



International Triathlon Union (ITU)
Minutes of Congress 2002
8 November 2002, Cancun, Mexico

1. **CALL TO ORDER:** ITU President Les McDonald, called the meeting to order at 9:30 a.m. with the following National Federations present:

ARGENTINA

- Alberto Fonollosa
- Gustavo Svane

ARUBA

- Jesse Beukenboom

AUSTRALIA

- Ms Mina Guli
- David Burt

AUSTRIA

- Julius Skamen

BARBADOS

- Ms Christine Choy
- Peter Gibbs

BELGIUM

- Ms Kathleen Smet
- Jul Clonen

BERMUDA

- Ms Patty Petty

BRAZIL

- Carlos Froes
- Jose Menescal

CANADA

- William Hallett
- Patrice Brunet
- Ms Sheila O'Kelly
- Ms Pamela Fralick

CHINA PR

- Li Shan Shui
- Chen Zhen

CHINESE TAIPEI

- Ching-Hsiung Lin
- Yuh Feng Liou

COOK ISLANDS

- Kevin Henderson

COSTA RICA

- Ms Silvia Gonzales
- Jimenez Mata
- Ms Roberta Antonio

CROATIA

- Nenad Dragas
- Nevan Savora

CZECH REPUBLIC

- Pavel Koran
- Vladislav Pysny

DENMARK

- Kent Magelund
- Ole Nikolajsen

EQUADOR

- Leonardo Arevalo

FRANCE

- Philippe Lescure
- Charle Christine
- Ms. Christine Constantini

GERMANY

- Dr. Susanne Baur
- Dr. Klaus Mueller-Ott
- Ms Monika Birk

GREAT BRITAIN

- Norman Brook
- Peter Coulson
- Ms Jasmine Flatters
- Ms Sarah Springman

GUATEMALA

- Dr. Mario Rodriguez
- Ms Guisela Morales

HONG KONG CHINA

- Ms Ruth Hunt
- Ms Angela Wong
- Andrew Patrick

HUNGARY

- Dr. Gabor Markus
- Peter Czencz

INDIA

- Brett Mace

JAPAN

- Shin Otsuka
- Ms. Tomoko Wada
- Ms Noriko Yamakura
- Masao Nakayama

KAZAKHSTAN

- Luriy Solovyev
- Bol Litepbayev
- Ms Natalya Sipovich



KOREA

- Lee Sukwoo
- Park Jongong

MEXICO

- Gerardo Zetina
- Jaime Cadaval
- Ms. Nelly Becerra

NEW ZEALAND

- Ms Lynne Klap
- Arthur Klap
- Tom Pryde
- Ms Karen Sheldrake

PHILIPPINES

- Tom Carrasco
- Ms Kaye Lopez
- Chris Aldeguer

POLAND

- Krzysztof Piatkowski

PORTUGAL

- Jose Luis Ferrera
- Ms Alicia Moniz
- Jose Joao Teixeira

PUERTO RICO

- Dr. Edison Osorio

RUSSIA

- Anatoly Korobov
- Razalia Korobova

SERBIA - MONTENEGRO

- Slobodan Mirkovic

- Ms Dragan Kamenca

SLOVAKIA

- Anton Ihring
- Josef Jurasek

SOUTH AFRICA

- John Leach
- Dr. Lood Rabie

SPAIN

- Jose Hidalgo
- Ms Marisol Casado
- Jesus Andrew
- Ms Lola Boye

SWEDEN

- Ola Silvadahl
- Ms Ria Dangren

SWITZERLAND

- Ms. Anne-Marie Gschwend
- Andreas Mehr
- Rene Kissling

USA

- Ray Plotecia
- Steven Locke
- Ms Valerie Gattis
- Karen Buxton

VENEZUELA

- Luis Migel Velasquez
- Mario Rundon

2. **WELCOME:** Jaime Cadaval, President of the Mexican Triathlon Federation welcomed the delegates and outlined the various activities being offered during the events leading up to the World Championships and the credentials during the competitions. He also thanked Cancun for the tremendous support the resort had offered in staging this huge event.
3. **ROLL CALL:** Sheila O'Kelly, chair of the ITU Credentials Committee reported 44 national federations were registered for Congress: 37 full members, 7 provisional members.
4. **MINUTES OF THE 2001 CONGRESS:** Ria Damgren pointed out that the Bid for the 2003 Long Distance World Championships was from Sater, Sweden, and not Switerland-
5. **CONSTITUTION COMMITTEE REPORT:** Patrice Brunet, chair of the ITU Constitution Committee reported:



