

**Minutes of the 12<sup>th</sup> Extraordinary Congress**  
**of the**  
**European Handball Federation (EHF)**

**Time:** Saturday, 14 November 2015 14:00 – 15:30

**Venue:** Intercontinental Hotel Bucharest, Romania

**Participants:** 125 participants (Enclosure 1)

Representatives from 48 Member Federations and 2 Associated Federations  
Guests of honour, Additional Participants  
Executive Committee  
EHF Office staff

**Minutes:** M. Wiederer / M. Brown

## **1. Opening and Welcome**

In his official opening statement, EHF President Jean Brihault stated that this Extraordinary Congress was requested by the Member Federations as more than 10 per cent called for the meeting as stipulated in the EHF Statutes. The procedure followed a majority vote by the Executive Committee in March 2015 not to hold an Extraordinary Congress.

President Brihault made it clear that he viewed the situation of being in the minority most seriously; looking back to the 2014 Congress in Dublin, he stated that he was under the impression that following the presentation of the motions, there was a general agreement that there should be a working group followed by an Extraordinary Congress based on the proposal made by the Austrian Handball Federation. Moreover, when the Norwegian Handball Federation proposed to integrate the motion of Gender Equality also to be reviewed by the working group that this was also an agreement. With no comment against, it was believed that the tacit agreement was sufficient to go into the procedure that had been proposed. There was no vote or formal decision taken on the route, and with the opinion of some Executive Committee members who believed that the Executive Committee had to make the decision, this led to the Executive Committee voting on the matter in their meeting in March and the subsequent rejection to hold an extraordinary Congress. Consequently, at the request of a number of nations to hold a Congress, the respective procedures followed.

President Brihault then described the issues at hand, which all concerned democratic representation and these fundamental issues are therefore to be decided by a Congress, and not by the Executive Committee. With the Congress being the 'law-maker', and the Executive Committee being the decision-making body between the Congresses on the mandates given by the Congress, and if there is doubt as to who should make such a decision, it should in his opinion be the Congress.

Due to the timescale, President Brihault viewed the 12<sup>th</sup> Extraordinary Congress as significant, and this is the reason why on many occasions, such a Congress has been combined with a Conference of Presidents. He noted that decisions made in 2016 will only apply in 2020 concerning democratic representation, since a decision made on the electoral process at one Congress cannot apply in the same Congress.

Being of the opinion that it was not the intention of the Norwegian and Austrian Handball Federations to have the implementation of possible decisions postponed until 2020, Brihault expressed his satisfaction that this Congress had been called for by the National Federations. Furthermore, he stated that the decisions taken at the 12<sup>th</sup> Extraordinary Congress would by definition be the right decisions as they would be democratic decisions taken by the National Federations of Europe according to the Statutes.

He reiterated that there are two fundamental motions, which are also political motions, and three technical motions all concerning democratic representation, and the second motion on Gender Equality was of great importance to him. In 2014, the Norwegian Handball Federation decided that the proposal was not concrete enough and allowed for more analysis with this 2015 Congress in view. The much discussed age limit motion, and the working group worked on the criteria; he said that both motions one and two were of great political importance. To the three technical motions, Brihault stated a very strong majority was clear from the survey conducted by the Task Force.

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President Brihault took the opportunity to stress to the Member Federations that if a matter was not on the agenda that they were encouraged to take the floor and voice their issues so that they might be discussed and solved together. In closing, he wished the Member Federations a good Congress.

## **2. Formal Procedure**

Opening the second agenda point, EHF Secretary General, Michael Wiederer reiterated the main elements of the electronic voting system to be used at the 12<sup>th</sup> Extraordinary EHF Congress; the Member Federations had at this time been supplied with the voting machine and the information leaflet and a test voting was undertaken.

### *2.1. Roll call*

The Secretary General confirmed that 48 Member Federations and the Associated Federations of England and Scotland were registered and accredited. He informed the Congress that 48 federations were entitled to vote.

### *2.2. Election of tellers*

In the case of technical problem, the (blue/white) voting cards issued upon accreditation were to be used. Thus, upon the recommendation of the Secretary General, Clyde Borg Conti (MLT), Leonor Mallozzi (POR) and Jose Francisco Besada Garrido (AND) were elected as tellers using the electronic voting system (40 votes in favour).

