion montages, athlete features and sponsor appearances.
- 1.9. Delivery of custom footage, interviews and unilateral requests to broadcasters, advertisers and production houses, including but not limited to:

- | | | |
|--------------------------|--------------------------|-----------------------------------|
| • BBC (UK) | • CBC (Canada) | • RedBull |
| • Channel 4 (UK) | • TVN (Chile) | • MediaHouse (Austria) |
| • British Eurosport (UK) | • RTP (Portugal) | • ServusTV (Austria) |
| • ARD (Germany) | • TVE (Spain) | • Supersport (Sub-Saharan Africa) |
| • ZDF (Germany) | • MBC (Korea) | • Adidas |
| • ONE (Australia) | • Universal (USA) | |
| • Ten (Australia) | • Swiss TV (Switzerland) | |
| • TVNZ (New Zealand) | • SRG (Switzerland) | |
| • NHK (Japan) | | |

2. TELEVISION & BROADCAST – WORLD CUP SERIES & CONTINENTAL CUP PRODUCTIONS

- 2.1. Drew up cohesive pre-, during and post production plans for television at 2011 World Cups.
- 2.2. Line cuts for broadcasters were produced from World Cups (CBC, NBC, NHK) as part of initiatives to improve World Cup coverage.



- 2.3. Tricasts were produced from nearly every World Cup event and numerous Continental Championship events since 2009.
- 2.4. Magazine shows from World Cups integrated in the WCS/WTS package for broadcasters and distributed under the same umbrella as the WCS/WTS magazine shows, meaning worldwide viewership and exposure for World Cups.

3. TELEVISION NEWS

- 3.1. Consistent news deals were secured with EBU, SNTV, BBC, Reuters and Omnisport, with footage directly delivered to these major broadcast partners.
- 3.2. For the 2011 season, helped to secure deal with Omnisport (Perform) to include coverage from World Cups in their weekly news highlight roundup.
- 3.3. Personally developed an online program to facilitate VNRs (Video News Releases). News services from all events including new automated transfer method directly to broadcasters. News call up and follow through were performed after each event to solicit maximum coverage.

4. OTHER

4.1. TRIATHLON MIXED RELAY & PARATRIATHLON

- 4.1.1. Designed and produced print bid document to help secure Triathlon Mixed Relay in the Commonwealth Games.
- 4.1.2. Conceptualized, produced and shot a promotional video shoot with athletes for the Mixed Relay bid.
- 4.1.3. In the process of designing an interactive video brochure for ITU's bid to include Mixed Relay in the 2016 Olympic Games.
- 4.1.4. Exposure for the team event reached an all time high with the first live broadcast of the discipline in 2011. The 70 minute event had 253 international broadcasts, totalling 93 hours of broadcast time, with a cumulative audience of 18.55 million. This was equivalent to 571 million TV contacts.
- 4.1.5. Worked with Swiss Timing in both 2011 and 2012 to produce a live TV graphics package specifically for the live productions at the Mixed Relay events.
- 4.1.6. Paratriathlon – covered paratriathlon whenever present at a WCS/WTS event and produced highlights package that was added to the magazine show and/or online on triathlon.org.

4.2. PROMO VIDEOS

- 4.2.1. Conceptualized, edited and produced multiple promo videos for various departments since 2009. These include but are not limited to Season Promos, Series Launch promos, Development, Paratriathlon, Age Group and Anti-Doping promos, Mixed Relay bid promos, Congress Highlights promos, Season Preview promos, etc.

4.3. GRAPHICS

- 4.3.1. Conceptualized and designed first official iPhone app for the WCS in 2010.
- 4.3.2. Re-designed ITU's Branding Guidelines document in 2009.
- 4.3.3. Designed Beijing 2008 and London 2012 Olympic Games Media Guides.
- 4.3.4. Designed and created the "Athens to Beijing – a Four Year Odyssey" magazine.
- 4.3.5. Designed WCS/WTS Series & Media Guides for every year since the inception of the Series.
- 4.3.6. Grand Final and Host City Bid Document design.
- 4.3.7. Multiple brochure designs for a variety of projects – Sportel, Paratriathlon, Science and Triathlon, etc.
- 4.3.8. Designed the look and feel for "Triathlon In A Box", the ITU Development project.
- 4.3.9. Triathlon Mixed Relay IOC Bid book design.
- 4.3.10. Other miscellaneous design projects include things such as World Cup programme ads, website graphics for triathlon.org and all other related websites (banners, countdowns, promotional graphics, overall look and feel, etc.)
- 4.3.11. Responsible for the creation and design all internal design related projects, including invitations, official cover pages, banners, ads, handouts, flyers, e-cards, cards, logos and so on.
- 4.3.12. Designed big-screen graphics for Sports Presentation uses at WCS/WTS events.
- 4.3.13. Worked with Upsolut team to design new brand for the 2012 World Triathlon Series.

4.4. FEATURE PRODUCTION AND SPECIAL TV PROJECTS

- 4.4.1. Anti-Doping – produced an athlete-centred promo video for the Anti-Doping department – the “Say No To Doping” campaign.
- 4.4.2. Triathlon Live – London 2012. Worked with ITU’s Special Projects department to shoot a video from the Triathlon Live initiative – “London 2012 – Triathlon Live Sites” – that will be slotted into one of the 2012 magazine shows, and available as a video feature online.
- 4.4.3. Produced and edited a feature in Los Angeles, USA on Tatjana Patitz, that was slated for insertion into the Hamburg Magazine show, and intended as a PR campaign to increase awareness of the Series in international, specifically German and US, markets.

4.5. SPORTEL

- 4.5.1. For 2009, 2010 and 2011 was consistently present at the Sportel Monaco Sports Television conference to facilitate building ITU’s relationship with existing and potential broadcasters.

BROADCAST FIGURES FROM WCS/WTS SINCE 2009²

	2009	2010	2011
TV Contacts (Million)	2,027	2,264	4,592
Audience (Million)	89,2	108,19	207
Duration (Hours)	350	556	917

By the numbers, television in 2011 was: broadcast in over 160 countries, for a duration of 917 total hours, reaching nearly 4.6 billion TV contacts with an audience of 207 million, up nearly %100 from the 2010. 2012 is expected to see similar increases.

BUDGET AND EXPENDITURES SINCE 2009

2009 BUDGET: EXPENDITURE:	2010 BUDGET: 388,241.00 EXPENDITURE: 360,999.88 (27,241.12)	2011 BUDGET: 331,891.00 EXPENDITURE: 324,400.01 (7490.99)	2012 BUDGET: \$330,000.00

Prepared by: Morgan Inglis, Senior Producer, Television & Broadcast

Notes:

- 1 With the exception of 2010, when 12 magazine shows were produced, every other year 14 magazine shows were/are produced.
- 2 Figures for the 2012 season have not yet been compiled, but are typically available approximately 6-8 weeks after the Grand Final.