- a) In accordance with clause 6.5 of the ITU Constitution (**Constitution**), the Executive Board (**EB**) struck a Constitution Commission (**CC**), working in collaboration with the Constitution Committee, to review the Constitution with the objective of ensuring that the current version of the Constitution accurately reflects all of the motions passed at ITU Congresses.
- b) In fulfilling this objective, the CC has reviewed the current Constitution, and all of the constitutional motions adopted by Congress from the time at which the current Constitution was accepted. We are in the process of finalising a newly marked up version of the Constitution which will indicate when changes were made to the Constitution, and include direct references to the motions containing those amendments.
- c) Following an extensive review of the Constitution and the constitutional motions adopted at Congress, the CC did not identify any constitutional motions to recommend at the forthcoming ITU Congress.
- d) All amendments, additions and alterations contained in our current draft simply reflect the constitutional motions properly adopted by the preceding ITU Congresses. Since these have already been adopted, they form part of our Constitution. We have now consolidated these into one document for your reference.
- e) In relation to the specific issues referred to the Constitution Committee by the last Congress, the CC has undertaken preliminary work in identifying possible solutions, and in highlighting some of the factors to be considered when resolving these problems. We have a working discussion paper on these issues and are currently in the process of examining possible options for their resolution.

Resolution 1: (Executive Board – seconded Patty Petty, Bermuda) That the 2002 version of the ITU Constitution and By-Laws be accepted as presented. **Carried**

6. **PRESIDENT'S REPORT:** Les McDonald reported as follows:

- a) The delegates were welcomed to the land of the Mayan, and thanked the Mayan gods for promises of perfect triathlon weather.
- b) He expressed his gratitude to Antonio Arguellos, the founder of the Mexican Triathlon Federation for establishing such a strong federation in Latin America, and one which has taken strong leadership within the international Triathlon family.
- c) He also thanked Mario Vasquez Rana (IOC) for the on-going support of Triathlon and particular in establishing Triathlon as a programme sport in the Pan-American Games. We are looking forward to a well-supported event at the 2003 Pan American Games Triathlon in Santa Domingo.
- d) He expressed regrets that three key members of the ITU leadership were not able to be with us, due to illness or other commitments: Chiharu Igaya, ITU Vice President, Rami Ramachandran, ITU Executive Board, and Michel Gignoux, ITU Technical Committee.
- e) The affiliation process has been tightened up following the Civil Court case in Vancouver, and NFs are to be congratulated for the responsible way they have addressed this matter.
- f) Regions of ITU: Each year the regions become not only stronger, but have increased their importance in the global growth of the ITU. Particularly the relationship between the new ETU and ITU has had a significant impact on all



aspects of ITU, but particularly our relationship with the IOC as well as our image within the global market place.

- g) Germany: ITU and the DTU have resolved all outstanding matters, and both parties look forward to a strong partnership within the ITU family.
- h) The decline in women's participation in triathlon is disappointing. All NFs must make a greater effort to open more doors for women and to ensure their participation numbers move towards 50%
- i) Greg Welch has completed his 2 year term as the Athletes Committee representative on the Executive Board and is being replaced by Isabelle Turcotte-Baird.
- j) The Athletes With A Disability (AWAD) continues to work hard to find the required number of National Federation so they can pursue status in the Paralympics. Lorene Hatelt who heads the commission reports that a record number of NFs will have athletes competing in this year's World Championships.
- k) The World Anti-Doping Agency (WADA) will be expanding its testing programme in 2003, based on our new agreement with them. It is essential that all NFs keep ITU informed about the location of their elite athletes, as out-of-competition testing will continue to be the primary focus.

7. **COSTA RICA – STATUS OF NF:**

- a) Sylvia Gonzalez of Costa Rica presented a report on the status of the federation in Costa Rica, as well as the situation vis-à-vis the National Olympic Committee and the government.
- b) Ms Gonzalez asked Congress to recognize the Costa Rican Triathlon Association, under her leadership as President as the only bona-fide recognized federation in Costa Rica.

Resolution (Executive Board – seconded Antonio Alvarez, Mexico), that the Costa Rican Triathlon Association, Sylvia Gonzalez, President be recognized as the official national federation of ITU in Costa Rica.