### *2.3. Declaration of the lawful convocation of the 12<sup>th</sup> Extraordinary Congress*

Based on the request of the EHF Member Federations and in accordance with the EHF Statutes:

*“§3.1.3. An Extraordinary Congress shall be called if a minimum of ten percent of the members with voting right demands it in writing stating the reasons, or on request of the comptrollers, or if the Executive Committee decides to hold it.”*

The organisation of the Extraordinary Congress together with the organisation of the Conference of Presidents was awarded to the Romanian Handball Federation by the Executive Committee. The schedule of the meeting was forwarded to the Federations with the 'Info 1 & 2' and the delivery of the Congress documents (one month prior to the Congress) was followed in compliance with the EHF Statutes. According to these procedures the 12<sup>th</sup> Extraordinary Congress of the European Handball Federation was lawfully convoked and is in conformity with the EHF Statutes. The electronic vote confirmed the convocation of the Congress with 46 votes in favour.

## **3. Minutes of the 12th Ordinary EHF Congress in Dublin/IRL in 2014**

The Minutes of the 12<sup>th</sup> Ordinary EHF Congress in 2014 in Dublin, Ireland were approved without any additional comment; the electronic vote confirmed the minutes with 46 votes in favour.

## **4. Motions relating to Statutes**

### **4.1. Motion 1: Age Limit for Elections**

Introducing the motion, ÖHB President Gerhard Hofbauer of the Austrian Handball Federation referred to the bringing of the motion for the first time at the 2014 EHF Congress in Dublin, where the Austrian Handball Federation proposed to eliminate the age limit for elections. Then Norway submitted a motion regarding Gender Equality; both motions were subsequently withdrawn and it was agreed to further analyse both motions. President Hofbauer stated that the intention was to

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discuss both motions on a broader scale with the National Federations and find a common solution to be approved. The EHF formed a Task Force that dealt with the issues which resulted in the motion that was presented at the 12<sup>th</sup> Extraordinary Congress. President Hofbauer asked the Congress to support the motion.

Presenting the motion, EHF Vice President Arne Elovsson then took the floor and, on behalf of the Task Force Democratic Representation where he served as the Chairman of the group, gave a report in support of the motion. He informed the Congress on how the Task Force came into being, its members and their broad representation of the applicant federations, the Board representatives, and the EHF. Elovsson mentioned the meetings and the work undertaken prior to the recommendations of the Task Force being submitted to the Executive Committee. He also told of observations and developments in this area on a European level such as people studying longer and entering the workforce later, increased longevity and retirement ages. He underlined that in this respect, the EHF must also develop otherwise the EHF could be seen as an age discriminatory organisation. Vice President Elovsson also spoke of the survey distributed by the Task Force and the results thereof. Furthermore, a comparison with other international sports federations was undertaken which showed that the EHF had the lowest age limit within Europe.

With reference to the important factors for the selection of function holders, Elovsson gave a few brief comments to the information presented. He stated that handball needed experience that came from all levels from grassroots to the top level, from clubs, district, regional, and National Federations. Mentioning that the required time needed for such functions was an important factor, he highlighted that the older generation is also an important group as in retirement they have the time necessary to give.

Moving on to the recommendations from the Task Force, he stated that they were based on four points – the survey results, comparison with other team sports in Europe, the need for persons who have the time, and the mixture of representatives between 40-75 years of age – as it would be favourable for an optimised interaction in the future. The conclusion of the Task Force was to increase the age limit for elected persons to 72 years. Concluding his report, he reiterated the request for the support of the motion.

The floor was opened for comments and Dr. Hassan Moustafa, President of the International Handball Federation addressed the Congress and made a correction concerning the IOC. The IOC decides on age limits on a case-by-case basis after 70 years old using the example of the President of the World Games (70 years to 74 years), and Winter Olympics (74 years).

