

Minutes to the 128th Executive Committee Meeting in Krakow, Poland

Date:	30 January 2016	
Time:	Session I	10:30 – 12:30
	Session II	13:30 – 15:00
Venue:	Sheraton Krakow Hotel	
Participants:	Jean Brihault	President
	Arne Elovsson	Vice President
	Ralf Dejaco	Treasurer
	Leopold Kalin	Chairman Competitions Commission
	Jerzy Eliasz	Chairman Methods Commission
	Ole R. Jørstad	Chairman Beach Handball Commission
	Predrag Bošković	Member
	Per Bertelsen	Member
	Helga H. Magnúsdóttir	Member
	Joan Marin	Chairman - Professional Handball Board
	Lidija Bojić-Ćaćić	Chairwoman - Women's Handball Board
	Michael Wiederer	Secretary General
	Andrea Moser	Chief Finance Officer
	Markus Glaser	Chief Sport Officer
	Vesna Lazić	PA to the Secretary General
	Marsha Brown	Corporate Liaison Coordinator

1. Welcome, programme and agenda

Following the opening of the Executive Committee meeting by President Jean Brihault, the President of the European Olympic Committees, Patrick Hickey addressed the Executive and expressed his pleasure to be in Poland at an event that had been very exciting and showed promise of an exciting final. President Hickey also related to the members of the Executive Committee that the EOC continues to work closely with all European sports federations and briefly mentioned the serious issues facing sport at the moment. Giving the example of UFC (profit over sport) and the problem of professional enterprises wanting to organise sport events outside the sporting structure, he underlined that the Olympic family has taken and will take a strong stance against such practices.

Taking reference to the recent activities of the EOC, President Hickey spoke of the successful implementation of the first European Games held in Azerbaijan, and the recent delay in the announcement of the second edition. He also mentioned the efforts undertaken, such as the distribution of donated sports equipment and construction of playing fields and courts by the IOC in view of the current migrant crisis. Turning to the topic of the upcoming summer Games in Rio, he spoke of the difficulties faced by the Rio OC (economic, political, etc.) as they continue to make the necessary preparations with a dedicated IOC team on the ground, and requested the continued support of the sport family, and stressed that the IOC was focused on the health and safety of all guests at the event.

On behalf of the European Handball Federation, President Jean Brihault presented President Hickey with the EHF pennant. President Krasnicki of the Polish Handball Federation reserved his official welcome for the gala event that would take place later that same day.

Following the departure of the guests, President Brihault again welcomed the members of the Executive Committee to the meeting, mentioning that the EXEC members in various functions have been very busy, and noted that the EHF EURO 2016 has been exceptionally good in terms of organisation, volunteers, sold-out arenas, as well as matches that were full of surprises. On the whole it was underlined that this was positively refreshing for European handball as diversity is good for the sport. Brihault also highlighted the satisfaction of the EHF so far, as well as the fact that EURO 2016 has broken records in terms of spectators; he hoped that the arena would be at full capacity on the day of the final. He extended his congratulations to the Polish Handball Federation for the quality of the organisation, and the continued dedication to the event despite the exit of the Polish national team. The Europe and worldwide interest proves the dedication of spectators and TV viewers to the national teams.

2. Minutes Executive Committee 11/2015

MC Chairman, Jerzy Eliaszc mentioned the incorrect interpretation of a paragraph in the MC report (AP4.3.) and the subsequent correction not only for accuracy, but in order to avoid any misunderstanding among the National Federations; the correction was made to the satisfaction of the Methods Commission and with no further comment, the corrected version of the 11/2015 minutes were approved.

