

## Minutes to the 134<sup>th</sup> Executive Committee Meeting in Gothenburg, Sweden

<b>Date:</b>	16 November 2016	
<b>Time:</b>	09:00 – 13:00	
<b>Venue:</b>	Gothia Towers Hotel	Meeting Room Horizon
<b>Participants:</b>	Michael Wiederer	President
	Predrag Bošković	Vice President
	Henrik La Cour	Treasurer
	Božidar Djurković	Chairman Competitions Commission
	Jerzy Eliaz	Chairman Methods Commission
	Ole R. Jørstad	Chairman Beach Handball Commission
	Stefan Lövgren	Member
	Gabriella Horvath	Member
	Anrijs Brencans	Member
	Xavier O’Callaghan	Chairman Professional Handball Board
	Andrea Moser	Chief Finance Officer
	Markus Glaser	Chief Sports Officer
	Vesna Lazić	PA to the President
	Marsha Brown	Corporate Liaison Coordinator
<b>Excused:</b>	Narcisa Lecusanu	Chairwoman Women’s Handball Board

Minutes:

### Part I – 2016 EHF Congress and Follow up

#### 1. Welcome, programme and agenda

President Wiederer welcomed the members of the Executive Committee to the second meeting, but the first as to what concerns the agenda; a special welcome was given to Xavier O’Callaghan who was elected to the position of PHB Chairman the day prior to the EXEC meeting; to the PHB election procedure, a brief overview was given. Wiederer noted that within the WHB, the run down was not so clear; thus it was not possible to make the necessary arrangements to have Narcisa Lecusanu present. A short explanation was given to the WHB election and the resulting outcome. In the absence of the SHF President Frederik Rapp who was in Stockholm, Jörgen Holmqvist was welcomed to the meeting and invited to impart a few words.

On behalf of the Swedish Handball Federation, SHF Vice President Jörgen Holmqvist officially welcomed the EHF Executive Committee to the EHF EURO 2016 and Sweden. Holmqvist underlined how grateful and proud the Federation was to host the event; the Federation has worked hard to make the arrangements and was aware of areas that needed to be improved and would be dealt with in the evaluation. Holmqvist also mentioned that although Sweden did not make it to the final weekend, it was hoped that the last days of the event would be sold out. In closing, he praised the long standing relationship and the good cooperation with the EHF over the past 25 years, especially within the Executive Committee where Sweden has had a good representation with Staffan

Holmqvist, Arne Elovsson, and now continuing with Stefan Lövgren. He wished the Executive Committee a pleasant meeting.

Turning to the programme and agenda Wiederer spoke of the intermediate phase without a Secretary General and stated that tasks would be distributed to others for the time being. No questions were raised to the schedule at hand or the agenda, which is normally created based on the previous meeting and actual issues. Wiederer encouraged the EXEC to give their input, if any, to the agenda for it to be amended prior to the meeting; moreover, he hoped that the information process was open enough considering that lots of information (minutes) came their way in a relatively short space of time and speaking of the EXEC portal, which was now open to the members, the members had the choice of whether they wanted to receive the information electronically or in paper form.

## **2. Congress Organisation and analysis**

From the EHF point of view, the Congress worked well in terms of the organisation and the activities. The information process and the atmosphere were good; in order to take profit for the future, the Executive Committee is again encouraged to give any input. The EXEC highlighted the difference on how a Congress might look from the point of view of the participants and stressed the importance of feedback.

## **3. Minutes**

The minutes of the Congress were distributed in early December and the Executive Committee was informed on the small corrections undertaken as follows: incorrect figure (now 38 instead of 28 Rinck Convention nations) in the MC report (p.11); incorrect name in Dejacó tribute (p.35). It was noted that the small correction did not affect the main content, and any further corrections, if identified, will be done in the main document.

## **4. Further procedure**

### **4.1. EHF Statutes**

The EHF Statutes have not been changed on the internet yet; the process is with the legal department and the complexity of the situation is noted i.e. detailed amendments of the statutes (NOR motion) into three languages, as well as the EHF EURO preparations immediately following the Congress delayed the process. However, it was underlined that the basic information on the outcome of the congress was given to the Austrian authorities and confirmed.