Fintan Lyons (President - IRL) spoke in support of the motion giving reasons why the Congress should vote yes on the motion as when the EHF began in 1991, the age limit of 65 was deemed appropriate for the situation of that time as it was the retirement age in many countries. In 2017, the retirement age in Ireland will be increased to 68 years. He mentioned the advancement in health and technologies which supports people living active lives longer. He continued that a no vote would mean that the EHF was out of synchronisation with other international sports federations and there could be sanctions as already suggested earlier. He said that people have a lifetime commitment and involvement in the sport of handball and bringing with them skills, knowledge, experience, maturity, and 'cool heads', they are at the peak of their intellectual abilities. A yes vote would send a message of inclusivity to the older generation at a time when they are available and have the time to occupy

such positions. He stressed the fact that working age people do not have the time to invest in such a position on a voluntary basis; though there are older persons who could and the door should not be closed to them, they should be welcomed. A no vote is limiting the pool of people who have to arrange time off work or wealthy people, F. Lyons (President – IRL) viewed this prospect negatively; he also rejected the notion of delaying taking a decision on the matter, since regardless of when the matter of age limit was treated there would be some other issues that are to be confronted at that time. If it is delayed it would mean many years before any inclusion of older persons would be seen. In closing his remarks, he stated that no vote would mean that the National Federations are effectively voting to exclude older people from involvement, which would be a retrograde step not in keeping with the EHF.

Jörgen Holmqvist (President – SWE) stated that the Swedish Handball Federation is in favour of the motion. He remarked that in the Statutes of the SHF there are no remarks as to age limits, such as view is shared by other sports associations in Sweden; it is regarded as a strength to have as few restrictions as possible in order to increase the possibilities for more candidates. There are other organisations outside of sports that have age limits, but also ongoing legal discussions as to whether it is discrimination. The motion at hand that sees the age limit increased from 68 to 72 years, is regarded as a good first step. The Task Force has given good reasons for the proposed motion; the average life expectancy had increased and handball should benefit from that. It was also pointed out the comparison with other sport organisations to motivate the proposal. In summation, Holmqvist reiterated the support of the motion and stated that a bonus of the motion is that it would provide the opportunity to have the current President re-elected as he has done a great job for the EHF as was underlined in the words of the IHF president who praised the EHF and its President for the good, constructive work that they have done together, and strongly recommended that the motion was supported.

Paul Bray (President – GBR) commented briefly in support of the motion and the comments already given. He added that this motion was about bringing the EHF in line with other international governing bodies and GBR felt that the age limit was too low and discriminatory in this day and age. Ultimately a yes vote was to ensure that the handball has the people with the highest experience and skills, and expertise available. Bray advised that the vote should not be about individuals and looking only one year ahead, but about looking to have the widest range of experience and skills when it comes to voting and making sure that we have the opportunity.

**Motion 1 which proposed to increase the age limit for elections to 72 years and needed a 2/3 majority, failed to reach the required two-third majority with 30 votes in favour (63.8%), 16 votes against, and 1 abstention. The motion was therefore denied.**

#### **4.2. Motion 2: Promoting Gender Equality in Handball**

On behalf of the Norwegian Handball Federation, NHF Vice President, Bente Aksens presenting Motion 2 opened by stating that the motion before the Congress is based on the original motion tabled at the 2014 Congress in Dublin, and that it may be seen as a follow up to the motion at the 2012 Congress in Monte Carlo concerning gender representation. Aksens stated that it was difficult to talk about gender equality without talking about diversity as diversity is much more than gender, however gender equality is a sure way to gain diversity. She stressed that the motion was not about pitting the genders against each other, and that men and women see things in different ways and bring different views. The gender equality of which Aksens spoke was about building complementary

teams not only on the court. Embracing diversity will contribute to broader perspectives, debates, and new ideas which will bring the sport further. Having spoken with some of handball's representatives and listened to the various views, Aksens stated that she was convinced of the possibilities to increase the number of female representatives not only within sport, but also within the EHF functionaries. There are many females representing handball and within some Federations, this number is above 50%; thus there are many competent women who want to contribute and take responsibility and commit if invited to do so. With 'invited' being the key word, Aksens hoped that there would come a time in the EHF where gender quotas were no longer needed. However, at this time, the NHF believe that this motion will help handball look for possibilities in other places. She underlined that change takes time both in the way of thinking and in acting just as it takes time to develop new skills as a player for example. She added that quotas give more power and more speed on the way to gender equality. She thanked the Congress for their attention and asked them to support the motion.

