

**DEVELOPMENT AGREEMENT FOR 2022**

**This Agreement dated: 27 January 2022**

**BETWEEN**

**WORLD TRIATHLON** (hereinafter referred to as "**World Triathlon**"),

A not-for-profit corporation incorporated under the laws of Switzerland domiciled and residing at Maison du Sport International, Avenue de Rhodanie 54 in the city of Lausanne, Canton de Vaud, Switzerland.

and

**AFRICAN TRIATHLON UNION** (herein referred to as the "**Africa Triathlon**")  
residing at International Cairo Stadium, New Federations Building #11, Cairo, Egypt

1. **Introduction:** The purpose of this agreement is to:
  - 1.1. Support the strategic development goals of Africa Triathlon, which are:
    - a.) Activate the new National Federations and provide new and emerging federations with resources for development.
    - b.) Athlete and coach development towards 2023 African Games (Ghana) and Dakar 2026 Youth Olympic Games.
    - c.) Technical and Event Development, focusing on National Championships/Zone Championships.
  - 1.2. Provide the personnel, resources, and budget allocations to support Africa Triathlon in achieving its strategic development goals.
  - 1.3. Provide a sustainable structure for accessing resources and programmes and reporting every quarter for the development projects.

2. **Projects:** The agreed projects with budget/resource allocation are:

AFRICA TRIATHLON DEVELOPMENT BUDGET & PROJECT PLAN 2022		
GOAL AREA	BUDGET ITEM	AMOUNT
Administration, Finance, Governance	Africa Triathlon Executive Board Meeting & Congress	\$ 18.000,00
	Africa Triathlon Staff Salaries (Africa Triathlon Executive Secretary: \$9,600 USD, Development & Technical Continental Coordinator: \$12,000 USD)	\$ 21.600,00
	Africa Triathlon Office yearly expense (12 x \$500 USD - phone/internet etc.)	\$ 6.000,00
	Africa Triathlon Office yearly maintenance fee & electricity	\$ 6.000,00
	Continental Coordinator's office expenses (internet/phones=\$166 x 12=\$2,000 USD)	\$ 2.000,00
<b>SUB-TOTAL</b>		<b>\$ 53.600,00</b>
NF Projects & Support	World Triathlon Activator Seminar-Mozambique-in conjunction with Portuguese NF support, if in good standing.	\$ 3.000,00
	Community Technical Officials & Event Organisers Seminar-linked to ZONE 1 CHAMPIONSHIPS Niger-French	\$ 3.500,00
	Community Technical Officials & Event Organisers Seminar-linked to NATIONAL CHAMPIONSHIPS Algeria-French	\$ 3.500,00
	Community Technical Officials & Event Organisers Seminar-Postponed from 2021-Lusaka, Zambia- AIRFARE	\$ 500,00
	Regional/ZONE 2 & 4 TRIATHLON Championships-Kenya 30-04-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).	\$ 7.000,00

27%



	Regional/ZONE1 DUATHLON Championships-Niger -27/28-05-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).	\$	7.000,00	
	<b>ALTERNATE:</b> Regional/Zone 1 TRIATHLON Championships-Ghana -11-06-05-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).			
	Regional/Zone 2 & 4 DUATHLON Championships-Cameroon 24-07-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).	\$	7.000,00	
	Africa Regional Youth & Junior Development Camp-NORTH- Rabat, Morocco-date TBA-linked to Rabat Junior Cup 23/24-08-2022	\$	20.000,00	
	Africa Regional Youth & Junior Development Camp-SOUTH-Zimbabwe-Date TBA-linked to Troutbeck Junior Cup-02-04-2022	\$	20.000,00	
	Elite Athlete Support for racing at African events-ATU New Flag potential athletes 2 x male/2 x female from May 27-4 x \$2,000	\$	8.000,00	
	Africa Triathlon Junior Leaders Support-to be used for race equipment and travel based on the 2022 rankings from Junior African Cups-minimum of 4 events to be staged, however. \$1,500=1st male/female; \$1,000=2nd male/female; \$750=3rd male/female	\$	6.500,00	
	World Triathlon Level 1 Coaching Course (TBC)-Facilitators fee x 2- supporting O/S granted course. Venue/date TBC	\$	7.000,00	
	<b>SUB-TOTAL</b>	<b>\$</b>	<b>93.000,00</b>	<b>47%</b>
<b>Technical Officials &amp; Para triathlon Education &amp; Support</b>	World Triathlon Level 2 Technical Officials Seminar-Southern Africa. English-Zimbabwe; South Africa; Mauritius. Venue RSA-date TBC.	\$	10.000,00	
	Africa Triathlon Technical Delegates Support. Per diems x 3 days x \$70 USD x 20 events	\$	4.200,00	
	Africa Triathlon Technical Delegates Support, Facilitators, Coaches PCR test reimbursements.	\$	2.700,00	
	World Triathlon Level 2 Technical Officials Seminar- North Africa. English-Tunisia; Egypt; Senegal. Venue Tunis-date TBC. AIRFARES	\$	4.500,00	
	World Triathlon Level 2 Technical Officials Seminar. Facilitator Fees for Larache (Spanish) & Tunis (English-postponed from 2021).	\$	1.800,00	
	Para triathlon Technical Support & Education	\$	5.000,00	
	World Triathlon Level 1 Technical Officials Seminar-linked to Africa Triathlon Cup Accra, GHA (11-06-2022)-host of AG 2023	\$	4.000,00	
	World Triathlon Level 1 Technical Officials Seminar-linked to Africa Triathlon Cup Diani, KEN (29-11-2022)	\$	4.000,00	



