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 Fonolosa

- **Aruba**
  - Jessy Beukenboom

- **Australia**
  - David Burt
  - Brian Hinton

- **Austria**
  - Walter Zettnig
  - Hubert Konig

- **Belgium**
  - Jef Konings
  - Jul Clonen
  - Kathleen Smet

- **Brazil**
  - Carlos Froes
  - Roberto Menescal

- **Britain**
  - Peter Coulson
  - Jasmine Flatters
  - Norman Brook
  - Sarah Springman

- **Bulgaria**
  - Emil Stoinev
  - Irena Chuckanova
  - Atamas Hlatkov

- **Canada**
  - Patrice Brunet
  - Pamela Fralick
  - Sheila O'Kelly

- **Chile**
  - Wladimir Cafazao

- **China PR**
  - Li Xin
  - Wang Junyan

- **Costa Rica**
  - Sylvia Gonzalez
  - Sandra Dimenez

- **Croatia**
  - Neven Savora
  - Goran Vroanac

- **Cyprus**
  - Bambos Spanoudes
  - Natri Poyisdji

- **Czech Republic**
  - Vaclav Marek
  - Jiri Jelinek

- **Denmark**
  - Kent Magelund
  - Thomas Nielsen

- **Finland**
  - Antti Hagqvist

- **France**
  - Phillipe Lescure
  - Michel Gignoux

- **Germany**
  - Dr. Klaus Muller-Ott
  - Dr. Suzanne Mortier
  - Reinhard Wilke
  - Monika Birk

- **Gibraltar**
  - Chris Walker

- **Greece**
  - Alexandro Stefas
  - Andreas Arvanitis

- **Guatemala**
  - Dr. Mario Rodriguez

- **Hong Kong**
  - Andrew Patrick

- **Hungary**
  - Gabor Markus
  - Peter Czencz

- **India**
  - R. Ramachandran

- **Ireland**
  - Hugh McAtamney

- **Italy**
  - Marco Sbernadori
  - Angelo Bonizi

- **Japan**
  - Shin Otsuka
  - Tomoko Wada
  - Masao Nakayama
  - Noriko Yamakura

- **Kazakhstan**
  - Yuri Solovyev

- **Korea**
  - Suk Woo Lee

- **Luxembourg**
  - Jean-Pierre Ernzen
  - Eugene Kraus

- **Malta**
  - Emmanuel Azzopardi
  - Faabienne Azzopardi

- **Mexico**
  - Jaime Cadaval
  - Nelly Becerra

- **Moldova**
  - Alexandr Barciuc
2. **Welcome and Introductions**: Philippe Lescure, President of the French Triathlon Federation welcomed the delegates to Nice and to this important Congress which is working for a successful Olympic Games in Athens in 2004. Monsieur Siblot, representative of the French Minister of Sport, Jean-Francois Lamour also welcomed the delegates. Monsieur Marie, Vice-Mayor of Nice also welcomed the delegates to his city and wished them well with the deliberations of Congress and with the success of the World Cup and Finale to the ITU Long Distance Triathlon Tour in Nice.

3. **Roll Call**: Sheila O’Kelly, chair of the ITU Credentials Committee confirmed that the above national federations were present and that the Congress was well within the requirements of a quorum.

4. **Financial Report**:
   a) **Audit Committee**: Enrique Quesada reported on the meetings and various documents as part of their deliberation. He moved acceptance of the 2002 Audited Financial Report, which was carried unanimously.
   b) **Treasurer’s Report**: Bill Walker reported on the financial statements presented to delegates (see attached Appendix A: Treasurer’s Report)

5. **President’s Report**: ITU President Les McDonald reported on the successes of the past year and the challenges ahead, emphasising:
   a) The strength of ITU within the Olympic Family and the strong future we have there
   b) The positive work that Gergely Markus, Triathlon Competition Manager is accomplishing for the Athens Olympic Games
   c) The issues surrounding doping and the good working relationship we have with WADA
   d) The success of the World Cup series and the expansion of ITU Media, particularly in television coverage
   e) The effectiveness of the ITU Headquarters staff, which although small in numbers produces as much as most other Olympic IFs.
6. **World Championship Report:**
   a) Arthur Klap presented a well-received report on the plans for this year’s World Championships in Queenstown
   b) Shin Otsuka and Tomoko Wada from JTU presented a report on the preparations for the 2005 Gamagori Triathlon World Championships. New course designs and host hotels will be presented soon.