Taking the floor, EHF President Jean Brihault said that Norway had presented convincingly the major arguments in favour to motion 2. He added that the motion came in two parts, which would require two separate votes. Nevertheless, for philosophical and ethical coherence, the motion was presented as a whole. Returning to the EHF perspective, Brihault stated that the organisation had started with specific actions to encourage and promote the involvement of women in handball including special programmes for female referees and delegates, which resulted in a certain measure of improvement; however, it was deemed insufficient. Therefore, at the last Congress, motions were proposed which ensured that in each EHF body both genders would be represented. The EHF also established the Women's Handball Board, and the motion today is a follow-up to take one step further in the area of gender equality; the competence of women is needed in order to progress even further in our projects in Europe. Brihault iterated that handball needed to consider the image it to the outside world – that it be seen preferably as an open and inclusive organisation where anyone can be involved on the proviso that he or she has the required competence and education. He asked the Congress not to forget that handball is a genuine sport for both genders. Brihault continued by giving a brief reiteration of the two parts of the motion - 2A: Minimum number of candidates of each gender: if a National Federation is nominating more than two candidates (three or more) for election at a Congress then both genders have to be represented; 2B: Minimum number of representatives of each gender: in bodies of more than four members in the EHF, the minimum gender representation will be two members.

**With no remarks on the presentation, the motion went to the voting process where Motion 2A (minimum number of candidates of each gender) with 25 votes in favour (53.2%), 22 votes against, and Motion 2B (minimum number of representatives of each gender) with 24 votes in favour (52.2%), 20 votes against, and 2 abstentions both failed to reach the required two-third majority. Motion 2 in its entirety was subsequently denied.**

#### ***4.3. Motion 3: Rules for previous holders of top position within the EHF***

Competitions Commission Chairman, Leopold Kalin presented Motion 3; 'Rules for previous holders of top positions within the EHF' was based on the decision of the 2014 Congress in Dublin and included in the mandate of the Task Force Democratic Representation. As a basis for the work of the Task Force, the questions concerning terms of office within the EHF functions as well as candidates for elections, were part of the survey conducted. Kalin reiterated the results of the survey concerning this matter; based on the majority of the respondents being in favour of Rules for previous holders of



top position within the EHF, Kalin asked the Member Federations once again for their support of the motion at the 12<sup>th</sup> Extraordinary EHF Congress.

**With no comments or questions raised to the given presentation, Motion 3 was put to the vote, and it attained the required two-third majority by receiving 38 votes in favour (82.6%) and was adopted.**

**4.4. Motion 4: Multiple Candidacies for positions within EHF bodies**

Jerzy Eliaz, Chairman of the Methods Commission, introduced the fourth motion on the Congress agenda. Again, as a result of the 2014 Congress, this topic was dealt with by the Task Force Democratic Representation. Based on the results of the questionnaire sent to the National Federations, three-quarters of the respondents were in favour of implementing a rule into the EHF Statutes concerning multiple candidacies for positions within EHF bodies, with a maximum of 2.

Eliaz underlined that it was important for the EHF to involve as many National Federations as possible to serve on the EHF bodies, as provides for a broad consensus of the various interest groups. Moreover, the EHF functions require precise skills and competences; this motion would be implemented at the next EHF Congress.

**Without additional comment to the given presentation, the Congress voted and Motion 4 was adopted with 42 votes in favour (89.4%) and therefore reaching the required two-third majority.**

**4.5. Motion 5: Universality of rules regarding overlapping positions**

Ole Jorstad, Chairman of the Beach Handball Commission, introduced the final motion of the Congress. He opened by saying that it was clear that the EHF structure changes at times and that the organisation needed to bring people in from the handball stakeholders and handball environment to use them to prepare the future. These people are used in different entities, in the various commissions and committees. Continuing, he stated that to avoid conflicts of interest are, the motion goes in the direction of 'one person for one position'. Jorstad underlined that this motion was important both now and in the future.

**The Congress favoured the motion that reached the required two-third majority with 41 votes in favour (87.2%), 4 votes against, and 2 abstentions; Motion 5 was adopted.**

**5. Other Business**

**Stephen Neilson (Director – SCO):** on behalf of the Scottish Handball Association Neilson expressed the interest in hosting the 2018 EHF Congress in Scotland.

*The Congress took note of the request.*

**Oleksandar Gladun (Secretary General – UKR):** Taking reference to the qualification to the European Championship, Gladun spoke of the inability of the Ukrainian Handball Federation to conduct a qualification match on a European club level (HC Portovik vs. Kaustik Volgograd), due to the political instability in the region at that time and the subsequent fine imposed on the UKR Federation. He requested that the rule governing such matters to be re-analysed, as it was not felt that such a mitigating circumstance was regarded appropriately. Moreover, he thanked the National Federations, the EHF, and the EHF Office, for their support during the difficult time, and requested that the financial penalty be reconsidered.