**QUADRENNIAL REPORT 2009 - 2012: ITU MTC DEPARTMENT:
COMMUNICATIONS**

KEY ACHIEVEMENTS JANUARY 2009 TO OCTOBER 2012	NUMBERS
1. PRINT SERVICES	
1.1 News Articles written for triathlon.org :	1673 articles or an average of
a) Major focus on "Event" news from WTS to Continental Cup,	8 per week.
b) Promoting ITU Sport Development programmes and highlights of emerging athletes, such as Team ITU, courses and camps.	
c) Profiling ITU project such as Paratriathlon Programme inclusion, Mixed Relay in all major Games.	
1.2 Press releases distributed to worldwide media	365 (and counting)
1.3 Weekly ITU Family Newsletters	190
1.4 Memos to ITU Family	158
2. MEDIA SERVICES:	
2.1 World Triathlon Series	32
2.2 World Cup Events	31
2.3 MultiSport World Championships	16
2.4 Major Games: 2010 Singapore Youth Olympic Games, 2010 Guangzhou Asian Games, 2011 Guadalajara Pan Am Games, London 2012 Olympic Games	4
3. NEW CONTRACTORS HIRED AND MANAGED:	
3.1 Photographers,	4
3.2 Media delegates were trained to work in Continental Confederation and National Federation media.	8
3.3 Photo managers	3
4. PUBLICATIONS PRODUCED:	
4.1 ITU Annual Book: 2010, 2011	2
4.2 Media Guides: WTS media guides, Olympic media guide	5
4.3 Media Operations Policies for photo operations and mixed zone	1

5. SOCIAL MEDIA	
5.1 Facebook:	2008: Zero 2012: 60,000 likes
5.2 ITU twitter followers	2008: Zero 2012: 18,000
6. MEDIA RELATIONS:	
6.1 Navigated through a number of crisis communication incidents including: Yokohama postponement, Harry Wiltshire suspension, deaths in triathlon, Aaron Schneidies lawsuit, Lance Armstrong in triathlon, Lausanne withdrawal from WTS, CAS hearing at London 2012	
6.2 Handling every media inquiry and request coming into ITU	
6.3 Participating in bi-monthly conference calls with IOC Communications and other summer IFs	
6.4 Working with NF media officers to maximize media coverage in their territories	
KEY GOALS FROM THE ITU STRATEGIC PLAN: 2009-2013	
1.1 Secure new events on the Olympic Programme: 4 x Mixed Relay, Sprint	
1.2 Secure Paratriathlon on the Programme of the Paralympic Game	
1.4 Ensure that ITU maintains a high level of respect and recognition in its preparation and execution of triathlon in the Olympic Games.	
1.7 Promote internationally renowned athletes and have one of the most recognisable international series of all Olympic sports.	
1.8 Provide influential leadership on current and emerging anti-doping issues in triathlon and paratriathlon.	
3.1 Foster viable partnerships with National Federations, Continental Confederations, Olympic Solidarity, the International Paralympic Committee (IPC) and other key stakeholder organizations.	
3.3 Generate large-scale media exposure to ensure athletes can earn a viable living from the sport via sponsorship and endorsements	
4.5 Ensure paratriathlon and all multisport disciplines have a viable World Championships on an annual basis, and a good standard of Continental Championships.	

BUDGET EXPENDITURE 2009-2012 BUDGET YEARS

2009:	2010:	2011:	2012 (budget):
\$178,113.28 (to actual)	\$218,823.37 (to actual)	\$ (to actual)	Budget \$175,536.49 – to current

Prepared by: Paula Kim, Sr. Manager of Communications





XXV ITU CONGRESS

Tuesday, 23 October 2012 - Viaduct Events Centre, Auckland, New Zealand

RESOLUTIONS

Resolutions from ITU Executive Board

RESOLUTION 1

FROM THE ITU EXECUTIVE BOARD – WINTER TRIATHLON

Whereas all non-Olympic disciplines are under the Multisport Committee which is well serviced by the seven (7) person elected advisory committee and the employees of the Sport Department;

And whereas Winter Triathlon is currently in a non-elected Commission and somewhat in limbo;

Therefore be it resolved that Article 20.12 c) of the ITU Constitution be changed to add (vi) Winter Triathlon;

And further be it resolved that Annex 3: Commissions, of the ITU Constitution, be amended by removing 5. Winter Triathlon Commission.

RESOLUTION 2

FROM THE ITU EXECUTIVE BOARD – ATHLETES COMMITTEE

Whereas the language in Article 20.1 of the ITU may restrict the voice of Paratriathletes on the Athletes Committee,

Therefore be it resolved that Article 20.1 which reads: "All Committees will have seven (7) members except the Audit Committee and the Credentials Committee that shall have three (3) members, and the Athletes' Committee that shall have ten (10) members (5 men x 5 women, being at least from 3 continents, two of whom should be Paratriathletes)."

Be replaced to read: Art.20.1 All Committees will have seven (7) members except the Audit Committee and the Credentials Committee that shall have three (3) members, and the Athletes Committee that shall have ten (10) members (5 men x 5 women, being at least from 3 continents, with a maximum of two Paratriathletes, one from each gender and from two different continents.

RESOLUTION 3

FROM THE ITU EXECUTIVE BOARD – CONTINENTAL COMMISSION

Whereas the current Commission of Continental Presidents, which undertakes to advise the ITU Executive Board on matters related to developing the sport within each of five continents;

And whereas "development" might narrow the scope of the work of the Commission;

Therefore be it resolved that name of the Commission as listed in Appendix 3: Commissions be changed from:

3. Development Commission; to 3. Continental Commission.



XXV ITU CONGRESS

Tuesday, 23 October 2012 - Viaduct Events Centre, Auckland, New Zealand

RESOLUTIONS

Resolutions from National Federations

RESOLUTION 4

FROM NATIONAL FEDERATIONS – MEXICAN TRIATHLON FEDERATION

Whereas the age group competitions worldwide have grown in huge numbers in the last 4 years;

And whereas many ITU NFs already have draft legal races for their age group National Championships;

And whereas the draft rules in ITU Age group World Championships are inconsistently implemented and difficult to officiate;

And whereas the current draft rules are based only on the Technical Official's judgment and are merely subjective rules based on appreciation;

And whereas the juniors, U23 and elite categories already compete with draft legal format in all ITU competitions (standard distance or shorter);

And whereas the success of Triathlon in the Olympic Games have resulted in more televised ITU competitions with draft legal formats;

And whereas ITU has always been a proactive and innovative organization;

Be it resolved that this ITU Congress approve to hold ITU Age group competitions with the draft legal format for all standard distance Triathlons and Duathlons or shorter, beginning in the 2013 Triathlon World Championships so the NFs and age group athletes have one year to adapt;

And be it further resolved that the ITU Technical Committee defines the new draft legal rules for age group competition and submit for approval to the ITU Executive Board before December 31, 2012.