Andrew Patrick (Hong Kong) asked if the other party in Costa Rica was given an opportunity to present their case. Les McDonald responded that Sylvia Gonzalez had contacted CAS to resolve the matter, but the other party had not done the same.

Carried

8. **REPORT OF THE AUDIT REPORT:** Enrique Quesada, Chair of the ITU Audit Committee reported as follows:

- a) A copy of the Audit Committee's Report was circulated and is attached to these minutes.
- b) The meetings and activities of the Audit Committee leading up to Congress.

Resolution: Accept the Audit Report and Audited 2001 Financial Statement as circulated. **Carried**

9. **TREASURER'S REPORT:** Bill Walker reported as follows:

- a) Although we had a positive result from the Civil Court Action in Vancouver, there is still a lingering impact on the Administration of ITU:
- b) In January of 2002 we had to negotiate a settlement with our marketing company, Sportsworld who was going bankrupt. There were two positive outcomes from this: we recovered a sufficient amount to carry us through the



- fiscal year, and all of our events, marketing, television and website rights returned to ITU.
- c) Compliments to ITU Headquarters for pulling together a plan to manage the events and television – a huge job which had been done by Sportsworld since 2000.
 - d) Quarterly financial statement: although the Executive Board meets twice a year, and financial statements are prepared for each of these meetings. We will distribute quarterly financial statements to all NFs.
 - e) The recommendations of the Audit Committee will be implemented.
 - f) The quality of the Auditor is highly professional, and should be retained to complete the 2002 audit.
 - g) The Financial Statements were reviewed (and are attached).

10. **ELECTIONS**: The following elections were conducted:

- a) **ITU Executive Board**: 1 woman to be elected. The following women were on the ballot – with results indicated
 - (i) Chukanova, Irena (Bulgaria)
 - (ii) Damgren, Ria (Sweden) – **elected**
- b) **ITU Women’s Committee**: 3 to be elected
 - (i) Becerra, Nelly, (Mexico) – **elected**
 - (ii) Chukanova, Irena, (Bulgaria)
 - (iii) Gattis, Valerie, (USA) – **elected**
 - (iv) Henderson, Mona, (Cook Islands)
 - (v) Sheldrake, Kathy, (New Zealand) – **elected**
- c) **ITU Audit Committee**: 3 to be elected
 - (i) Karen Buxton, USA - **elected**

Note: In the absence of any other nominations, Bill Walker, ITU Treasurer will seek two other members to be appointed by the Executive Board.

11. **EXECUTIVE BOARD RESOLUTIONS**:

- Resolution 2**: That the continental regions of ITU: Africa, Asia, America, Europe, Oceania:
- a) will be affiliated to ITU and have one (1) vote at Congress;
 - b) affiliation of Regional Organisations will include acceptance of the ITU Constitution.

Carried

12. **NATIONAL FEDERATION RESOLUTION**:

- Resolution 3: (National Federations – Canada)**: Be it resolved that a “Clydesdale” division not be included as an official competition category in any International Triathlon Union sanctioned event.

Bill Hallett, Canada spoke in favour of the resolution, stating that since ITU has increased the numbers in the age group categories to 18, there is ample opportunity for these athletes to qualify through the existing system in each National Federation. He also said that there will be many more special interest groups who will want their own category, and the World Championships are already too big.



Mark Sisson stated that these types of resolution are really the business of the Technical Committee, and that the Executive Board recommended the matter be referred to the Technical Committee.

Carried, that the resolution be referred to the Technical Committee.

Resolution 4: (National Federations – Switzerland): To avoid injustice towards athletes and federations, be it resolved that all ITU World Cup races, Regional Qualifier and ITU International races will award the amount of points published on the website and that this cannot be changed during the current year.

The Executive Board recommended that this resolution be referred to the Technical Committee. **Carried**

Resolution 5: (National Federations – Switzerland): To enable all countries to participate in the Team Trial Championships, be it resolved that the Team Time Trial Championships takes place at the same weekend as the individual races, namely the day after these.