*In response, EHF President Brihault referenced the 2006 Congress where it was decided that the EHF Executive Committee could not grant 'Acts of Mercy', thus, revoking the judgments of the independent EHF legal Bodies. Therefore, the financial penalty imposed could not be reconsidered. Concerning the situation faced in the UKR, which led to the match being unable to take place, Brihault stated that the situation in the country makes it necessary for the European Handball Federation to exert as much support as possible, though the EHF cannot deny a judiciary decision, under the various programmes, the EHF can supply support.*

*Brihault offered to speak with Gladun outside of the meeting as it was not a global issue to ensure that, through a legal decision taken in accordance with the rules, the sport of handball is not eroded in Ukraine.*

**Michael Wiederer (Secretary General – EHF):** With the agreement of the EHF leadership and his home Federation and in compliance with the EHF Statutes and the Austrian law governing non-profit organisations, Wiederer announced his intention to candidate for the position of EHF President in 2016. In his brief declaration, he referenced the beginnings of the EHF under the presidency of its first President, the late Staffan Holmqvist and his successor, Tor Lian, to the President incumbent, Jean Brihault. He stressed that through the open communication and honest cooperation with the EHF Presidents, both past and present, a steady development of European Handball was granted. A substantial element and an asset of the EHF success was transparency, which was the reasoning behind his announcement of his intention to candidate for the role of President at the next Congress. He assured the Congress, that the work for the upcoming events in 2016 would be carried out, as always, with the best efforts and in close cooperation with the all partners and organisers involved.

*The Congress took note of the announcement.*

## **6. Closing Address**

The President closed the meeting with his summary: "Dear Friends, this morning when I was opening this first Conference of Presidents and then the Congress, I underlined that this kind of gathering was always a rich moment for democracy, and this it has been. It has also clearly shown that the voting machines were under nobody's control, and this is the way it should be.

The Congress made decisions as it felt it had to make them; I have no doubt that each and every vote was sincere and was meant in the best interest of the future of handball in Europe. So I am satisfied that I have fulfilled my duties in bringing the issues to the Congress and I am satisfied that a democratic decision is by definition a good decision; I shall not quote Winston Churchill, otherwise my Irish friends and Scottish friends would murder me, which I really don't need today, and I think that we did our task, we'll meet again in one years' time, where we shall vote, and waltz, since it will be the 25<sup>th</sup> jubilee of the European Federation at the same time.

Tonight, we have the banquet, and since some of us need to be reconciled, let's have a good time, have fun, and look forward to more work together in the interest of European Handball. Thank you very much."

Minutes: M. Wiederer/M. Brown

Date: Vienna, 18 November 2015

Encl.: List of Participants



**PARTICIPANTS LIST**  
**12<sup>th</sup> Extraordinary EHF Congress**  
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<b>Nation</b>	<b>Name</b>	<b>Function</b>
ALB	Nesim Jahollari	President
AND	Gerard Pifarré Ros Jose Francisco Besada Garrido	President Secretary General
ARM	Armine Beglaryan	Secretary
AUT	Gerhard Hofbauer Helmut Schebeczek Martin Hausleitner	President Vice President Secretary General
AZE	Ernest Aghakishi	International Relation Manager
BEL	Patrick Garcia	Secretary General
BIH	Enid Tahirovic	President
BLR	Ivan Semianenia Siarhei Kudreika	Vice President Secretary General
BUL	Rositsa Bakardzhieva-Koeva	President
CRO	Damir Poljak Silvijo Njiric Sinisa Ostoic	Secretary General Marketing Manager Managing Director SEHA League
CYP	Charalambos Lottas Kyriakos Kaplanis	President Board Member
CZE	Ales Pospisil	President
DEN	Morten Stig Christensen Henrik La Cour	Secretary General International Coordinator
ENG	Michael Briers	President
ESP	Francisco V. Blazquez García Elena Borrás Alcaraz	President International Relations Manager
EST	Pirje Orasson	Secretary General
FAR	Kristian Johansen Magrid Weihe	President Vice President
FIN	Jari Henttonen	President