### **4.2. Elections**

An overview document containing the names of the elected and nominated was prepared and distributed; in a second step it will be amended to include the names of the Board representatives. Concerning the nomination of two additional female representatives to the Court of Appeal, information was received from a CoA member stating that the NOR motion was targeting 2020 only. As two persons were already nominated, it is mentioned that this area could be more sensitive than in other bodies; if the 'additional' female member has a case, theoretically it could be opposed. Thus, it is proposed to keep Ketevan Koberidze on the list and confirm the nomination at the EHF Congress in 2018; the suggestion was approved and concerning the list, there were no further open questions.

### **4.3. Motions**

The Executive Committee are aware of the results that are to be applied to the EHF Statutes and regulations; the PHB members were informed in their meeting that they have to nominate one member to the ECA Council.

#### 4.4. Awarding of events

The Scottish Handball Association contacted the EHF to request a change in the dates due to the Highland Games causing an issue with hotel availability; an email was sent proposing two dates within the same week. The suggestions will be analysed in relation to the competition schedule as to not impose an additional burden on the National Federations.

#### 4.5. 2017 EHF Conference of Presidents

The event will take place in Vienna together with the Scientific Conference. The content will depend on the tasks given in relation to the 2018 Congress.

#### 4.6. Personnel

Regarding the installation of a new Secretary General, a document was worked out and sent to the Executive Committee to allow them to prepare for the topic and to view it from the various angles. Vice President Bošković informed the Executive Committee on a meeting held between the President, Vice President, Treasurer, and Chief Finance Officer to the subject of the profile. As a result, the meeting participants were in agreement that an incoming Secretary General should have knowledge of the handball business, fluency in German and English, a new perspective and a new energy, dedication, and a willingness to compete against new and traditional sports on the market. Wiederer underlined that this was a very important moment for the Executive Committee and encouraged feedback; he added that a next generation person was needed to build the business for the future and described the relevance of the profile description matching the needs of the Executive Committee. Treasurer La Cour stated that above all, competence was the most important aspect of the profile. Member Brencans highlighted the need for an incoming Secretary General to be experienced in project management and leadership. Member Horvath stated that was necessary that the incoming Secretary General would ensure the growth and development of the organisation.

To the question raised about how the announcement would be made, President Wiederer stated that if the Executive Committee were in agreement with the cornerstones of the profile, then via handball channels, the National Federations of Europe would be addressed. Wiederer mentioned that the selection of a new Secretary General is seen as a political issue by some and he underlined that this was not the case; this is a professional issue as a person who is a capable organiser and has strong management qualities will be important for having a strong administration in order to avoid problems for the institution. Based on input received he spoke of engaging an external consultant to analyse and neutralise by adding recruitment expertise to the process; it was agreed that an external consultant would eliminate repercussions. Ultimately, following a brief discussion, the profile is to be published via EHF channels to secure a fair and open process.

### **5. EHF Structure**

#### 5.1. EHF Structure in general

With the papers at hand, it is noted that the structure of the EHF and EHF Marketing have not changed.

#### 5.2. Delegations / Nominations

To the delegations and nominations, a list was also provided to the Executive Committee. Introducing the topic, the President stated that the members of the Executive Committee will have many additional tasks during a working period and that it is logical that those members having a specific competence will be nominated to that field (e.g. emerging nations, geographical regions). In accordance with the amended list at hand, the bodies that had worked well in the past but were not

formal parts of the EHF structure according to the statutes were confirmed as presented and explained. Altogether 29 fields of responsibility were defined and in particular the Finance Delegation, Technical Delegation, Legal Delegation and Euro Delegation were approved as well as contact persons to outside partners defined.

It was pointed out that nominations could be changed during the function period. BC Chairman Jørstad mentioned his willingness to cooperate with Member Lövgren on the level of EUSA with the intention of introducing beach handball on this level.