RESOLUTION 5

FROM NATIONAL FEDERATIONS – TRIATHLON CANADA

Whereas the Congress approves the annual budget for the International Triathlon Union (ITU);

And whereas Financial statements are audited and submitted to Congress; however, the financial statements use a different categorization than the budget; and

And whereas the order to make accurate financial comparisons and in the interest of transparency, good governance and organizational performance review, it is necessary that a statement of budget to actual be presented to Congress.

Therefore be it resolved that at each annual Congress there be submitted for review by the members a **comparison of the previous fiscal year's budget to actual statement of operations.**



XXV ITU CONGRESS

Tuesday, 23 October 2012 - Viaduct Events Centre, Auckland, New Zealand

RESOLUTIONS

RESOLUTION 6

FROM NATIONAL FEDERATIONS – LIECHTENSTEIN TRIATHLON FEDERATION:

Whereas in the last four years, the goal of improving the numbers of athletes and races in Winter Triathlon ITU Championships and Series races was not achieved;

And whereas there are many reasons for it but one of the main reasons is ITU's low investment and support for the Winter Triathlon and its aspiration to get into the Winter Olympic Games.

And whereas the low support and investment did not encourage NFs to invest in Winter Triathlon either **and unfortunately undermined ITU's credibility regarding its Olympic goal for Winter Triathlon as well;** Therefore it shall be resolved that ITU shall develop a 4-years development plan including how to actively lobbying Winter Triathlon with the IOC and other International Winter Federations and Organisations to make Winter Triathlon a serious candidate for the Winter Olympics;

Therefore be it resolved that ITU shall try to find out how Winter Triathlon can be better developed in working together with International Winter Federations (FIS or IBU);

And be it further resolved that ITU shall have a minimum budget of \$50'000 USD p.a. for the next four years to develop Winter Triathlon;

And be it further resolved that ITU shall make Winter Triathlon a part of development plans in all its Continental Confederations.

RESOLUTION 7

FROM NATIONAL FEDERATIONS – LIECHTENSTEIN TRIATHLON FEDERATION:

Whereas the salaries of the Development Coordinators are included in the Development Budget of each Confederation;

And whereas this is putting the Coordinators in a worse position than the other contracted ITU staff as they have to pay the entire social costs themselves and they have to defend their salaries also against the **Confederation's interest.**

And whereas the Development Coordinators should be treated equal with all other ITU Staff,

Therefore be resolved that the salaries of the Development Co-ordinators are taken out of the Continental Development budget and integrated in the budget for ITU staff and treated equally to other ITU staff.

RESOLUTION 8

FROM NATIONAL FEDERATIONS – CZECH TRIATHLON ASSOCIATION:

Be it resolved that ITU establishes forthwith a Commission for Data Exchange and Information Systems. Click [here](#) for background information on this resolution.



XXV ITU CONGRESS

Tuesday, 23 October 2012 - Viaduct Events Centre, Auckland, New Zealand

RESOLUTIONS

RESOLUTION 9

FROM NATIONAL FEDERATIONS – TRIATHLON IRELAND:

Whereas there is currently a large variance of function, activity and effectiveness across the ITU Continental Federations with no apparent best practice model or clear definition of the key functions of a Continental Federation.

And whereas one function that is critical to the overall ITU event and athlete ranking is the organisation of a Continental Championships and Continental Cup races though this is not mandated within the Constitution; it is noted that some great work is being done by the ITU Development Co-coordinators in these regions, though this also varies both in function and effectiveness from region to region. Greater clarity is required.

Therefore be it resolved that the ITU Constitution Committee review and further define the role and responsibilities of the Continental Confederations by expanding Article 19; with draft amendments ready **for approval at the 2013 ITU Congress for implementation in the 2014 season**".

RESOLUTION 10

FROM NATIONAL FEDERATIONS – TRIATHLON IRELAND:

Whereas the limiting of terms of office is a simple governance principle which ensures the strategic personnel of the organisation remain fresh and management/direction remains current with the development of the sport. If directors are in office a very long time this prevents new ideas/fresh eyes which may have much to offer/greater experience/qualification being involved and hence making a positive contribution to the development of the sport.

Be it resolved that an additional clause be added at 17.4 (c) to read: No member of the executive Board shall be allowed to serve any more than two consecutive terms of Office, with the exception of the Table Officers who can serve up to three consecutive terms of office. This amendment will apply to all current serving Board members whose start of first term may pre-date this resolution.

RESOLUTION 11

FROM NATIONAL FEDERATIONS – TRIATHLON IRELAND:

Whereas the achievements, effort and commitment of the current Secretary General/quasi CEO are to be praised and commended.

And whereas it is good governance to ensure a clear separation of duties and authority between the board and the staff of an organisation and the formal appointment of a CEO is a key step to achieving this.

Be it resolved that on the retirement of the current CEO/Secretary General, the CEO post should be reviewed and that future appointment should be via an open and transparent recruitment process to appoint a highly credentialed sports management professional, who is capable of dealing with the high level demands, and providing the operational thinking, decision making and staff management and direction required to manage the IF strategy delivery;



XXV ITU CONGRESS

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RESOLUTIONS

And further be it resolved that such recruitment should be by a panel comprising the President, the two VPs receiving the most votes at the prior elections, an independent (non-table) Board member and an NF representative with experience of an equivalent role in an ITU NF.



ITU triathlon

Coaches Committee

Annual Report for the XXV ITU Congress

23 October, 2012, Auckland, New Zealand

Key Projects and Achievements	Recommended Future Targets
<p>Mission: The Coaches Commission represents the senior high performance coaches of the National Federations within the ITU. The objective of the Commission is to contribute to the betterment of the sport of Triathlon and its athletes by communicating coherently with the ITU Executive Board, ITU Technical Staff and national federation coaches on matters concerning high performance.</p> <p>1. Improved status of National Coaches representatives within the ITU, because they are at the center of high performance systems and key people with direct contact to the athletes</p> <ul style="list-style-type: none"> • Before 2009: coaches advisory group , 8 to 10 members, most of them from Europe • 2009: discussions with the new ITU President Marisol Casado to create a Coaches Commission • May 2009: Coaches Commission appointed by the ITU Executive Board . 9 members from five continents • September 2011: resolution put forward by 6 National Federations at Beijing congress to turn the Commission into a Committee • October 2012-Auckland Congress: election of a new Coaches Committee 	<ul style="list-style-type: none"> • Make sure each continent is well represented in the new Committee • Encourage each member of the Committee to create an advisory group in his own continent that could assist the CC in giving inputs and feedbacks to the ITU.
<p>2. The Coaches Commission gave input and feedback to the ITU Sport Department, the Technical Committee and the Executive Board on high performance matters. This was part of an internal process the ITU has had in place for 4 years to update competition rules and various matters with the key stakeholders and ITU committees. The Coaches Commission has been more involved every year on ongoing discussions and decisions aimed at improvement of the sport.</p>	<ul style="list-style-type: none"> • Represent emerging and developing federations as well as “larger nations of triathlon” from the five continents
<p>3. Four to five meetings per year at WTS events, plus joint meetings with ITU representatives</p>	<ul style="list-style-type: none"> • Meetings to be continued • Have at least two CC representatives at each WTS and new ITU race format event to report to the Committee