7. **Resolutions from National Federations:**
   a) Bill Walker reported on the amendment to the Resolution from the French Federation which had been agreed to by both the ITU Executive Board and the French Federation.
      “**Be it resolved that Congress request that the Executive Board follow-up with USAT to ensure that their future sanctioned events comply with the ITU Constitution and by-laws in particular regarding Gender Equity.**”
   b) Michel Gignoux confirmed that FFTri would accept the amended resolution, and thanked the Executive Board for following through on this matter.
   c) Steve Locke responded for the USA explaining that they are continuing to work to resolve this matter.
   d) Pam Fralick, Chair of the ITU Women's Committee stated that she was not aware of this matter and requested that if gender equity is involved in any matter that the ITU Women’s Committee should be involved.
   e) Isabelle Turcotte-Baird, Chair of the ITU Athletes Committee stated that athletes need events with this level of prize money. It would be in the athletes’ interest to work with the event organiser to make it an ITU World Cup event.

   **Resolution Carried Unanimously**

8. **Committee Reports:**
   a) **Technical Committee:** Michel Gignoux reported
      i) When ITU decided that a Technical Director would be appointed for Europe it was mainly to compensate for the previous lack of communication between ITU and ETU and keep NFs in contact with the governing body.
      ii) In 2002, the ETU Congress elections found us in this new situation, where everybody in the ETU Council, supported by the vast majority of NFs, was totally related and supportive of ITU.
      iii) The results were immediate, as a strong cooperation amongst the region and the Governing body was established and ideas, projects, goals were discussed, evaluated, and put into practice at once. It is in this positive state that 2003 started.
      iv) The duties of the Technical Director, who in the meantime had been elected as ETU-TC Chair, were enlarged to keep all energies on track and to assist the new ETU Ex-Board with proposals fitting the ITU development strategy.
      v) Promote ITU organization standards and officiating philosophy within Europe.
      vi) Support development of the sport, wherever it is needed. Sub-regions, small countries, developing countries.
      vii) The Technical Director was and is constantly in contact with the ITU headquarters on one side, the NFs and the ETU Ex-Board on the other.
      viii) In the last Congress in Carlsbad (CZE) it was mentioned in the ETU-TC report that one of the first goals of the Technical Director was to build a team. The “Orange” team members of Europe are the frame of this team and show a dedicated
leadership. All are deeply involved in both ITU and ETU-TC as well as in their NF and work tirelessly for the Triathlon and other disciplines in the region and worldwide.

ix) The first duty of the Tech. Dir. in Europe is to keep all energies on track and to assist the ETU Ex-Board with proposals fitting the ITU development strategy. This might not seem very technical, though, we started a successful series of International Triathlons that united NFs and Organizers around the managing team as never before. We brought the necessary changes in competition practice, created a regional ranking with Ranking Manager Enrique Quesada that will allow numbers of development possibilities for the future. Thus, it generated funds, to ease the pending debts to be paid to the athletes. The next step will be to recreate a regional series as a springboard for young athletes and a base for regionalized marketing within the ITU global market. A number of initiatives were launched in Europe thanks to its dynamism. (not to mention, Long Distance Triathlon World Tour and Duathlon World Cup)

x) The second duty of Tech. Dir. is to promote ITU organization standards and officiating philosophy within Europe. This will be a continuous process as our sport develops fast and expectations and requests by sponsors, media, athletes, spectators, put us under constant pressure.

xi) A tremendously successful seminar of organizers along with officials was organized in Hamburg this winter, thanks to Hamburg World Cup LOC. The regional officials met in Carlsbad (CZE) to become familiar with the ITU philosophy of officiating and to learn about new requirements for ITU Technical Officials.

xii) It is vital that Officials can return home a head full of ideas, tips, updates, and tools, to be put at their NF's service. They are now, certified ITU Technical Officials (ITU-TO). That not only show a level of officiating but also the unity in ruling the sport as we only need one rule for all. A more important seminar will be organized next year early in the season and we expect that all NFs will do their best to invest in human power.