Corrected version reads as follows: *“the invitation to the 2016 EHF RINCK Convention Open Master Coach and Licensing Course and EHF Top Coaches’ and EHF Licence Renewal Seminar/POL was extended to the National Federations, the deadline for registration is 30 November 2015 to which more than 40 applications have already been received to date; a total of 100 places are available. Serbia and Spain/Portugal (joint venture) are preparing the 2nd module of the National Master Coach and Licensing Course, Germany is preparing the first module.”*

3. Reports and decisions

President Brihault explained the reason for the delayed start of the Executive Committee meeting, which allowed the presence of President and Secretary General at the opening of the MFCH General Assembly; and the absence of PHB Chairman Marin, who was at the GA in his function as MFCH President. With the minutes approved, he also mentioned that the topics of the meeting, and any decisions to be taken, would be revisited during the relevant point in the agenda.

3.1. Finance Delegation – meeting 01/2016

Treasurer Dejaco gave a brief report to the Executive Committee members; information included that the first draft of the 2015 EHF result was presented to the Finance Delegation last week and confirmed the positive development already mentioned at an earlier meeting. With the EHF budget based only on guaranteed or base amounts, additional income was mainly generated via EHF Marketing, EURO partnerships, and transfers; thus the total return exceeds the budgeted projection by around EUR 600k.

Dejaco also reported that expenditure is below budget, which was been made possible by provisions released in 2014 being unused in 2015, as well as reduced personnel outlays and other costs. Furthermore in 2015, the EHF did set reserves aside for the new website and office building. The EHF reserve remains below the state recommendation; the additional result of 2015 will bring the EHF closer to the recommended reserve of a year’s turnover.

In the coming months the external auditing process will begin, which will be accompanied by a detailed presentation of the 2015 finances at the next meeting of the Executive Committee in March. The detailed schedule that was provided as an attachment to the minutes of the Finance Delegation will be followed accordingly.

3.2. Secretary General – business report

Referring to the report at hand, the Secretary General expanded by saying that all issues mentioned in the report are covered on the EXEC agenda, and was available for any questions.

3.3. Report Legal Management

With the overview at hand; it was mentioned that several smaller cases were treated during the event to which there will be a separate report that will be distributed with the final EHF EURO 2016 report.

3.4. Further reports

President Brihault mentioned the availability of the 2015 EHF Business Report presented in digital form. He stated the attractive and informative report is an element that will further increase and improve the presentation of handball. Brihault conveyed his thanks to those involved in the process.

4. Partners – report and decisions

4.1. EHF Marketing GmbH

To EHF business, no additional report on the previous year was given. To the situation concerning Peter Vargo, EHF MD and his decision not to renew his employment contract, President Brihault provided the members of the Executive Committee with a timeline of events. He began by reiterating relevant elements (10 years EHF external audit, decision to recruit a Sales Director, MD contractual duration). The EXEC was informed on all steps taken in this regard. Following a brief discussion and the Executive Committee confirmed that Peter Vargo should be relieved of his duties, President Brihault formally proposed that David Szlezak be installed as the EHF Managing Director during the interim period until the end of the season; the recruitment process for a Sales Director and Managing Director will be conducted at the same time. The Executive Committee approved the proposal.

4.2. Other business partners

Secretary General Michael Wiederer gave a brief report on the situation with the new ball supplier 'Select'; two harmonised contracts (EHF and EHF) are foreseen and a final meeting is scheduled for the coming week, where the agreement can be finalised. At this time, no suitable solution to a clothing supplier has been confirmed; however, it is reiterated that EHF/EHF are equipped until autumn. Need arises for EHF EURO 2016 Sweden and the next club season. To the EHF business partnership with EOSdata (IT), a partnership that began with the beginnings of the EHF information was provided on the basis contract ensuring the licenses, server capacity, services, and projects. The EXEC is informed that a presentation on the IT tasks on an EHF level could take place by Head of the IT department, Christoph Gamper, later in the meeting if time allowed.

5. Competitions – reports and decisions

5.1. Contracts – Organisation of events

5.2. National Team Competitions

The standard events report was updated by the EHF office responsible and it covers all events. Wiederer mentioned that it was important to finalise the events of 2015 and noted that some small financial matters remain open. To the IHF/EHF Trophy, the importance of obtaining support for the participants from the IHF was underlined. CSO Glaser explained the current situation and the various obstacles that cloud the competition; at the request of the Competitions Commission (CC), it was agreed by the Executive Committee that on this occasion, the competition could not be extended to accommodate twelve teams; participation would remain at eight national teams, as stipulated in the original announcement. The national teams concerned will receive an official communication in the coming days.