The Executive Board recommended that this resolution be referred to the Technical Committee. **Carried**

13. **COMMITTEE AND COMMISSION REPORTS:**

- a) **Athletes with a Disability:** Lorene Hatelt, chair of the Commission reported that a record 36 athletes, including 10 wheelchairs will compete in the 2002 World Championships.
- (i) Paralympics still require 24 countries participating in the sport, and this is their only roadblock to status.
 - (ii) Two new members have been added to the Commission: Chris Bourne, from Canada representing duathlon, and Renaldo Martin from South Africa.
 - (iii) Peter Coulson stated that in Britain, there is interest from sponsors in funding this category.
- b) **Medical Committee:** Dr. Doug Hiller (USA), chair of the committee reported:
- (i) Dr. T.K. Miller (USA) has been gathering a bibliography of pertinent studies done in the sport.
 - (ii) Dr. Edisson Osorio (Puerto Rico) is concerned about some countries allowing drafting in age group competitions
 - (iii) Work needs to be done in the nutritional area to discover sources of banned substances.
 - (iv) Australia has recently been working in the area of over-the-counter nutritional additives
 - (v) The committee would like to increase their presence on www.triathlon.org with more information about over-training, hydration, electrolyte balance. The site should also have links to relevant medical websites.
 - (vi) The Mexican physicians seem well prepared, with a much expanded Medical area. With the heat, the stress on the medical tent will be severe.
- c) **Women's Committee:** Pamela Fralick, chair of the ITU Women's Committee reported



- (i) The object of the ITU Congress should be to “shut the Women’s Committee down”, i.e., because their work will be done. It has not and will not for a long time.
 - (ii) The IOC has set a target 10% women on all committees and management – the challenge for all of us is to make that 50%
 - (iii) We could not put 50 women on the start line at the Sydney Olympics, yet hundreds more women were strong enough to be there.
 - (iv) The women’s committee has established a “Global Network” to link people interested in working towards the goals of multi-sport women. 19 NFs responded to the survey which the Women’s Committee circulated, and as a result more attention needs to be directed at the global network.
 - (v) Project Tri Spirit which collects tri clothing for athletes from under-funded countries has been an overwhelming success. Hind clothing has donated over 20 boxes of new clothing, which has all arrived in Cancun. Athletes from Ecuador and Mexico have already received some of this clothing.
 - (vi) Val Gattis (USA) deserves a great deal of credit for being the energy behind this project, as well as establishing the website www.tri-spirit.com. The purpose of the website is to promote Project Tri-Spirit, the global network and as a means of gathering donations. Donations from elite athletes can be auctioned on ebay.
 - (vii) The work of the committee is more about women – the lessons of life – and equal opportunity.
- d) **Duathlon Committee:** Stefan Ruf (Switzerland) reported on behalf of the Committee.
- (i) The 2002 Alpharetta Duathlon World Championships was the best-ever.
 - (ii) Duathlon had 3 Regional Championships in 2003: Asia, America and Europe.
 - (iii) There are National Duathlon Series in many countries.
 - (iv) There were very few responses to the survey, but this should be a focus of the future.
 - (v) Input into the future of Duathlon should come from the regions.

14. **REGIONAL REPORTS:**

- a) **Europe:** Marisol Casado (Spain), ETU President reported
- (i) Congress’ endorsement of the recognition of the regions with a vote at Congress is very important, and something she has dreamed about for many years.
 - (ii) Harmony with ITU has made such a difference for the sport in Europe.
 - (iii) She thanked the people elected at the 2002 Gyor ETU Congress for the positive work to date. She noted that the ETU Executive Board already has 50% women, and she thanked Pamela Fralick and the ITU Women’s Committee for the motivation they have provided in this regard.
 - (iv) ETU will follow ITU’s lead by adding an Athlete’s Representative to the Executive Board at their next Congress.
 - (v) Due to the mismanagement of the previous Executive Board, ETU is in a very sad financial state.
 - (vi) The immediate financial goal is to pay the athletes as soon as possible.
 - (vii) The 2002 European Championships in Gyor were very successful.
 - (viii) The 2003 calendar is close to completion.