To the matter of technical inspections, it was mentioned that a working structure was needed and due to the number of inspections the topic has to be discussed, as it is important that the venues are adequate and suitable. The Executive Committee briefly spoke about referees and delegates, who to use in the future and the challenge of bringing careers to an end; it was agreed that the matter needed further discussion on the technical level.

## **6. Other issues**

No other topics were raised.

## **Part II – Current business**

### **7. Minutes 11/2016**

7.1. Executive Committee 16.11.

7.2. Further meetings 16.11.

The Executive Committee took note of the minutes presented. In response to a question about the awarding of the Women's Handball Development award, the Executive Committee was informed on the criteria and the evaluation process that led the Handball Federation of Romania being presented with the award.

7.3. Executive Committee 18.11.

Treasurer La Cour informed the Executive Committee on the outcome of the question raised concerning a 'zero-start' of a new leadership in a non-profit organisation. The question was treated by an external expert to the conclusion that the newly elected Executive Committee is only liable for the actions of the previous 11 months if they had knowledge of wrongdoing and failed to report it. The discharge of the Executive Committee is based on the information provided.

For the record, the date on the minutes was corrected.

7.4. Further meetings 18.11.

Nations Board 11/2016 – for the record, the date on the minutes was corrected. The Executive Committee also took note of the minutes from the EHF General Assembly from 15 November. The minutes to the other meetings were confirmed and already sent to the National Federations.

## **8. Reports and decisions**

8.1. Overall report of the President

The time immediately following the Congress was used to conduct a swift follow-up with the minutes, nominations, information to authorities, as well as the preparation of the Women's EHF EURO 2016 in Sweden. At this time, there is no specific additional; the meetings of the PHB and WHB were scheduled purposefully prior to the meeting of the Executive Committee. The areas of daily business are running normally.

## 8.2. Further reports

**EAU:** a status update to the current situation was given in form of a written as well as information on the planned tests during the 2017 competitions. The EAU administratively is led by Adrienn Öri within the EHF Office and external support is provided by Hans Holdhaus. The Executive are informed on the negative results of the tests conducted underlining the fact that handball has not had any negative headlines in relation to doping in any European competitions. CSO Glaser briefly mentioned the new outcome of the McLaren report; it is unknown what effect it will have on handball, as it is understood, handball is not listed among the dangerous sports. It was underlined that the EHF is not involved on an anti-doping level in regards to the IHF and stressed that the EAU is focused only on European activities and it is not the responsibility of the EHF to undertake testing on World Championship participating teams prior to the event that is happening in Europe. Bošković stressed that handball is a clean sport and the fact of the matter should be promoted; Wiederer gave brief information on the steps taken concerning the Russian delegation prior to the Olympics, with full testing on an IHF level as well as using European tests, and stated that the sport is running properly.

**LEGAL:** Glaser introduced the report on the current business, and with the Executive Committee fully aware of the internal legal system; upon request, an explanation was given to the cases of the NCAA (use of Final 4 title) and the EHF.com domain name dispute. Information was given to the current cases and the processes being undertaken in the EHF Office.

**WCB:** With the minutes at hand, Wiederer added additional information to the EHF; he noted the large difference between the men's and women's Champions League. Foremost, he highlighted the fact that the men's marketing rights are at 80% and the women's are at 20% with EHF. Thus, the work of the EHF (implementation, etc.) is linked to the men's event in a strong way. Alternatively, there is a strong interest from the side of the women's clubs to contribute and be part of the decision-making processes; thus, the Women's Club Board is not about contributing to the development, it is more about them having a presence. The Men's Club Board is closer to the business; there is representation within the EHF Advisory Board that brings the MCB closer to the decision-making aspect. The WCB will be examined in the future in terms of how to bring the structure closer to the business, but all depends on the income, which along with the investments is much lower.

## 9. Technical Commissions

### 9.1. Competitions Commission

CC Chairman Djurkovic began by stating that the new Competitions Commission with three new members out of five possessed the experience to conduct the work necessary in the period until 2020.