xiii) Those ITU-TO are currently running the ITU European Cup and Championship. Up to now, it is over 30 events they have supervised, bringing assistance to LOCs and making sure amongst others, that results, stories, photos are posted in (short) time on the ITU web site. They are part of the ITU mentoring program chaperoned by the "Orange" team and we all can be proud of the work they accomplish.

xiv) The third duty of Technical Director is to support development of the sport, wherever it is needed. Sub-regions, small countries, developing countries. The Technical Director is instrumental in granting technical assistance for all events (by sending Technical Delegate), should they lack financing,

xv) Rising to International status with ranking points the regional or sub-regional games or championships.

xvi) In a word with every means at disposal to create incentives for NFs, LOCs.

xvii) Looking to establishing federations within countries where relations are poor and triathlon not yet organized is difficult though part of the task. But when success will come what a rewarding experience!

xviii) Generally speaking the Technical Director is in constant contact with the ITU headquarters on one side, the NFs and the ETU Ex-Board on the other. The position and its job description might have not been clear to many of the NFs of the region probably because of the lack of report from his part. The past period has been intense. The relation with the ETU Secretary General and Olympic Games Triathlon competition manager, Gergely Markus is more than excellent. The ETU Board Members show constant support.
The immediate future of the Technical Director has turned towards Athens where the test event will be organized in 6 weeks. The “Orange” team is ready to take up the challenge of realizing the best event possible.

Fortunately our venues are generally speaking, cheap to build. Gergely, and the team he has gathered around him, will produce the best triathlon course possible.

Next, will be to participate actively in the elaboration of what could become the new continental series, first step to world level, keeping the spirit of the International Triathlons for development though bringing more marketing value to the events and therefore more benefits to the athletes LOCs and NFs.

Bringing input to the revision of the Organizers manual and Competition rules will be for the weeks after. Putting up more comprehensive rules, manuals, is only intended for safer, more spectators and media friendly events, in the interest of LOCs, NFs and above all, athletes. It is of the utmost importance that NFs attend those seminars through their, LOCs or Tech Officials. NFs should remember that they should fully abide by the ITU Competition Rules by 2004.

When summer will fade in the northern hemisphere it will be time to be ready for the Winter Triathlon, another of our exciting and promising disciplines, which started as a series in Europe.

Only an exceptional group of people can produce that amount of work on a volunteer basis. Not only it takes time as all of you know so well, but imagination, versatility, engagement, altruism and enthusiasm.

I’m proud and honoured to lead that team as, their talents, their skills, dedication, modesty are a never-ending source of motivation and wonder. The sport as a whole owes them so much.

My Sincere thanks to: Enrique Quesada ESP, Gergely Markus HUN, Eugene Kraus LUX, Michael Machaka SUI, Carsten Ditlefsen DEN, Dr. Bela Varga HUN, Stephanie Kraus LUX, Helmut Menger GER, Rafael Gonzales ESP, Jorge Garcia ESP, Andreas Galanos GRE, Graeme Kemspon GBR, Pascal Godel FRA, Italo Botter ITA, Patrik Jonhasson SWE, Paul Groves GBR, Lynda Chase GBR, Bernd Stuhlein GER, Ywan Schuwey SUI.

Shin Otsuka, Japan stated the value of the race number and that they should be continued. Michel Gignoux stated that they have no value and are unacceptable as part of the image that we are trying to project from our sport.

b) Medical Committee: Dr. Doug Hiller reported

i) Medical coverage has come a long way. In 1989 at our first World Championships one team brought a team doctor – today most teams have a full team of medical support.

ii) Medical coverage at the Triathlon World Championships has been a problem in hot climates, largely because we are not prepared to deal with the large number of age group athletes.

iii) The Medical Committee has requested that certified team doctors should be incorporated into the race medical plan.

iv) As agreed to by the ITU Executive Board and ITU Technical Committee, a Medical Delegate will be incorporated into the technical plan and work with the race medical team - medical delegate will hold the final decision as to whether the race should go on.

v) The race medical director will be required to attend the World Championships the year before.