5.3. Club Competitions

No special report; see AP6.2.

5.4. Other Competitions

To the second wheelchair handball event that took place in December 2015, the Executive Committee had access to the comprehensive event report prepared by the office responsible. The positive feedback to the event was underlined, and Brihault also stressed the importance of the presence of Jerzy Elias at the event as a representative of the EHF Executive Committee. Looking to the future, Secretary General

Wiederer noted that further procedure for wheelchair handball and its events has to be defined. The report of MC Chairman Elias followed under AP6.3.

6. Technical Commissions – reports and decisions

6.1. Technical Delegation / CAN

The next TD report will be given in March following the meeting in February 2016; EHF CAN will proceed with a follow-up on technical matters resulting from EHF EURO 2016 after the event. It was noted that following the initial contact with 'ProZone', their input as well as other technical options will be discussed further at the next meeting of the Technical Delegation in order to work on a general strategy before negotiating with individual companies.

6.2. Competitions Commission

In the period since the last EXEC meeting in Bucharest, no meeting of the Competitions Commission was held. Moving on to the area of club competitions, CC Chairman Kalin noted that the current season was running well and no major incidents to date; he also briefed on the competition stages of the 2015/16 WCL/EC and draws that were carried out without issue at the beginning of the year.

In the area of national team competitions, Kalin spoke of the qualifications to the 2017 Men's IHF World Championship (Org: FRA), which concluded in January 2016 without incident; the play-off draw is scheduled to take place at the Tauron Arena after the closing press conference. To the upcoming YAC events, the Executive Committee was reminded that the M18 final tournaments will take place in August with the M18 EURO being held in Croatia and the M18 Championships located in Bulgaria, Georgia, and Lithuania. The 2016 M20 European Championship (Org: DEN) will be carried out under the traditional system. Registration to the 2017 women's YAC events is ongoing and further information will follow at the next meeting of the Executive Committee in March 2016; it is also planned that the corresponding events will be awarded.

Kalin underlined the high level of organisation at the EHF EURO 2016 POL; with a comprehensive report to follow the event, no additional special report was given.

The success of the most recent EHF Referee Candidates Course (Bulgaria, 11/2015) was highlighted as all couples (BLR, BUL, GER, KOS, and SVK) attained EHF status. The first step to integrate female referees in men's competitions will be visible during the men's Challenge Cup. Kalin also reported that at the ISF Championship in Rouen, France in March, 18 to 20 YRP couples will participate.

6.3. Methods Commission

MC Chairman Elias reported on the success of the 3rd EHF Scientific Conference to which a written report was previously submitted to the Executive Committee members. It was noted that the conference guide was already produced and the documentation was now available in the form of a printed publication as well as in digital format. Elias stressed that experience was most positive and it provided a great opportunity to talk with many people.

To supplement the detailed report that was made available following the European Wheelchair Handball Nations' Tournament that took place in St. Pölten (AUT) in December 2015, Elias elaborated on the positive feedback received from the officials and the teams (NOR, NED, POR, SWE), as well as the spectator and media interest (print media and one TV reportage). He continued by praising the games and the excellent athletic performance taking the use of wheelchair (special designed chairs) into consideration. Chairman Elias spoke of the interest of SWE to host the next tournament during EHF EURO 2016 SWE; the technical aspects as well as the rules will be examined further. He noted that for such an event, the logistic elements were not easy (buses, accommodation), but overall, the handling of such elements was very good.

To other activities, Eliaz briefly mentioned the European Week of Sport, respectively the European Open Day of Handball. In total 13 countries were involved, the EHF report is available, and the EU Commission questionnaire was completed and submitted.