**Club Competitions:** With the first part of the season being over, Chairman Djurkovic reported no major issues or problems. The main round of the Women's Champions League will resume in January; the Men's Champions League will be back with Round 10 in February. For both EHF Cup competitions the qualification was concluded and the Group Phase draws and the corresponding workshops were held in Vienna in December. The challenge regarding the coordination of EHF Cup match dates is the same as it is in the Champions League due to the unavailability of playing halls or due to other reasons. The coordination is very difficult in countries where there is a strong league and many participating clubs (e.g. Germany, Denmark). To the Challenge Cup there was no special report, the draws for the Last 16 were held in December.

**National Team Competitions – Qualifications and Final tournaments:** Phase 1 of the 2017 Women's World Championship Qualification Europe was played at the end of November; seven teams have qualified to the play-offs. The draw for the play-offs will take place in Gothenburg on 17.12.2016. Qualification Europe to the MU21 World Championships in Algeria and Qualification Phase 1 to the EHF EURO 2020 will take place finish in January 2017. The ongoing EHF EURO 2016 SWE is not part of the report. There were not so many other activities in the area of the National Team Competitions, mainly due to the workload of the Euro in Sweden. Preparation for the 2017 summer events and accompanying efforts in various areas will resume in January.

**Refereeing and Delegate Matters:** concerning the referees, there was nothing special to report following the last meeting in St. Wolfgang; the matches were played without serious issues. Five long serving EHF Delegates ended their career with the EHF Congress (Andorka, Arponen, Coelho, Gremmel and Szajna). A seminar for new EHF Delegates was held in Gothenburg 9-11 December with 20 participants from 20 Federations; 18 of the 20 were awarded with the status of EHF Delegate, while two participants were not successful mainly due to language problems.

**Additional Matters:** The 2017-2018 EHF calendar together with the updated 2017 meeting calendar were presented to the CC; it serves as the basis for the wall calendar that is currently in print and will be distributed prior to Christmas.

With reference to point 5.6. Member Brencans mentioned the absence of Liechtenstein and Monaco in the EURO qualification. He stated that the smaller Federations felt left out of the discussion about how they can be involved. Brencans mentioned that the development of the structure should be prioritised and inclusion of all the Federations must be strategized. In response, CSO Glaser explained that during the conceptualisation of the qualification system the emerging nations were taken into consideration. When the documents were sent out, the National Federations were also actively contacted i.e. MDA rejected the idea of home and away matches, but GEO (that has seen improvement on many levels) accepted the proposal. Glaser noted that there has been an improvement in this area, the EHF had remained active and promoted a very open communication concerning the playing system keeping the Federations informed on the needs and requirements for the Qualifications. BC Chairman Jørstad noted that GEO is a good example of development in the sense that many smaller countries could use beach handball as a springboard to get closer to indoor handball. Wiederer contributed to the discussion by noting that this topic was a major task for the future to handle and actively approach the Federations. He also spoke of the interesting cooperation with the International Handball Federation concerning the Emerging Nations Tournament that sees the costs covered for 15 National Teams, so with the financial aspect covered, it was possible to get many of the smaller nations involved, which raised the number from 38 to 48 participants. With respect to Liechtenstein and Monaco it simply came down to not enough players with the requisite passport to convene a national team.

**CC Motion: Adaption of the point distribution for the National Team Ranking table for the YAC events.** CSO Glaser presented the motion to the Executive Committee and gave a full explanation supported by the annex. The motion was confirmed by the Executive Committee.

## 9.2. Methods Commission

**Introduction:** Klaus Feldmann (GER), the newly elected member for Youth, School and Non-competitive Sports, was not present at the first meeting directly at the congress due to other obligations. Marta Bon is the newly elected gender representative who was nominated by the EXEC.

**2016 Analyses EHF YAC EUROS M18 CRO and M20 DEN:** Post-analyses prepared by W. Pollany/AUT – EHF Lecturers for both YAC EUROS have been provided and published via the EHF activities website.

**2016 Analyses EHF YAC Championships M18 BUL, M18 GEO, M18 LTU:** the qualitative analysis of YAC Championships was so far only received from GEO. Reminders and emails have been sent to BUL and LTU; they were contacted by telephone and the documents were promised by the end of January.