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FRA	Joel Delplanque Philippe Bana	President Technical Director
GBR	Paul Bray	Chairman
GEO	Zurab Kakabadze Tamaz Tevzadze Ketavan Koberidze	President Vice President Secretary General
GER	Andreas Michelmann Mark Schober	President Secretary General
GRE	Konstantinos Gkantis	President
HUN	Andras Novak Gabriella Horvath Attila Ballai	Secretary General International Director Marketing Director
IRL	Fintan LYONS	President
ISL	Guðmundur OLAFSSON	President
ISR	Doron SIMCHI Arik DEUTCH	President General Manager
ITA	Francesco PURROMUTO Marco TRESPIDI	President Secretary
KOS	Izet GJINOVCI	Secretary General
LAT	no participation	
LIE	Uschi BODENMANN	President
LTU	Miglius ASTRAUSKAS	Secretary General
LUX	no participation	
MDA	Nicolae VIZITIU	Secretary General
MKD	Filip MILOSHEVSKI	Secretary General
MLT	Louis BORG Clyde BORG CONTI	President Chief Executive Officer
MON	Claude CELLARIO Eric PERODEAU	President Vice President
MNE	Emir BESLIJA	Secretary General
NED	Sjörs RÖTTGER	Technical Director

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NOR	Kåre Geir LIO Bente AKSENS Erik LANGERUD	President Vice President Secretary General
POL	Andrzej KRAŚNICKI Marcin HERRA Marek GORALCZYK	President Vice President Director International Cooperation
POR	Ulisses PEREIRA Leonor Mallozzi	President International Relations Director
ROU	Daniel Georgescu Narcisa Lecusanu	Vice President Vice President
RUS	Sergey Shishkarev Andrey Lavrov Victor Poladenko	President Vice President Sport Director
SCO	Stephen Neilson Jim Rankin	Director Director
SLO	Leon Kalin	Adviser of the President
SRB	Velimir Marjanovic Borislav Perovic Bozidar Djurkovic	President Vice President Secretary General
SVK	Ivan Sabovik	Secretary General
SWE	Jörgen Holmqvist Christer Thelin Stefan Lövgren	Vice President Managing Director General Manager
SUI	Peter Leutwyler Ingo Johannes Meckes	Vice President Managing Sports Director
TUR	Bilal Eyuboğlu Deniz Tanin	President International Relations Manager
UKR	Yevhen Petrushevskyi Oleksandar Gladun	Board Member Secretary General

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**Additional Participants**

NOR	Per Otto Furuseth	Senior Adviser
RUS	Denis Bogomolov	Adviser of the President
SWE	Stefan Albrechtson	International Relations Manager

**Guests**

Alin Petrache	President NOC of Romania
Hassan Moustafa	IHF President
Frantisek Taborsky	EHF Honorary Member
Rui Coelho	President EHF Court of Handball
Markus Plazer	President EHF Court of Appeal
Wolfgang Gremmel	Comptroller
Gerd Butzeck	EHFM Advisory Board Member
Günter Pfeistlinger	Chairman AIPS Spec. Comm. Handball

**EHF EXEC**

Jean Brihault	President
Arne Elovsson	Vice President
Ralf Dejaco	Treasurer
Leopold Kalin	CC Chairman
Jerzy Eliasz	MC Chairman
Ole Jorstad	BC Chairman
Per Bertelsen	Member
Predrag Boskovic	Member
Helga Magnúsdóttir	Member
Joan Marin	Chairman PHB
Lidija Bojic-Cacic	Chairwomen WHB

**EHF Office**

Michael Wiederer	Secretary General
Vesna Lazic	PA to Secretary General
Marsha Brown	Corporate Liaison Coordinator
Andrea Moser	Chief Finance Officer
Christoph Gamper	Head of IT
Marlies Röhrer	IT Manager
Charly Music	IT Manager
Sevgi Herdem	Operation & Support
Markus Glaser	Chief Sport Officer
Peter Sichelschmidt	National Team Competitions
Monika Flixeder	EURO Events & Legal Management
Loic Alves	Legal Manager
Doru Simion	Transfers & Additional Activities
JJ Rowland	Head of Media & Communications
Thomas Schöneich	Media & Communications Manager
Henry Blunck	Digital Media Manager

**Technical Services**

Erhard Hofbauer	Manager Voting System
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