c) Women’s Committee: Pam Fralick reported that since the last Congress in Cancun, Mexico, November 2002, the following action has been taken:
i) The web-based version of Project Tri-Spirit (formerly known as “Adopt-a-Triathlete” was officially launched

ii) An e-bay project to raise funds for Project Tri-Spirit through the sale of items donated by elite athletes is under development.

iii) A successful “exchange” of athletic gear was conducted in Cancun during Worlds, primarily due to the generous donations by HIND clothing of thousands of dollars worth of clothing

iv) WIN (Women’s Initiatives Network), a global network of women was launched on January 1st, 2003, with 38 countries represented. The network is used to exchange information, share stories, identify problems, and extend advocacy efforts.

v) Contact has been established with the new Working Group organizing the next International Conference on Women and Sport, and we have begun to provide content matter for their newsletter.

vi) Significant contributions were provided by the Committee and its Global Network to the special edition of the ITU Update for International Women’s Day.

In the future, we have identified the following challenges as requiring our action.

i) Advocacy: to remind member countries that there are still issues in many parts of the world regarding women’s participation in our sport; to ensure there are women on the boards and executive committees of all member countries; to ensure there are women included in all delegations to Congress; to ensure there are women nominated to positions for the next ITU elections

ii) Profile: to try to have an item in every issue of the ITU Update in the coming year, as well as at least one special edition, in honour of International Women’s Day.

iii) Research: to conduct a survey assessing the current status of women’s roles in triathlon, and develop recommendations to address underdeveloped areas (e.g. coaching)

In conclusion, Pam Fralick stated that we need to work to remove the need to have special committee’s like the women’s committee, as well as take the challenging questions, evaluate what we’re doing “are we providing equal opportunities to ensure our women athletes are funded as well as men? What about equal representation on all committees? We need to monitor our progress and "Not to be comfortable!"

d) Duathlon Commission: Clive Faine reported (see attached).

e) Constitution Committee: Patrice Brunet reported. Based on work done in 2003 with revisions to by-laws and constitution, the new documents were accepted by Industry Canada without modification.

f) Athletes Committee: Isabelle Turcotte-Baird reported that Since the last Congress in Cancun, Mexico, November 2002, the following action has been taken:

i) Regular communication (emails) to the committee members updating them on issues arising, ITU action plan and discuss where we stand. (Topics included: uniform issue and insurance issue in Australia, prize money, SARS, rules in ITU events not always followed by organizers, race numbers, world ranking points errors, New York World Cup issue, WADA, number of world cups)

ii) Responded to athletes’ emails/phone calls in a timely matter, followed up and informed them on ITU’s action plan on the issue.

iii) Wrote a document describing the ITU Athlete’s Committee purpose and objectives

iv) Wrote a “recommendations” report to ITU coming from the 2002 Athletes’ Committee meeting in Cancun
In the future, we have identified the following challenges as requiring our action.

i) There is a need for the committee to meet at least twice a year, or even at least once where ALL members attend and without the stress of competing the next day. Budget for all athletes to attend the congress is an issue, not enough money to send all athletes to meeting.

j) Athens 2004, technical issues, rules and regulations in general: need involvement of an athlete representative in many of the ITU committees, so there is an athlete’s voice.

ITU President Les McDonald asked that Congress endorse the Athlete Committees request to expand to include 2 athletes from Duathlon and Long Distance Triathlon. Motion passed unanimously.

g) ITU Media: Loreen Barnett, Ed Rice and Sheila O’Kelly provided a multi-media overview of the elements of ITU Media:

i) Tri-TV: Responsible for the production and broadcast of the Television show. The 16 part series has shown tremendous success in 2003 following the revamping of the show by the production crew led by Christine Brown, Producer, Pat Bell, Field Director, Martin Perry, Post-Production Director. As well, our involvement with BBC Worldwide has been very successful in expanding the broadcast of the show, particularly in Europe

ii) TriPod: The acronym given to the elements of media which fall under the live coverage of events, i.e., timing and results, high resolution photos, live video, interviews, profiles, www.triathlon.org The website is enjoying tremendous success, experiencing almost 6 million hits a month.

iii) TriEvents: A high standard technical quality and consistent branding of ITU events is the greatest challenge that we have. The team discussed various means of modifying the calendar and connecting the events through a consistent look and feel standard.