Key Projects and Achievements	Recommended Future Targets
<p>4. Gave common recommendations to the ITU on:</p> <ul style="list-style-type: none"> • Competition Rules update • Olympic Games qualification • ITU races, points and rankings , entries and quotas • Uniform rules • Yokohama WTS status after the Fukushima nuclear accident 	<ul style="list-style-type: none"> • Assist the ITU in making an up todate official list of National Coaches representatives (maximum two per NF) to improve the communication among the coaches community
<p>5. 2009 was the beginning of the new WTS (ex. WCS) that has been successful and improving every year. The Coaches Commission has been advising the Sport Department on race calendar , qualification, entries, athletes contract and agreement, courses, races format,prizemoney... The chair of the Coaches Commission has been appointed to a new WTS Commission in 2011 and to the Uniform Panel. Sharing opinions with the key stakeholders such as Upsolut and ITU events LOC was really important in the success of the series.</p>	<ul style="list-style-type: none"> • Make sure the development of the Sport from a media and economic perspective, <ul style="list-style-type: none"> - keep races safe and fair, - doesn't work against long term athlete development.
<p>6. Helped the ITU to promote the Team World Championships event to get a third discipline in the next Olympic programme</p>	<ul style="list-style-type: none"> • To be continued in 2013 until the final IOC decision
<p>7. Assisted the ITU to encourage participation and attendance of the coaching community at the first ITU Science and Triathlon World Conference in Alicante (Spain)</p>	<ul style="list-style-type: none"> • Share knowledge and experience with the coaching and sport scientist community. • Encourage participation of the coaching community at the second ITU Science and Triathlon World conference in Magglingen (2013)

Report prepared by: Philippe Fattori, Chair of the Coaches Commission



ITU triathlon
Medical and Anti-Doping Committee
Annual Report for the XXV ITU Congress
23 October, 2012, Auckland, New Zealand

Key Projects and Achievements 2009-2012	Recommended Future Targets
<p>1. Collaboration with ITU Sport Department</p> <p>1.1 Documents updates of Medical Section of Event Organizer Manual and of ITU Competitions Rules.</p> <p>1.2 New water quality rules.</p> <p>1.3 Assignment of WCS, WC and EC Medical Delegates.</p> <p>1.4 Race LOC Medical and Medical Delegate List : a database for the medical assistance in all ITU Events.</p>	<ul style="list-style-type: none"> • ITU Competition Rules : improve the rules to prevent and to minimize the exertion thermal injuries (heat stroke) based on the ITU-FINA research on the climatic heat stress.
<p>2. Collaboration with LOCOG London 2012</p> <p>2.1. <i>Evaluation of OG Medical Plan</i></p> <p>2.2. <i>Monitoring of the Serpentine water quality</i></p> <p>2.3. <i>Close cooperation with LOCOG Medical Staff</i></p> <p>2.4. <i>Dr Sergio Migliorini was the medical Officer at London OG.</i></p>	<ul style="list-style-type: none"> • Improve the level of medical assistance in the ITU races. • To revise and to update the triathlon Medical care for Olympic and Long Distance Triathlon in line with expansion of knowledge in the field.
<p>3. Collaboration with IOC Medical and Scientific Department</p> <p>3.1. IOC-IF Medical Commission Chair Persons Meeting : Dr Sergio Migliorini attended to the meeting in Lausanne (2009) and Monaco (2011) during the "IOC World Conference on prevention of injury and illness in sport " presenting a report about "Risk factors and injury mechanisms in triathlon".</p> <p>3.2. Olympic Movement Medical Code was approved by ITU EB</p> <p>3.3. IOC health, safety, security and insurance questionnaire Drawing up with ITU Secretary</p> <p>3.4. IOC Use and Abuse of GCS in Sport questionnaire Drawing up by Dr Sergio Migliorini</p>	<ul style="list-style-type: none"> • ITU Health and Science page on www.competitions.org : Guidelines for management of triathlon related medical emergencies
<p>4. Collaboration with IFs</p> <p>4.1. Research into open water swimming safety parameters : the conjunction research between ITU and FINA supported by IOC Medical and Scientific Department is developing by the staff of Otago University (NZ).</p> <p>4.2. Hyperthermic challenges in aquatics, athletics, football, tennis and triathlon. British Journal of Sports Medicine, September 2012. A review that outlines the hyperthermic environmental safety realities and challenges facing five large IF (FINA, IAAF, FIFA, ITF, ITU)</p>	<ul style="list-style-type: none"> • 2° ITU Science and Triathlon World Conference Magglingen 2013 : "Reflect the past design the future". • Collaboration with ITU and the Organizing and Scientific Committee, SFISM, BASPO. • Workshop ITU-FINA : Safety in open water swim.

Key Projects and Achievements 2009-2012	Recommended Future Targets
<p>5. WADA and Antidoping</p> <p>5.1. Close collaboration with ITU Anti-doping Director Leslie Buchanan.</p> <p>5.2. The ITU Med. Com. Members serve as a TUE Committee, as the Hearing Panel, give advice in all matters of anti-doping to ITU, attend conferences on behalf of anti-doping department and as a medical delegate oversees anti-doping at events.</p> <p>5.3. WADA meeting : Dr Doug Hiller attended to the meeting in Vancouver (2009) and Lausanne (2011).</p>	<ul style="list-style-type: none"> • Medical Tent Certification Course. Valuation of the possibility to organize a course for physicians in conjunction with a major course. • Injury & Illness Surveillance Study. The aims of this study are to record newly acquired illness and sports injuries incurred in competition during one of the major course.
<p>6. Alicante 1° World Conference of Science in Triathlon 2011.</p> <p>6.1. The conference was a joint project between ITU and Alicante University and was a great success with 3 days conference, 9 keynote lectures, 66 scientific papers and 27 posters, 16 countries and almost 400 attendees. The best scientific papers were published in the J. of Human Sport and Exercise.</p>	<ul style="list-style-type: none"> • Sudden death in triathlon : to prepare a NFs questionnaire to have an update of this fatality.
<p>7. Collaboration with FIMS (International Sports Medicine Federation)</p> <p>7.1. Dr Jao De Almedia is a member of Interfederal Commission of FIMS.</p>	

Report prepared by: Dr. Sergio Migliorini ITU Medical Committee Chair



ITU triathlon
Multisport Committee
Annual Report for the XXV ITU Congress
23 October, 2012, Auckland, New Zealand