- b) **America:** Carlos Froes, Brazil reported:
- (i) He thanked Jaime Cadaval, President of the Mexican Triathlon Federation and Antonio Alvarez, President of PATCO for the work they have put into the region.
 - (ii) There are two new federations in the region: Costa Rica and Venezuela.
 - (iii) He thanked USAT for the financial support they have given to PATCO and coaches.
 - (iv) The Region hosted 3 World Championships in 2002: aquathlon, triathlon, duathlon, as well as the South American Games Triathlon, the Pan American Championships, the Central American and Caribbean Championships and the Central American and Caribbean Games Triathlon, as well as 20 ITU International events.
 - (v) The region also hosted several Solidarity camps for coaches and athletes.
 - (vi) 2003 will be a busy year with 20 – level 1 and 3 Level 2 coaches courses. As well, the region will host 6 World Cups, 20 International events and the Pan American Games Triathlon.
- c) **Oceania:** Terry Sheldrake (New Zealand) reported:
- (i) Within the Oceania region triathlon has continued to flourish with participation, success and representation across all aspects of our sport which has included grass roots participation through to elite World Cup and Commonwealth Games success.
 - (ii) It is most encouraging to witness the significant effort and time being contributed in rolls such as governance and coaching, in particular with in the many small countries that make up Oceania. This detail in regional triathlon delivery can only enhance the events that are hosted creating better structured events for the most important people of all “our athletes.”
 - (iii) A most successful solidarity camp was held in New Zealand (which included many respected Oceania athletes and coaches) all who contributed were passing on their individual knowledge to a most enthusiastic group of aspiring young triathletes from the Oceania region.
 - (iv) This camp concluded with a sprint distant race for all attendees, in popular territory Taupo. The race was held in conjunction with a Kiwi kids Weet-Bix tryathlon which saw a field of 2000 7-14 year olds participating.
 - (v) The Commonwealth Games were a great success and although the Canadian athletes won on the day “Oceania” Australian athlete Nicole Hackett was 3rd along with Miles Stewart (Australia) 2nd and Hamish Carter (New Zealand) 3rd.
 - (vi) The Oceania Championships were contested in March 2002 in Queenstown, this proved to be an excellent opportunity to test what will be the World Championship Age group triathlon course in 2003. Comments following the race were most positive along with the acknowledgement that this is and will be a testing course well deserved of a World Championship status.
 - (vii) Further with the World Triathlon Championships being hosted back “down under” in December 2003 it is anticipated that there will be a significant Oceania contingent participating in Queenstown.
 - (viii) The ITU office has continued to be most obliging and helpful and have assisted me in encouraging growth in our region along with a genuine desire to build strong relationships with all regional partners. In



several cases this has been achieved and is reiterated to me via the number of requests for information and interaction from all corners.

- (ix) In conclusion I wish to thank all those from around the region that continue to contribute to Oceania Triathlon especially the numerous volunteers who make the racing possible.
 - (x) In a region that is geographically sparse along with virtually zero funding, it is difficult to be as effective as I and our federations would like, however Oceania Triathlon is in good spirit and we all look forward to another year of Triathlon.
- d) **Asia:** Tom Carrasco (Philippines) reported
- (i) Several new events were on the calendar this year, and all very successful, including Dahli, China, Hong Kong (Duathlon Regional Championships), India (Asia)
 - (ii) The constitution and by-laws of the regional body were amended
 - (iii) Looking forward, expect more activity in Asia, especially with both Korea and Asia hosting World Cup events.
 - (iv) Japan hosted a very successful Solidarity Camp.
 - (v) With Beijing being awarded the 2008 Olympic Games, China has become more active and this will increase over the coming years.
 - (vi) India has been active in supporting coaches development activities, especially with the work of Brett Mace who hosted several seminars.
 - (vii) In 2006, the Asian Games will take place in Qatar. For the first time, Triathlon will be on the programme of the Asian Games. This will be a challenge in Qatar where there is no triathlon at all.
 - (viii) In 2005 the Southeast Asian Games will be hosted by the Philippines, and triathlon will be on the programme.
- e) **Africa:** Lood Rabie (South Africa) reported:
- (i) Rick Fulton (Zimbabwe) the regional representative for Africa sent his regrets at not being present, given the difficulties in Zimbabwe.
 - (ii) Africa's financial and political problems continue to plague the development of the sport. Despite this, all of the active NFs have affirmative action plans.
 - (iii) Triathlon and Duathlon continue to grow in popularity both as a participation life-style sport, and as high performance among elite and juniors.
 - (iv) The first Duathlon African Regional Championships will take place in 2003.
 - (v)

***** Congress Adjourned for Lunch Hosted by the Mexican Triathlon Federation *****

15. **PRESENTATIONS:** Upcoming ITU World Championships: The hosts of future ITU World Championships made a presentation to Congress:
16. **BIDS TO HOST ITU WORLD CHAMPIONSHIPS:** The following bids to host future ITU World Championships were presented:
- a) **2005, 2006 Triathlon World Championships:**
- (i) Corner Brook, Canada
 - (ii) Gamagori, Japan
 - (iii) Gyor, Hungary