**2016 EHF Master Coach & Licensing Course –Review 3rd module:** The 3<sup>rd</sup> module of the EHF Master Coach & Licensing Course was organised in the period 9 – 16 December 2016 in Gothenburg/SWE. Parallel an EHF "Top Coaches' and License Renewal Seminar" was organised at the end of the 3<sup>rd</sup> module in the period 13 – 16 December 2016.

**National Master Coach Courses:** Details (programme, participants list, etc.) have been received from DEN. New course cycles are planned to take place in Hungary and Poland.

**EHF RINCK Convention Seminar:** the next EHF RINCK Convention seminar is planned for 9-10 February 2017 in Vienna, Austria (one representative per RINCK Convention Signatory Nation).

**Teaching Material:** the EHF Seasonal Teaching Material - EHF Referee Guidelines 2016/17 - has been published on the EHF activities website.

**Young Coaches Workshop:** the next edition of the EHF Young Coaches Workshop is scheduled to take place from 2<sup>nd</sup> to 6<sup>th</sup> July 2017 in Szczyrk / POL.

**2016 European Wheelchair Handball Nations' Tournament:** the matches were played on 7/8 December in Sölvesborg/SWE. The national teams of ITA, NED, POR, and SWE registered for the event. During the EHF EURO 2016 final weekend a wheelchair handball match will be played in the Friends Zone. It was noted that the International Handball Federation was fully informed on the Wheelchair Handball activities in Europe.

### 9.3. Beach Handball Commission

BC Chairman Jørstad informed on the newly elected Beach Handball Commission and underlined the good mix between new, Ivan Sabovik (SVK), Juan Carlos Zapardiel Cortés (ESP) and Jelena Rakonjac (SRB) and experienced members. It was underlined that Rakonjac would have specific tasks within the BC and would not be just a gender representative. The Beach Handball Commission will present the 2016-2020 Master Plan at the March meeting of the Executive Committee. However, the main tasks of the BC would be targeting the National Federations and encouraging beach handball participation via regional tournaments as well as working on gaining sponsors for BH events specifically the ebt Finals and the BH EURO.

**2016 2017 BH EUROS – status:** information was given to the upcoming beach handball EUROS; already 5 teams have registered for the YAC event and 8 teams have registered for the senior event. The registration deadline was set for February 2017.

#### **BC Decision:**

Based upon the information provided to the Executive Committee, the 2016 EBT finals to be played in May / June 2017 were awarded to Gaeta/ITA, with POL and ESP also bidding for the event, MC Chairman Elias refrained from voting.

## 10. Competitions

### 10.1. Organisation of events

With the report at hand, only the salient points were highlighted.

**EHF EURO 2018 CRO:** organisation is ongoing with common workshops; no special report.

**EHF EURO 2018 FRA:** organisation is ongoing / workshops organized; no special report.

**EHF EURO 2020 SWE/AUT/NOR:** a coordination meeting was held on 15 December; the participants spoke about the rundown of the event between now and the Championship including the hosting of several additional activities e.g. a series of including a 4-team promotional tournaments played in the countries of the organizers and the 2018 EHF EURO champion during national team weeks as not to disrupt the calendar. Furthermore, the draws, Head of Delegation Conference, Officials' Conference, and other promotional questions were discussed. The professional approach to the whole event in the understanding that it will be a major event was highlighted. The importance of working with the Federations was underlined.

It was added that the matter of ticketing remained a big issue and an additional meeting would take place; and concerning the visit to the Tele2 arena and the use of the football arena, the topic will be treated as a separate project within the organization.

Vice President Bošković underlined the big logistical challenge that the EHF EURO 2020 presents; in agreement, Wiederer stated that on an internal level there would be further education as the business units will have to act independently, and in order to have strong EHF teams in each location.

**EHF EURO 2016 SWE:** no analysis undertaken due to the ongoing event. A full analysis following the event will be undertaken as per procedure.