The MC cooperation with 'Goalcha' continued as activities were carried out within the framework of the EHF EURO 2016 POL. Although it was planned that the host cities of Katowice and Gdansk would exhibit activities in the fan zones, the plan was extended to include Krakow and Wroclaw. Having attended the happenings, Eliaz mentioned how attractive the cooperation was for children.

In the area of development, talks with AND, FAR, and MLT about the SMART project were held during the Conference of Presidents in Bucharest; the MC is currently awaiting input from these National Federations. ALB has submitted a detailed SMART request which will be further treated at the next MC meeting in February.

Moving on to the topic of coaching licensing, Eliaz informed on the recent 2016 EHF RINCK Convention Open Master Coach and Licensing Course, as well as the EHF Top Coaches' and EHF Licence Renewal Seminar in Poland that took place on the fringes of the event. During the 2016 EHF RINCK Convention Open Master Coach and Licensing Course, Lino Cervar of Croatia was awarded with the first EHF Coaching Achievement Award. The MC Chairman reported on the ceremony and lecture that followed, which was well received by the participants. President Brihault iterated that it was a pleasure to present the award and to listen to the presentation. The organisers welcomed 40 International participants. Module 1 (Germany) and Module 2 of the National Master Coach and Licensing Course, which was held in Serbia and Spain/Portugal (jointly) were successfully realised. The courses that took place parallel to one another welcomed 55 European participants plus one continental guest from Qatar.

In relation to the field, the MC submitted a proposal to the Executive Committee that would see only EHF PRO Licence holders coaching the participating teams in the final tournaments of European Championships as of 2020 and Champions League club competitions from season 2020/21. After a brief discussion, it was agreed that this proposal was already accepted in principle; however, the first phase of implementation would be continued until the practice was accepted on a larger scale.

6.4. Beach Handball Commission

Chairman Jorstad opened his report, with the request that the Executive Committee confirm the BC recommendation to award the ebt Finals 2016 organisation rights to Avant Garde BHT (Thessaloniki, GRE). The proposal was supported with additional information to the bidders, and it was underlined that the local organisers in POL and ESP would be encouraged to continue dialogue for the possible hosting of future events. The Executive Committee, with the exception of Jerzy Eliaz who refrained from voting due to the presence of a Polish applicant, confirmed the BC recommendation.

Moving on, he informed on the upcoming M/W16 Beach Handball European Championships that are to take place in Nazaré (POR) in 2016. The organisation contract was signed in November 2015 in Bucharest; currently there are 31 (15 men/16 women) registrations and the positive response flowing from the National Federations of Europe was underlined with the IOC Youth Games being a motivator. The deadline for registrations is 12 February and the second event workshop is scheduled for 22 February 2016.

Jorstad also briefly mentioned the motivational meetings that had taken place in Bucharest with potential organisers and participating teams; two nations are interested in hosting their own ebt tournaments (EST – Baltic Tournament; GEO – Black Sea Tournament) and a group from the Czech Republic had ideas of a European Beach Handball Open in the centre of Prague; however, that will also be an ebt tournament.

The BC also spoke with the French Handball Federation about the possibility of hosting an ebt event in the summer. The intention of the BC to extend match scouting across the ebt Finals and the MW16 BH EUROOs was noted. The latest edition of the beach handball eBook is available via eurohandball.com.

Bojic-Cacic underlined the interest of the Women's Handball Board to continue cooperation with the Beach Handball Commission concerning the support of female participants at beach handball education courses.

Closing the reports from the Technical Commission, President Brihault reiterated that all upcoming events are summarised in the calendar; subsequently, the 2017/18 calendar was approved by the Executive Committee.

7. Boards and Stakeholder Groups

WHB: on behalf of the Women's Handball Board, Chairwoman Lidija Bojic-Cacic received confirmation that the WHB workshop 'Strengthening the Women's Handball Network' would go ahead on 9/10 March 2016 as planned. Secondly, following a brief presentation to support the documents at hand and based on the outcome of criteria application, the EHF Executive Committee, with the exception of Bojic-Cacic who refrained from voting, supported the awarding of the best fostering project targeting schools/youth handball to Spain (Women's Catalan Handball) and Croatia (Handball Club Garesnica) in the 5-10 Years age category; and Germany (TSV Bayer04 Leverkusen e.V. Handball department) and Slovenia (secondary school Siska Ljubljana) in the 11-20 Years age category. It was strongly stressed (and agreed) that prior to any distribution of funding to the four projects, performance safeguards are to be implemented and diligently tracked.