Key Projects and Achievements	Recommended Future Targets
<p>1. General</p> <p>1.1. Year 4 of the four year strategy for multisport shows some considerable achievements with of course much more to do for the new committee in the next four year cycle.</p> <p>1.2. The committee has provided the recommendations and advice to the Executive Board on the strategic direction for multisport and;</p> <p>1.3. Worked in close partnership with the Sport Department to help guide the implementation of the multisport strategic goals</p> <p>1.4. The following are the key achievements of that co-operation over the last four year cycle.</p>	<ul style="list-style-type: none"> • Prepare the next four year Multisport Strategy for All Multisport disciplines including Winter triathlon • Working in conjunction with the Sport Department ,continue to provide advice and recommendation to the Executive Board
<p>2. Ensure all ITU Disciplines have a viable World Championships and a good standard of Continental Championships</p> <p>2.1. Major steps taken in long term event bid and selection. Major ITU World Championships allocated for 2-3 years to come.</p> <p>2.2. World Championships have been very successful sporting occasions, with solid growth in participation.</p> <p>2.3. Successful implementation and execution of the World Championships</p> <p>2.4. The Committee pushed for changes to the closing dates for NF Entries on the ITU athlete entry system to help make events more viable in cash flow terms for LOCs</p>	<p>Work to still do:</p> <ul style="list-style-type: none"> • Regional championships in all events – Some regions have developed championships others are still to come onboard • Encourage National Championships in all multisport events – this area still needs to be developed and pushed • Look into ways we can help Multisport LOCs market their events – a register of NF contacts • Look at mechanisms to help LOCs and NF to present viable events and so encourage bids • Encourage rotation of major events to all regions. • Look into the potential for Multisport festivals
<p>3. Active Multisport Committee</p> <p>3.1. Regular productive conference calls established</p> <p>3.2. Three primary active members of the committee Jeff Dyrek Brian Hinton and Chair</p> <p>3.3. EB support from Ria and internal staff support from Eric and Gergely</p> <p>3.4. Committee has been successful in pushing multisport agenda</p> <p>3.5. New challenge with responsibility for Winter Tri</p>	<ul style="list-style-type: none"> • Continue with monthly conference calls • Need to get all members of the new committee involved. • After elections need to analyse the spread of members around the regions with representation from each • Winter Triathlon formally under Multisport Committee from Congress – needs to be an integral part of the next

Key Projects and Achievements	Recommended Future Targets
<p>4. Duathlon</p> <p>4.1. Inclusion in World Games –Duathlon on the agenda for the 2013 World Games</p> <p>4.2. Detailed discussion with Powerman – significant progress with Powerman with an LD Duathlon Series and grand final at Zofingen 2011/12, and scheduled for 2013.</p> <p>a) Initial MOU signed and working well</p> <p>b) Working Party meeting regularly</p> <p>c) Push for 2012 for Regional LD Du Championships and National Champs</p> <p>d) Inclusion of LD Du events in the Duathlon Ranking</p> <p>4.3 Events: Standard and Sprint Distance</p> <ul style="list-style-type: none"> • 2012 – Nancy France • 2013 – Elite World Games <ul style="list-style-type: none"> ○ Age Group Worlds at Ottawa, Canada • 2014 World Champs - Pontevedra, Spain <p>Long Distance</p> <ul style="list-style-type: none"> • 2013 Zofingen Switzerland • 2014 Possible bids from USA 	<p>four year strategy.</p> <ul style="list-style-type: none"> • Massive publicity for World Games needed • Push the sprint distance duathlon to strengthen numbers. • Develop links with Powerman for a LD Duathlon series. • Expand the ITU Duathlon Ranking Series to include LD Du events at regional and national level • Provide incentives and Encouragement for bids to host Duathlon events • Revise and extend a combined Powerman and ITU ranking system.
<p>5. Cross Triathlon</p> <p>5.1. The first ITU World Championships held in Extremadura Spain – well received and huge potential for development</p> <p>5.2. 2012 World Championships - Partnership with Xterra for 2012 World Championships which was well received</p> <p>5.3. 2013 World Champs awarded to Den Haag Netherlands</p> <p>5.4. 2014 World Champs bids Germany</p> <p>5.5. Continued discussions with Xterra and other event organisers to see how we can work together</p>	<ul style="list-style-type: none"> • Raise profile of New World Champs with media campaign through NFs • Encourage Regions to hold cross Triathlon championships • Develop opportunities for cross duathlon in regions where triathlon difficult • Continue discussions with Xterra and other race organisers to see how we can work together to develop the cross triathlon/duathlon disciplines • Investigate the viability for canoe/kayak to replace the swim section in areas where good water quality is difficult. EG Africa
<p>6. Long Distance</p> <p>6.1. Series developing with some good events</p> <p>6.2. Development of an o2 distance series</p> <p>6.3. Events – World Championships set for</p> <p>a) 2013 – Belfort - France</p> <p>b) 2014 – Weihai China</p> <p>c) Bids for 2015</p>	<ul style="list-style-type: none"> • Need to raise profile of ITU LD with IM and Challenge events plus the new 1/1/1 and 2/2/2 events crowding the LD calendar and agenda • Explore possible links with Challenge Series and IM • Strive to bring all LD Tri under the ITU family • Seek to include full distance and half distance event an standardise distances where possible

Key Projects and Achievements	Recommended Future Targets
	<ul style="list-style-type: none"> • Develop the half/o2 distance events
<p>7. Aquathlon</p> <p>7.1. Aquathlon is now established with the World Championship set as part of the World Championship Series Grand Final</p> <p>7.2. Aquathlon doesn't have the critical mass to be a separate World Championships</p> <p>7.3. Productive talks by Sport Department regarding possible inclusion in the Beach Games 2013 for Elite only – resolution and announcement hoped for by Congress</p>	<ul style="list-style-type: none"> • Maintain the presence of Aquathlon as an event at the World Championship Series Final. • Explore how the Aquathlon world championship could be a target for NF as a development tool for Junior and U23
<p>8. Winter Triathlon</p> <p>8.1. In early 2012 Winter triathlon was informally brought under the Multisport Committee responsibilities pending formal inclusion at Congress</p> <p>8.2. Initial work has been around getting bids and viable events for 2013 and beyond</p> <p>8.3. Current bid in from Italy for 2013 World Champs</p> <p>8.4. Interesting discussions around other winter event formats with some format experiments to be held in Canada over the winter</p>	<ul style="list-style-type: none"> • Winter Triathlon needs to be the focus of an in depth analysis of strengths weaknesses opportunities and threats. There is a need to define or redefine overall goals for winter triathlon.
<p>9. Sport Development</p> <p>9.1. Multisport events particularly duathlon and cross duathlon/triathlon can be a real sport development tool for countries where water quality or safe swimming opportunities restrict the development of triathlon.</p>	<ul style="list-style-type: none"> • Establish links with the sport development team to see how multisport events can be a catalyst for the development of triathlon.
<p>10. Sponsorship</p> <p>10.1. No progress on sponsorship for multisport or the individual disciplines as yet.</p>	<ul style="list-style-type: none"> • Actively look for a multisport sponsor. Identify the types of sponsor the rights that are available and create a sponsor package
<p>11. Marketing</p> <p>11.1. The Committee identified that there was a need for a massive increase in the marketing of all multiport events. Multisport will unless a sponsor can be found always struggle for funding but there are many areas where the ITU media and marketing can be used at minimal additional cost. The following have been achieved:</p> <p>11.2. Media</p> <p>a) ITU Media Team have given some support with ITU photographers</p> <p>11.3. Website</p> <p>a) The website has all the multiport events listed</p> <p>11.4. Newsletter</p> <p>a) Multisport is now a regular part of the ITU</p>	<ul style="list-style-type: none"> • Marketing and raising the profile of Multisport events is deemed to be essential by the Multisport Committee. Much of this can be achieved at little extra cost. • New media package for LOCs needs to be expanded to hopefully bring many of the benefits seen by the World Championship Series • Website – this is underutilised and could be massively improved with news report, event reports, athlete profiles – the aim is to have a website that is an essential resource for multisport athletes. • Newsletter – monthly newsletter either as part of the ITU newsletter or dedicated to multisport to be sent to all