- (iv) Hamburg, Germany
- (v) Lausanne, Switzerland
- b) 2004 Long Distance World Championships**
 - (i) Sater, Sweden
- c) 2005 Long Distance World Championships**
 - (i) Fredericia, Denmark

17. **ITU HEADQUARTERS REPORT:** Loreen Barnett, Executive Director, Christine Brown, Producer ITU Productions, Ed Rice, ITU Web and News Producer, Broadcaster Manager, ITU Productions presented the following:

- a) **ITU Staff:** The following work part-time on a contractual basis for ITU with the following responsibilities:
 - (i) Executive Director: Loreen Barnett, (.4 teacher)
 - (ii) Technical Director, Leslie Beckerman (.5 teacher)
 - (iii) Associate TV Producer/Web Manager, Christine Brown (contract)
 - (iv) News and Web Producer, Ed Rice (contract)
 - (v) Field TV Producer and Post-production, Pat Bell (contract)
 - (vi) Technical Coordinator: Europe, Michel Gignoux (expenses)
 - (vii) Rankings and Olympic Qualification, Enrique Quesada (volunteer)
- b) **Responsibilities of ITU Headquarters includes:**
 - (i) President's Correspondence: Everything that comes in and everything that goes out. Email, Jfax, Fax
 - (ii) Financial
 - Invoices (contracts, etc)
 - Reimbursements
 - Prize Money
 - Contract compliance
 - Payroll
 - (iii) ITU Updates
 - Target is bi-weekly
 - Regional Reports
 - NF news
 - Committee Reports
 - Event News
 - IOC News
 - WADA Information
 - (iv) Technical
 - Regional Coordinators (Leslie Beckerman, Michel Gignoux, Jaime Cadaval, Masao Nakayama, David Coles)
 - Mentoring of ITOs
 - Events
 - Rule modification
 - Timing and Results
 - Uniforms -2003 numbers
 - Equipment
 - (v) Calendar and Events
 - Dates
 - Contracts and Event details
 - Web pages



- Start lists
- Event Organisers' Workshop
- (vi) WADA
 - Track athletes whereabouts for out-of-competition testing
 - Assist with testing at events
- (vii) 2003 World Cup: Premier and Standard
 - Media
 - Pre and Post Story
 - Work with Event Media Managers
 - Media Credentials
 - Still photos
 - Media: Pre-Event
 - Television: 52 minute show, broadcasters: Major distribution to ESPN, SKY-UK, NHK, NTV, TVE, Pathesports, Supersport Africa
 - TV crew arrangements
 - Website: event micro sites, profiles, updates, calendar, along with general site maintenance (rules, calendar, etc.,)
 - News: organise satellites coordinates for news highlights which goes to major news agencies: Reuters, EBU, SNTV, Gillette World Sports, TWI
 - Media:
- (viii) On-site
 - Television: coordinate cameras to shoot event, footage quality guaranteed, dubbing the tapes
 - Website: live coverage, video interviews, press stories, start list, live results, photos
 - News: edit and feed news highlights to the news agencies via satellite or fibre-optics
 - Post-race Review
 - Media:
- (ix) Post-Event
 - Television: Edit, packaging, voice-over, dubbing and shipping
 - Website: archives, updates of profiles and general web maintenance
 - News: chasing agencies for statistics
 - Other: chasing broadcasters for statistics on household reach and website hits, and payments

18. **PRESENTATION QUEENSTOWN 2003 TRIATHLON WORLD CHAMPIONSHIPS:** Tom Pryde, President Triathlon New Zealand, Arthur Klap, TriWorld 2003 Event Manager and Terry Sheldrake, TriWorld 2003 Race Director presented Congress with all other an overview of the arrangements and plans to date, including a \$200,000us prize purse for athletes – the highest ever. Team Managers were encouraged to organize travel and hotel arrangements as soon as possible.

19. **ADJOURNMENT:** President Les McDonald expressed his gratitude to everyone for the work in the past year to bring the ITU family into a higher level of solidarity and ensure



the continued spirit of friendliness and cooperation that has characterised our International Federation since its creation in Avignon 1989.

20. **Minutes recorded by:** *Loreen Barnett, ITU Headquarters*