Stakeholder Groups: Secretary General Wiederer gave brief information to the most recent meetings of the groups; the minutes from stakeholder group meetings have been received. It is expected that the minutes to the MFCH GA will be supplied in due course following the completion of the meeting. The next meeting of the EHF Boards (NB, PHB, and WHB) will take place on the 7/8/9 March 2016.

BU IT Presentation

Reopening the second session of the Executive Committee meeting, President Jean Brihault introduced Christoph Gamper, and took the opportunity to thank him and his team for all their work on a daily basis. Taking the floor, Gamper, Head of IT gave a comprehensive presentation on the function and responsibilities of the EHF internal business unit, Information Technology (IT). The report centred on the current system in use, the requirements thereof, and the growing needs of the European Handball Federation in the terms of usability, flexibility, and security. The presentation provided key figures as to usage in terms of inflow/outflow (communication sent via the Adrema portal, use of scouting systems, the EHF Family Portal, etc.); storage and back-up systems were also explained. Closing his visual presentation, Gamper presented a task/responsibility overview of the Business Unit IT, mentioning the skills and knowledge held by his team; he also underlined the strong partnership with EOSdata, underlining that technical level, but also a thorough understanding of our business process. President Brihault thanked Christoph Gamper for his presentation and again extended his gratitude to all the members of BU IT.

8. 2015 Conferences / Reports and Follow-up

8.1. 2015 EHF Scientific Conference

As previously mentioned, the respective follow-up steps have been taken.

8.2. 12th EHF Conference of Presidents

The minutes to the meeting were distributed immediately afterwards; concerning the follow-up activities and based on the input from FAR and AUT in Dublin (2014), the working group to tackle the matter of Referee/Delegate Compensation convened in Krakow for a coordination meeting. EHF Treasurer Ralf

Dejaco chaired the meeting and mentioned the positive cooperation of the participants, which included CFO Moser and CSO Glaser who provided additional support on an office level; Dragan Nachevski who was present in accordance with his position within the Competitions Commission; Kristian Johannessen and Martin Hausleitner representing the petitioners, and Gerd Butzeck (MFCH) representing the interests of the clubs.

A brief reiteration of the situation was given, and CSO Glaser expanded upon the procedure to be implemented which consisted of collating and analysing data, providing clear information on 'who is paying who' (clubs, organisers, EHF). He noted that this would be followed by a proposal that could be heard at the next Congress or, in accordance with statutes, presented to the Executive Committee for a decision. Glaser also gave technical information to the number of competitions affected; stressing the overall complexity of the matter; the element of taxation and its implications on the topic were also stressed. Dejaco mentioned difference between the fee and the daily allowance, and underlined that this will be examined in relation to tax issues; the different conditions in different European countries to also be taken into account. Glaser underlined that the first meeting was used to find the starting position and not aimed at finding a final outcome, and also made it clear that technical work in this matter would now be undertaken and then a second meeting would take place.

Thanking Dejaco and Glaser for the reporting, Brihault mentioned that since the topic was raised before the Congress, it should return to the Congress for resolution.

8.3. 12th Extraordinary EHF Congress

President Brihault focused on the high level of organisation, which was undertaken during a difficult period for the Federation as the ROU President was in hospital at the time. He extended his gratitude to the Romanian Handball Federation once again, and hoped President Dedu had recovered well. To the event itself, he mentioned that it was handled very well. Secretary General Wiederer reported on the follow-up measures e.g. the minutes to the Congress were produced and distributed in a timely manner, the EHF Statutes were updated and the respective local authorities were provided with relevant information. Thus, all follow-up measures were completed. The Executive Committee confirmed the version of the minutes distributed, which will be submitted at the next Congress for approval.