Key Projects and Achievements	Recommended Future Targets
<p>newsletter. would be a useful tool to raise the profile</p>	<p>NFs and all who subscribe to it.</p> <ul style="list-style-type: none"> • TV - explore the possibilities of providing LOC with either TV support from ITU media or from an approved external team, and capitalize on those events where national TV is broadcast e.g. ITU Powerman Zofingen
<p>12. Multisport Coordinator and Event Staff</p> <p>12.1. The Committee have pushed for more staff help and this has now been achieved with the appointment of Eric Angstadt as a part time dedicated staff member</p> <p>12.2. Multisport has had some great support from Zita and Gergely and in addition from Eric since his appointment.</p> <p>12.3. The Sport Department now lead on the implementation and have been an integral part of the multisport committee enabling a more efficient and effective delivery of the long term strategy.</p> <p>12.4. Whilst Brian Hinton and Chris Kitchen have acted as ITU Team Leaders for Duathlon and Long Distance Triathlon, this role has now become the responsibility of the Sport Department</p>	<ul style="list-style-type: none"> • Develop the links with the ITU staff to push for and develop multisport. • Utilise the ITU staff to implement the strategy and development of multisport
<p>13. Event Rules and Event Organisers Manual</p> <p>13.1. The multisport Committee has had continued Input into ITU rule book for multisport events where specific rules can be applied such as the drafting box and time penalties.</p> <p>13.2. Some work has taken place to provide specific help to organisers and LOCs for multisport events in the event organisers manual, including those rules that do not apply in Multisport events.</p>	<ul style="list-style-type: none"> • Continue to input into the annual rules review • Consider the expansion of LD Triathlon distances to cover the full and middle distances used by some event organisers.
<p>14. Budget</p> <p>14.1. The Committee have managed to push for ranking series funds and it is hoped an increase in these for 2013</p> <p>14.2. Following on from our recommendations, the EB has provided a budget to maintain the Duathlon and LD Triathlon ranking series.</p> <p>14.3. We have also bid for ranking series funds for Cross Triathlon once a viable international series is established</p>	<ul style="list-style-type: none"> • The Committee should continue to push for additional resources to implement the next four year strategy. Additional money to strengthen and develop the ranking series across all disciplines. • Set up a ranking for cross tri with ranking prize money. • Push for an increase in the current ranking prize money •

Report prepared by: Chris Kitchen Chair



ITU triathlon
Paratriathlon Committee
Annual Report for the XXV ITU Congress
23 October, 2012, Auckland, New Zealand

The Paratriathlon movement through the inspired leadership of President Marisol Casado, Secretary General Loreen Barnett and Vice President Sarah Springman has made enormous progress.

Key Projects and Achievements	Recommended Future Targets
<p>1. Successful Bid Application for Paratriathlon Inclusion in the 2016 Paralympic Games Rio de Janeiro</p>	<ul style="list-style-type: none"> • This inclusion is conditional to IPC Classification Code Compliance. ITU will need to allocate extra budget to ensure the Research Project guarantees a strong foundation for the new Classification System.
<p>2. Key IPC meetings attended by Marisol Casado to ensure our development within the IPC. IPC Conferences attended by Sarah Springman and Eric Angstadt where both Eric and Sarah were also presenters demonstrating paratriathlon as a leader.</p>	<ul style="list-style-type: none"> • Continue to build relationships and work closely with the IPC at both the political and staff levels. • Negotiate the number of medals and athletes to compete in Rio.
<p>3. Adoption of a Classification System in 2009, fundamental to the development of the sport, with the initial research project conducted by Andreu Alfonso, based out of the Madrid office.</p>	<ul style="list-style-type: none"> • Evolution towards the New Evidence Based Classification System according to IPC's demands.
<p>4. Active communication with Paratriathlon Committee from ITU Executive Board Member Sarah Springman, dedicated Staff liaison Eric Angstadt and Thanos Nikopoulos (Staff).</p>	<ul style="list-style-type: none"> • A renewed committee with engaged members who have the competencies, time and commitment to follow up on all items related to sustainable growth of paratriathlon.
<p>5. Active communication within the Committee with 1-2 Skype meetings per month plus many ad hoc working group meetings, as required.</p>	<ul style="list-style-type: none"> • Continue regular Skype full committee meetings and ad hoc group meetings as required now that Paratriathlon will become a Paralympic sport in Rio in 2016.
<p>6. Initiation of the Evidence Based Research Project and related activities led by Staff liaison, Eric Angstadt (based out of the Madrid office) with members from USA, Spain, Great Britain, Canada and New Zealand.</p>	<ul style="list-style-type: none"> • This project is the absolute priority in paratriathlon activities at this point in time, as it will formulate the classes, medals and acceptance beyond Rio.
<p>7. Active involvement of 3 Paratriathlon Committee members (Grant Darby, Jon Beeson, Marguerite Christophers) in the Paratriathlon Classification Research Group.</p>	<ul style="list-style-type: none"> • Linking the work of the researchers (Item 5) with developing an effective Paratriathlon Classification System that is compatible with the IPC standards

Key Projects and Achievements	Recommended Future Targets
	and can be embedded into ITU's processes is essential for the success of the project.
8. Thorough annual review of ITU Paratriathlon Competition and Classification Rules and Regulations	<ul style="list-style-type: none"> • Revise appropriate rules and regulations for 2013 as required through the evolution of paratriathlon.
9. Implementation of Rankings in 2012 for the first time for paratriathlon.	<ul style="list-style-type: none"> • The Ranking system requires careful attention as it should be a clear reflection of the growth pathway for an individual to become an elite paratriathlete.
10. Increased number of competitors at Grand final. Gold Coast – 42, Budapest – 84, Beijing – 73, Auckland 107.	<ul style="list-style-type: none"> • Prepare for larger numbers for London 2013 and prepare venue logistics and/or country limits. • Prepare for an age group stream as during the upcoming quadrennial as numbers increase to reflect the needs of the elite and age group communities.
11. Liaised with NFs and coaches to help to drive the evolution to paratriathlon as a Paralympic sport.	<ul style="list-style-type: none"> • Liaise and consult promptly over the developments of the Evidence Based Classification system and the related classes to allow NFs to identify and develop their elite paratriathletes for Rio 2016. • Assist NFs with the growth and development of paratriathlon.
12. Determined accreditation of 18 ITU certified classifiers who successfully completed ITU courses and requirements.	<ul style="list-style-type: none"> • Certify existing ITU classifiers as soon as possible within the new system, then develop new classifiers to ensure sufficient continental representation.