9. Elections: Enrique Quesada of Spain and Nenad Dragas of Croatia withdrew their names from the ballot, which left the following elected unanimously.

   a) James Girand, USA
   b) Hugh McAtnamney, Ireland
   c) Norm O’Reilly, Canada

Pam Fralick, Chair of the ITU Women’s Committee, stated that here was another case of an ITU Committee which should have a women, and asked the President to seek Congress’ approval to elect a 4th member which would be a woman. This was done, and the Women’s Committee was asked to come up with a name. Marie Jutel of New Zealand was put forward and received the unanimous approval of Congress.

10. Regional Reports:
   a) Europe: Gergely Markus reported that the following action has been taken:

   i) Very good cooperation within the ETU Executive Board. Daily basis work with Marisol Casado (ETU President), Graeme Kempson (ETU Treasurer – appointed in April 2003 and elected in Carlsbad) and Michel Gignoux (ETU Technical Committee Chair)

   ii) European Cup series as a joint series with the ITU International races. The best 5 counts for the athletes. This ranking is one of the base of the European qualification and at the end of the year 2003 ETU will distribute a total of 28,500 Euro of bonus prize money for the top 10 men and women athletes thanks to the race organizers.
The Small States of Europe and the Balkan Championships were included in this series.

iii) Several ITU World Championships (Oberstaufen, Ibiza, Affoltern) and Triathlon World Cup races (Salford, Tiszaujvaros, Hamburg, Nice, Madrid, Madeira) were held in the region with great success. The first ever ITU Team Triathlon World Championships were held in Tiszaujvaros, the most media and spectator friendly, thanks to the relay format. The first ITU Long Distance Tour was based on the European races.

iv) New qualification system for the elite competitors based on the previous Regional Championships, ITU Ranking and ETU Ranking.

v) Successful European Championships were held in the following places:
   - Donovaly, Slovakia – Winter Triathlon
   - Carlsbad, Czech Republic – Elite, Junior, Age-Group and Team Triathlon
   - Echternach, Luxembourg – U23 Triathlon
   - Gyor, Hungary – Youth
   - Fredericia, Denmark – Long Distance Triathlon
   - Vallaro, Italy – Elite, Junior, Age-Group and Team Duathlon (still to come)

vi) The ETU Congress was held in Carlsbad. Besides the Congress elections, the athletes elected Kathleen Smet (BEL) during the Elite athletes' briefing.

vii) Some weeks before the European Championships the Organisers got into a very bad financial situation. We saved the event thanks to the unity and the good will within the European National Federations.

viii) The European Triathlon Union is still in very difficult financial situation, which was “inherited” from the previous management. The ETU Executive Board and the committees are working on a voluntary basis so they will be able to pay back all the debts to the athletes. Up to now more than 70% of all these debts have been paid.

In the future, we have identified the following challenges as requiring our action.

i) Give more value to the European International races and to create an ETU Series with 6-8 races a year with more prize money and TV Coverage. To organize the European Championships to fit the Olympic Qualification and the ITU Calendar.

ii) Paying back the rest of the debts from 2002 and before.

iii) To host a successful and unique Olympic Games in the region, in the homeland of the Olympics, in Greece.

iv) Close and effective work within the ETU Executive Board and with the standing committees.

v) Switch the prize money and event fees for European events from US dollars to Euros.

b) **Africa:** Liesbeth Stoltz reported that the following action has been taken since the last Congress:

i) Namibia hosted the 8th African Triathlon Championships in Swakopmund on the Namibian coast. The event was the regional qualifier for the Elite athletes for the 2003 ITU World Triathlon Championships in New Zealand. It was also a selection event for Junior and u/23 athletes to the World Triathlon Championships.

ii) The African Triathlon Union had its Annual General meeting where a new committee for the next four years was chosen.

iii) Research was done to determine which countries in Africa that are not affiliated to the African Triathlon Union, hosted Triathlon events in order to invite them join the ATU.

iv) The Junior Committee investigated the participation of under 15 juniors in the individual competition on regional level. The Committee recommended that the
participation of youths for individual championship titles will be replaced by a team competition with the emphasis on skills and teamwork.

v) The ATU invited bids from organizers to host an African Long Distance Triathlon Championships.

vi) Because of economic and political reasons the next African Triathlon Championships will not take place in Zimbabwe, but in the Republic of South Africa in April 2004.