8.4. International Matters

President Jean Brihault opened the agenda point and mentioned that the minutes (Ordinary / Extraordinary Congress, Council) were received from IHF. Briefly mentioning the events of the Congress, the EHF motion concerning player eligibility, which was intended to give a signal that the problem had to be addressed, was ultimately rejected. EXEC Member Bertelsen expressed his disappointment that the EHF motion did not receive any verbal European support at the Congress, especially as the majority of European Federations supported the motion on paper as the best step for handball. To the IHF Council minutes (11/2015), the resignation of the IHF Treasurer (CRO) and IHF COC leader (SLO) was mentioned. Upon question it was elaborated that the ban pertained to all levels of handball.

Vice President Elovsson raised the subject of the KOR/FRA video proof incident and the situation of the European officials involved. A short discussion to the topic ensued and in conclusion it was underscored that the status of the officials concerned remain unchanged within Europe (letter to attest already sent), and the persons are involved in EHF matches.

The Executive Committee also concerned itself with the matter of a letter sent by WFCH addressed to the IHF which raised concerns to the nomination practices of IHF, with specific reference to two female European delegates. It was underlined that the persons involved are long-serving, well-respected EHF delegates and this situation has no effect on a European level; it was also mentioned that the approach of WFCH does not directly correspond to its objective (clubs representative), however it was noted that the

letter was to be discussed in the upcoming WHB meeting. Finally Brihault stated that he was in possession of no element confirming the alleged discrimination case.

Concern was raised by Bojic-Cacic when she made it clear that she was stating a personal opinion (not in her function as WHB Chairwoman), she thought it would be an idea for individuals or groups wanting to send a letter to the IHF to first have contact with the EHF. She also voiced concern about the impact of such actions on the IHF-EHF relationship, which she underlined should be protected.

The matter of the captains' armband early on at the EHF EURO 2016 was also mentioned and after a short discussion, it was underlined that the EHF makes not ideological statements on the playing court, and the playing court should be considered a sanctuary removed from such. Vice President Elovsson underlined that despite claims to the contrary, the EHF EURO Regulations were not changed in any way because of this situation, and that the regulations are to be observed. Brihault underlined that it was his intention to continue fighting all forms of discrimination during the remainder of his time as the EHF President.

At the request for clarification to the topic of Olympic qualification tournament organisers, Brihault gave a brief overview of the situation from the beginning of the timeline and underlined again the position of the EHF that the decision be based on performance. However, it was reiterated that the decision was taken by the Executive Committee of the International Handball Federation.

9. Preview 2016 Conferences

9.1. EHF Conference for Secretaries General

The invitation to the EHF Conference for Secretaries General in Dubrovnik (CRO), which also contained information to the qualification draw EHF EURO 2018, was distributed to the National Federations. Together with the draw, a workshop for the teams of the qualification will also take place.

9.2. Ordinary EHF Congress/ 25th Anniversary

Wiederer gave an overview on the preparations to date. It was noted (and accepted) that the EHF Congress will take place on 17/18 November and the 25th anniversary gala would commence after the Congress on the evening of Friday, 18 November 2016.

10. Other issues

PHB Chairman, Joan Marin, apologised to the Executive Committee for his unavoidable absence in the morning session. He informed the EXEC that the clubs made a request for their individual criteria evaluations (Champions League entry criteria reports) to be communicated to all applicants. Brihault asked the request be formally submitted in writing, and noted that the clubs should be aware of such information then entering the public domain.

Upon request for a better planning of the 2016 European summer activities, the Executive Committee were issued with a draft nomination sheet. The document was discussed and amended accordingly. The EXEC nomination to the club competition final tournaments was requested and the information will be distributed to the Executive Committee shortly.

Prior to the official close of the meeting, information on the activities of the evening was given by the Secretary General. President Brihault officially closed the meeting with his thanks to the members of the Executive Committee.

For the Minutes: M. Wiederer/M. Brown

Vienna, 3 February 2016

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