Report prepared by: Grant Darby (Chair)

Thanks to the Paratriathlon Committee:

Dr. Debbie Alexander (RSA), Mark Barfield (GBR), Jon Beeson (USA), Renato Bertrandi (ITA), Dierk Brandewinder (GER), Marguerite Christophers (NZL), Cornelio Serrano (ECU) Michael Ziv (ISR), Eric Angstadt (Staff Liaison), Thanos Nikopoulos (Staff), Dr. Sarah Springman (E-Board Liaison)

Key Projects and Achievements	Targets for next twelve months
<p>1. Update of the Competition Rules</p> <p>1.1 Regular deep updates during the inter-season periods</p> <p>1.2 Explanation on specific points arising</p> <p>1.3 In season inclusion as per other urgent committees/commissions requests</p>	<ul style="list-style-type: none"> • Continue with this ongoing program • Develop the Age Group Rankings • Develop the Certification Program (bikes, wetsuits)
<p>2. Managing the rule exceptions</p> <p>2.1 Answering TDs on requests</p> <p>2.2 Creating Competition Rules changes if necessary</p>	<ul style="list-style-type: none"> • Continue with this ongoing program, avoiding the situation that the exception becomes “de facto” a rule.
<p>3. Technical Official programs</p> <p>3.1 Education</p> <p>3.2 Certification process</p> <p>3.3 Technical official selection. Olympic Games</p>	<ul style="list-style-type: none"> • Continue improving in the three areas. • Inclusion of the NFs in the general process of Technical Officials assignment
<p>4. Collaboration with other Committees/Commissions</p> <p>4.1 Medical. Implementation of the water temperature adjustments</p> <p>4.2 WTS. Implementation of ad hoc rules for different upcoming scenarios</p> <p>4.3 Coaches. Clarification on Olympic Games procedures</p> <p>4.4 Multisport. Adjustment of the different Rankings to the different demands of every Multisport.</p> <p>4.5 Paratriathlon. Harmonization of the Paratriathlon specifications to the Triathlon general principles.</p> <p>4.6 Participation in WTS Commission, Uniform Approval Panel and Paratriathlon Bike Adaptation Panel.</p>	<ul style="list-style-type: none"> • To inform and assist the ITU EB in all the technical aspects and to drive the technical development issues coming from other ITU areas

Report prepared by: Enrique Quesada/Chair

I would like to thank all the ITU TC members for the work done in the 2008-2012 period, in which we have increased the level of responsibilities of the ITU TC on behalf of the ITU and the NFs. The report above is the end of this 4-year path in the same direction. I wish them all the best for their future positions inside ITU.

The support of the ITU Sport Department, directed by Gergely Markus, which is responsible for the implementation of all the technical aspects of ITU, has been exceptional, and the competitions delivered have been seen by everyone as a major success. The London Olympic Games resumed and showed out all the work done. Thanos Nikopoulos, as staff liaison, was the perfect connector between both groups.

The facilities given by ITU EB, and Marisol Casado as President and Loreen Barnett as Secretary General, to manage the technical areas inside ITU, according to the new governance model are appreciated. The continuity of this line is crucial to support a modern way to drive the sport.

Finally I like to express my feelings while I am writing my last report in these 20 years of direct involvement within the ITU TC. These 20 years have been:

- Too short
- Plenty of speed, changes and development.
- Personally satisfactory
- Exciting from minute one to today.

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23 October, 2012, Auckland, New Zealand

Key Projects and Achievements	Recommended Future Targets
<p>1. Administrative issues:</p> <p>1.1 Filling a vacant member position on our committee §§ Marier Fatay-Williams (NGR) was appointed to serve in the remaining term until the Auckland Congress.</p> <p>1.2 Regular meetings §§ As stipulated in our TOR to meet four times per year, we held two in- person meetings including a panel meeting, and four conference calls</p> <p>1.3 Women's Committee T-Shirts to express our message and identity</p>	<ul style="list-style-type: none"> • Reviewing and updating our TOR for the new term • Continue to carry out our action plans • Reviewing meeting time tables and schedules
<p>2. Communication:</p> <p>1.1 Contribution of articles to ITU news letter §§ Reports on IOC World Conference for Women and Sport; Introduction of Asian Women's Committee activity</p> <p>1.2 Creation of a photo slide show for Women's Committee Breakfast/Seminar</p>	<ul style="list-style-type: none"> • Creating a video clip of women in triathlon with support from ITU Media Team • More active contribution to ITU newsletter on a regular basis
<p>3. Networking:</p> <p>3.1 Participation in other international women's activities and conferences §§ Attendance at IOC World Conference for Women and Sport, Asian Women's Committee meeting</p> <p>3.2 Liaising with other women's organizations and activities §§ Invited IWG Co-Chair and President of WomenSport International for Award of Excellence review panel</p>	<ul style="list-style-type: none"> • Seeking an opportunity to hold a workshop with an expert instructor • Participating in conferences on women and sport, if available
<p>4. New Projects:</p> <p>4.1 ITU Women's Committee Award of Excellence §§ ! First award presentation is planned to take place at Auckland Congress</p> <p>4.2 Women's Committee Seminar with excellent exemplar models as athlete, paratriathlete, TO, event manager, program developer, in addition to a keynote speaker, is to be organized preceding ITU Congress.</p>	<ul style="list-style-type: none"> • Seeking opportunities to present our activities at regional triathlon/paratriathlon events

Report prepared by: Tomoko Wada

25th ITU Congress, Auckland, New Zealand

Tuesday, 23 October, 2012

CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
PRESIDENT (1 to be elected)	CASADO, Marisol	ESP	ETU	F
	YU, Kyung-Sun	KOR	ASTC	M

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
SECRETARY GENERAL (1 to be elected)	ALVAREZ, Antonio	MEX	PATCO	M
	BARNETT, Loreen	CAN	PATCO	F
	SCHAEDLER, Philip	LIE	ETU	M
	SPRINGMAN, Sarah	GBR	ETU	F

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
VICE PRESIDENT (3 to be elected)	ALVAREZ, Antonio	MEX	PATCO	M
	FONOLLOSA, Alberto Raul	ARG	PATCO	M
	FROES, Carlos Alberto Machado	BRA	PATCO	M
	HOLMES, Stephen	CAN	PATCO	M
	SPRINGMAN CBE, Dr. Sarah	GBR	ETU	F
	WALKER, Bill	AUS	OTU	M