	World Triathlon Level 1 Technical Official Seminar/Refresher -linked to Africa Triathlon Cup Dakar, SEN (13-11-2022)	\$ 2.400,00	
	Self-Funded World Triathlon Level 1 Technical Officials Seminar-linked to Africa Triathlon Cup Gqeberha, RSA (20-03-2022)-Facilitator Support	\$ 1.000,00	
	Self-Funded World Triathlon Level 1 Technical Officials Seminar-linked to Africa Triathlon Cup Swakopmund, NAM (23-04-2022) -Facilitator Support	\$ 1.000,00	
	WBGT Measurement tool for Heat Stress Management 1 x west/east/north/south Africa x \$180 x 4/calibration & freight TBC	\$ 2.800,00	
	<b>SUB-TOTAL</b>	<b>\$ 43.400,00</b>	<b>22%</b>
<b>Contingency</b>	Continental Coordinator support: for World & Africa Congress/Championships-travel & accommodation	\$ 7.000,00	
	Africa Games-Accra, Ghana/site visits/meetings	\$ 3.000,00	
	<b>SUB-TOTAL</b>	<b>\$ 10.000,00</b>	<b>5%</b>
	<b>TOTAL</b>	<b>\$ 200.000,00</b>	

The above budget figure (200.000 US\$) was approved by the Africa Triathlon Executive Board and the World Triathlon Executive Board.

Any change to the agreement will require the approval of both parties. Any changes to the above-listed projects can be presented to World Triathlon Development & National Federation Services Department until September 30, 2022, which will require the final approval of the World Triathlon Executive Board.

The World Triathlon made the following recommendations to the above projects:

- The Administration costs in Africa Triathlon is over 20% of the total as recommended by World Triathlon to all Continental Confederations.
- World Triathlon would recommend setting a three (3) month project re-confirmation deadline with all host National Federations before each project to ensure a better outcome.

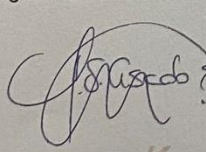
**3. Obligations and Reporting Procedures:** World Triathlon and Africa Triathlon will ensure all projects are planned, and funds and resources are managed transparently, including:

- 3.1. Work with the World Triathlon National Federation Services & Development to clearly outline each project's procedures, content, outcomes, and reports. The World Triathlon Development Sport/Department will provide forms for all project planning, funding, and reporting.
- 3.2. All justification should be sent to the World Triathlon National Federation Services & Development, based in Lausanne, Av. Rhodanie 54. 1007 Lausanne, Vaud, Switzerland.
- 3.3. Allocating funds for programmes and activities which will take place at the beginning of the year. World Triathlon will pay one-quarter of the total amount during that period. Further payments will be made once Africa Triathlon justifies the amounts received. Africa Triathlon and World Triathlon Administration will agree on which amounts will be paid directly to Africa Triathlon for their disbursement and which will be paid by World Triathlon.