The ATU have identified the following challenges as requiring our action.

i) To increase the membership of the ATU by recruiting new members.

ii) To cater for the needs of the Duathletes and the Ultra Triathletes of the region by offering them the opportunity to compete on a regional level.

iii) To host an ATU website where all the relevant information and dates will be published.

iv) To encourage Members to run youth programs with the emphasis on skill development and mass participation.

c) Oceania: Terry Sheldrake reported that the following action has been taken:

i) Have held a significant meeting in conjunction with several minor Oceania federations to try and establish a business plan for development of triathlon throughout our total region. (copy forwarded to ITU)

ii) Held a successful South Pacific games triathlon in Fiji supported by Australian and New Zealand technical personnel.

iii) Over 17,000 Kids participated in kids triathlon’s in New Zealand along with several major events in Australia and New Zealand (Oceania Championships)

iv) Major progress has been made in preparation for the December Queenstown Worlds in all aspects of the event.

In the future, we have identified the following challenges as requiring our action.

i) To develop a series that can be participated in around our expansive region.

ii) Try and address funding and secure sponsorship for an Oceania series.

iii) Support and strengthen federations via support from NZ and Australia in particular coaching technical and race Directors.

Terry also presented a detailed report on increasing the level of competition in the smaller nations of Oceania.

d) Asia: Tom Carassco, Regional Representative for Asia reported that the following actions have been taken:

i) With the outbreak of SARS in ASIA during the first 2 quarters of the year 2003, events and activities were rescheduled to be highlighted by the Oct 31 - Nov 2 Asian Triathlon Championship and ASTC Congress and elections in Chennai, India.

ii) 2 New Legs were added to the annual Asia Cup Series (Kazakhstan - July and Batangas, Philippines - April) bringing to 11 the total number of races. New World Cup events were organized in Korea, Japan and 5 ITU International events were likewise calendar.

ii) The amended (2002) ASTC Constitution and by-laws are in full implementation during the year.

In the future, we have identified the following challenges as requiring our action.

i) Increased membership from the present 14 members to 26-28 in 2-3 years.

ii) More dynamic programme of activities to include among others:

iii) More intense marketing efforts;
iv) Coordinated efforts to organize youth training camps, coaching workshops and technical officials' accreditation programme.

v) More efficient communication systems.

vi) Stronger financial standing for the Asian Triathlon Confederation.

e) **Pan-America**: Carlos Froes, Regional Representative for Pan-America (see report attached)

11. **Pan American Games Report**: Sylvia Gonzalez, President of the Costa Rican Triathlon Federation stated that the entire ITU family needs to focus more energy on encouraging more young women into sport in Latin American countries and in fact all under-developed countries. She cited the participation level of women at the recent Pan American Games an Santo Domingo as an example of the huge gap between opportunity for women in the developed world versus women in many Latin American countries.

12. **Kids Video**: Sheila O’Kelly presented an Instructional and Motivational Video that TriTV is currently producing. The video will soon be available to all NFs as a tool to increase the participation of young people in the sport.

13. **Congress 2004**: ITU President Les McDonald announced that Rio, Brazil and Vancouver, Canada had presented a bid to the Executive Board to host the 2004 ITU Congress. The delegate from Brazil, Carlos Froes kindly withdrew the Rio bid in favour of Vancouver stating that he hoped he would be able to welcome the ITU Congress to his country in another year. The Executive Board had chosen Vancouver as the site for Congress. Sheila O’Kelly announced that as our first Congress after the Athens Olympic Games that we will host more than a Congress, but a Conference as well for Sport Science, Event Production, Media, etc. The dates for the Conference and Congress are: 2 to 6 December 2004.

14. **Adjournment**: ITU President Les McDonald thanked the delegates for the most positive and united Congress that we have had. He wished delegates an enjoyable time watching the Nice ITU Long Distance Triathlon Finale to the World Tour and a safe journey home. Congress adjourned at: 5:25 p.m.