25th ITU Congress, Auckland, New Zealand

Tuesday, 23 October, 2012

CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
EXECUTIVE BOARD MEMBER (4 to be elected)	ALEXANDER, Dr Debbie	RSA	ATU	F
	CARRASCO JR., Tomas T.	PHI	ASTC	M
	DAMGREN NILSSON, Ria	SWE	ETU	F
	FARNAN, Elizabeth	USA	PATCO	F
	FONOLLOSA, Alberto Raul	ARG	PATCO	M
	FROES, Carlos Alberto Machado	BRA	PATCO	M
	HOLMES, Stephen	CAN	PATCO	M
	KOROBOV, Anatoly	RUS	ETU	M
	NASSER, General Ahmed	EGY	ATU	M
	OTSUKA, Shin	JPN	ASTC	M
	SABOUR, Ali	IRI	ASTC	M
	SCHAEDLER, Philip	LIE	ETU	M
	SHELDRAKE, Terry	NZL	OTU	M
	POPOVSKI, Stojan	MKD	ETU	M
STOYNEV, Emil	BUL	ETU	M	

25th ITU Congress, Auckland, New Zealand

Tuesday, 23 October, 2012

CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
COACHES' COMMITTEE (7 to be elected)	BRIGHT, Ben	GBR	ETU	M
	CERVANTES, Eligio	MEX	PATCO	M
	FATTORI, Philippe	FRA	ETU	M
	FRAINE, Greg	NZL	OTU	M
	FRICKS, Scott	ISV	PATCO	M
	GONZALES, Carlos Osvaldo	ARG	PATCO	M
	HALL, Jonathan	USA	PATCO	M
	MAYOL, Joan	ESP	ETU	M
	PARRY, Lindsey	RSA	ATU	F
	SOLOVYOV, Tatyana	KAZ	ASTC	F
	STEPHENS, Shaun	AUS	OTU	M
	STOYNEV, Emil	BUL	ETU	M
	VAN SCHUYLENBERGH, Reinout	BEL	ETU	M
YAMANE, Hideki	JPN	ASTC	M	

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Tuesday, 23 October, 2012

CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
CONSTITUTION COMMITTEE (7 to be elected)	BERNHARDT, Gale	USA	PATCO	F
	BRUNET, Patrice	CAN	PATCO	M
	DRUWÉ, Johan	BEL	ETU	M
	HOLMES, Stephen	CAN	PATCO	M
	RENZ, Philippe	SUI	ETU	M
	SAINT-JEAN, Bernard	FRA	ETU	M

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
CREDENTIALS COMMITTEE (3 to be elected)	MAZZEO, Romina Haydee	ARG	PATCO	F
	O'KELLY, Sheila	CAN	PATCO	F
	SILVA, Antonio	NCA	PATCO	M
	ULLOA, Piedad	ECU	PATCO	F
	ZETINA, Gerardo	MEX	PATCO	M

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CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
MEDICAL AND ANTI-DOPING COMMITTEE (7 to be elected)	AGUILAR, Dr. Humberto	MEX	PATCO	M
	BERGLUND, Dr. Bo	SWE	ETU	M
	GLOVER, Dr. Lanre	NIG	ATU	M
	HILLER, Dr. Doug	USA	PATCO	M
	KATSUMURA, Dr. Toshihito	JPN	ASTC	M
	KING, Dr. Jonathan	AUS	OUT	M
	MIGLIORINI, Dr. Sergio	ITA	ETU	M
	NAJAFIPOUR, Dr. Farshad	IRI	ASTC	M
SCHWARZ, Dr. Lothar	GER	ETU	M	

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CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
MULTISPORT COMMITTEE (7 to be elected)	ALARCO, Antonio	PER	PATCO	M
	DYREK, Jeff	USA	PATCO	M
	GONZALES, Carlos Osvaldo	ARG	PATCO	M
	IORE, Bruno	MON	ETU	M
	KITCHEN, Chris	GBR	ETU	M
	KRAUS, Eugène	LUX	ETU	M
	LANDRIAULT, Luc	CAN	PATCO	M
	MATA, Lourdes	MEX	PATCO	
	PRYDE, Tom	NZL	OTU	M
	SABOUR, Ali	IRI	ASTC	M
	SAINT-JEAN, Bernard	FRA	ETU	M
	SERRANO, Cornelio	ECU	PATCO	M

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CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
PARATRIATHLON COMMITTEE (7 to be elected)	ALEXANDER, Dr. Debbie	RSA	ATU	F
	BEESON, Jon	USA	PATCO	M
	DARBY, Grant	CAN	PATCO	M
	GARCÍA PÉREZ, Alicia	ESP	ETU	F
	HILDER, Murray	AUS	OTU	M
	LIPP, Alfred	GER	ETU	M
	MACLEOD, Neil	ITA	ETU	M
	NOORDZIJ, Rob	NED	ETU	M
	PEÑALOZA, Philip	HKG	ASTC	M

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CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
TECHNICAL COMMITTEE (7 to be elected)	BAKAR, Omar Bin Abu	SIN	ASTC	M
	BOGAERT, Dirk	BEL	ETU	M
	CADAVAL, Jaime	MEX	PATCO	M
	CAPILL, Ross	NZL	OTU	M
	DONALDSON, Joyce	USA	PATCO	F
	FRIZZA, Dominique	FRA	ETU	M
	GARCÍA, Jorge	ESP	ETU	M
	KENNY, Jacqui	AUS	OTU	F
	KRAWCEYK, Jan Philipp	GER	ETU	M
	MARKHAM, David	CAN	PATCO	M
	MNIF, Mahdi	TUN	ATU	M
	SOLOVYOV, Yuriy	KAZ	ASTC	M
	SUÁREZ, Fernando	CHI	PATCO	M
	SUZUKI, Kiriyo	JPN	ASTC	F
	VARGA, Bela	HUN	ETU	M
	VERHEUVEL, Sander	NED	ETU	M
VINE, Howard	GBR	ETU	M	

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CANDIDATES FOR ELECTION

FUNCTION	FAMILY NAME / GIVEN NAME	COUNTRY	CONTINENT	GENDER
WOMEN'S COMMITTEE (7 to be elected)	BECERRA, Nelly	MEX	PATCO	F
	BOURETTE, Ivette	PAN	PATCO	F
	EBBESEN , Lori	CAN	PATCO	F
	FATAYI-WILLIAMS, Marie	NGR	ATU	F
	HAAG, Susan	USA	PATCO	F
	JOSON, Rosalina P.	PHI	ASTC	F
	MAZZEO, Romina Haydee	ARG	PATCO	F
	OAKLEY, Sharon	RSA	ATU	F
	SHPARIY, Lyubov	KAZ	ASTC	F
	ULLOA, Piedad	ECU	PATCO	F
	WADA, Tomoko	JPN	ASTC	F