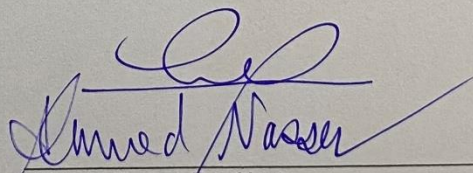




- 3.4. File semester (6 months period starting 1<sup>st</sup> of January) project reports with expenses supported by receipts and reasons for the expenditure. World Triathlon Administration and Finance will provide the format for the reports.
- 3.5. World Triathlon will provide support funds to cover the costs of the projects marked as World Triathlon Expense on the Project and Budget allocation to meet the region's development needs.
- 3.6. A maximum of 20% of the total allocation of funds could be dedicated to Administration costs.
- 3.7. The funds allocated can only be used during the 2022 fiscal year.
- 3.8. Africa Triathlon should fulfil the obligations stated in articles 15.2 and 45 of the World Triathlon Constitution
- 3.9. Only National Federations who have fulfilled annual membership obligations (Art 8., World Triathlon Constitution), therefore, are in good standing, can apply for or/and attend any development projects.
4. **Term:** This Agreement shall take effect for the year 2022.
5. **Notices:** All notices, consents, approvals, and statements hereunder shall be given to the respective addresses of the Parties, which is the headquarters of each organisation.
6. **Governing Law:** The parties shall make every effort to resolve any dispute arising out of this Agreement in an amicable manner conforming to the spirit of this Agreement. This Agreement shall be governed by and interpreted in accordance with the laws of the Canton de Vaud (Switzerland). The Africa Triathlon and World Triathlon shall use utmost good faith in attempting to resolve all disputes under this Agreement. Any dispute arising from or related to the present Agreement will be submitted exclusively to the jurisdiction of the Court of Arbitration for Sport in Lausanne, Switzerland and settled definitively in accordance with the Code of Sports-related Arbitration. The panel will consist of three arbitrators, and the language of the arbitration will be English. Each Party shall bear its own legal costs relating directly or indirectly to the preparation of and performance of its obligations under this Agreement.
7. **Signing Authorities:** We, the undersigned, agree to the conditions and obligations of this agreement.

 Firmado  
digitalmente por  
Marisol Casado  
Fecha: 2022.02.03  
17:13:53 +01'00'

Marisol Casado, President  
World Triathlon

  
Ahmed Nasser, President  
Africa Triathlon

Amendment to the 2022 Africa Triathlon World Triathlon Development Agreement as below which indicate the necessary amends (in red).

Dated 9 May 2022

Approved by the World Triathlon Executive Board on 26 May 2022.

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GOAL AREA	BUDGET ITEM	AMOUNT	
Administration, Finance, Governance	Africa Triathlon Executive Board Meeting & Congress	\$ 18.000,00	
	Africa Triathlon Staff Salaries (Africa Triathlon Executive Secretary: \$9,600 USD, Development & Technical Continental Coordinator: \$12,000 USD, Office Assistant 2400 USD)	\$ 24.000,00	
	Africa Triathlon Office yearly expense (12 x \$500 USD -phone/internet etc)	\$ 6.000,00	
	Africa Triathlon Office yearly maintenance fee & electricity	\$ 6.000,00	
	Continental Coordinator's office expenses (internet/phones=\$166 x 12=\$2,000 USD)	\$ 2.000,00	
	Medals	\$ 3.000,00	
SUB-TOTAL		\$ 59.000,00	30%
NF Projects & Support	World Triathlon Activator Seminar-Mozambique-in conjunction with Portuguese NF support, if in good standing.	\$ 3.000,00	
	Community Technical Officials & Event Organisers Seminar-linked to ZONE 1 CHAMPIONSHIPS Niger-French	\$ 3.500,00	
	Community Technical Officials & Event Organisers Seminar-linked to NATIONAL CHAMPIONSHIPS Algeria-French	\$ 3.500,00	
	Community Technical Officials & Event Organisers Seminar-Postponed from 2021-Lusaka, Zambia-AIRFARE	\$ 500,00	
	Regional/ZONE 2 & 4 TRIATHLON Championships-Kenya 30-04-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).	\$ 7.000,00	
	Regional/ZONE1 DUATHLON Championships-Niger - 27/28-05-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).	\$ 7.000,00	
	<i>ALTERNATE: Regional/Zone 1 TRIATHLON Championships-Ghana -11-06-05-2022-ATHLETE TRAVEL SUBSIDY (Host NF does not receive this support).</i>		
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	<b>SUB-TOTAL</b>	<b>\$ 93.000,00</b>	<b>47%</b>
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	WBG Measurement tool for Heat Stress Management 1 x west/east/north/south Africa x \$180 x 4/calibration & freight TBC	\$ 2.800,00	
	<b>SUB-TOTAL</b>	<b>\$ 41.000,00</b>	<b>21%</b>
<b>Contingency</b>	Continental Coordinator support: for World & Africa Congress/Championships-travel & accommodation	\$ 7.000,00	
	<del>Africa Games-Accra, Ghana/site visits/meetings</del>	<del>(-3000)</del>	
	<b>SUB-TOTAL</b>	<b>\$ 7.000,00</b>	<b>4%</b>

	TOTAL	\$ 200.000,00
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