### 10.2. National Team Competitions / Qualifications

No special report; the qualifications are proceeding according to schedule. Issues concerning KOS are daily business matters, therefore, no decisions needed.

### 10.3. Club Competitions

It was noted that the EXEC meeting in March 2017 will be important to make the decisions concerning the regulations in order to be ready to send out the documents for the 2017/18 season. Concerning the awarding of the Men's EHF Cup Final based on the information provided, the event was awarded to Frisch Auf Göppingen, details regarding marketing / organisational aspects to be finalized.

### 10.4. Other Competitions

No specific report; all the competitions are running according to schedule.

## 11. Boards and Stakeholder Groups

**NB:** as part of the internal stakeholder system, the NB held its first meeting of the new working period in St. Wolfgang where the group elected the Chairman (M.S. Christensen) and Vice Chairman (Ph. Bana). The minutes to the meeting have already been distributed.

**PHB:** the election of the Chairman and Vice Chairman took place on 15 December at a short meeting of the PHB. O'Callaghan was elected as Chairman and Frank Bohmann was elected as vice Chairman in absentia. Due to the upcoming EHPU elections in January, the EHPU withdrew from the PHB election process regarding a nomination The PHB was also provided with an explanation to the legal



system and informed that it can nominate a member to the ECA Council acc. to the congress decision.

**EPHLA:** the stakeholder group representing the leagues recently met in Paris. They informed the PHB on a new league in Poland organised in collaboration between the National Federation and the main sponsor, where in the first three years, there will be no relegation of the teams and special point system will be used.

**EHPU:** the EHPU will hold elections in January 2017. The group also voiced its concerns about the new Athletes Commission within the IHF framework; this included the lack of engagement towards the nominations within the National Federations. The IHF AC will meet in January in France, and the EHPU are focused opening communication channels with the AC. The EHPU also stressed concern about parts of the new rules (seventh player) and the subsequent analysis what regards the players as reported in the IHF Council minutes.

**MFCH:** the stakeholder group representing the clubs celebrated its 10<sup>th</sup> anniversary within the framework of its last meeting in Mallorca. President Moustafa was in attendance and the talks with the IHF President resulted in an invitation extended to the FCH to meet in Basle to discuss the possibility of a relationship and a MoU-like agreement. The MoU between the FCH and the EHF is not yet finalized as the FCH is currently discussing options with external agencies in order to bring input to the marketing of the Champions League. In the future, the FCH aims to concentrate on the implementation of technologies.

The full report was given by PHB Chairman X. O'Callaghan and support by the EXEC representative to the PHB, St. Lövgren.

President Wiederer gave information to a meeting at the request of the EHF and organised by the FFHB. In attendance were representatives from the FFHB Board, the league, as well as referee, delegate, coaches and the clubs. Wiederer spoke of a demanding meeting with open dialogue providing the opportunity to share information. In general, it was described as a useful meeting where the participants informed in an open and transparent way. It was said that such meetings with the Federations that have the same structures in place can be organized in the future. It was noted that sometimes it was not possible to have good communication if the information has been disseminated incorrectly; thus it was important to hear the views of others.

**WHB:** Member Horvath, and WHB EXEC Representative, informed on the WHB meeting that took place on 14 December. Narcisa Lecusanu and Nodjialem Myaro will share the chairwomanship each for 2 years. Pirje Orasson will serve as Vice Chairwoman for the entire period. The introductory meeting covered many items such as the promotion and development of women in handball, creating role models, as well as creating an action plan for the function period 2016-2020. The WHB also discussed media issues such as the possibility of a dedicated section of eurohandball.com to women's handball. The minutes to the meeting will be distributed prior to the close of business in December 2016.

## **12. Miscellaneous**

### **12.1. 2017 CAL / Nominations**

The EXEC are reminded that the next meeting of the Beach Handball Commission will take place at the beginning of March. An invitation to the partners of the Executive Committee Members to the traditional first EXEC meeting in Vienna was extended; travel costs are to be borne by the members. The preliminary list of nominations for the 2017 summer events was presented and accepted.

## 12.2. Various

CFO Moser made reference to the fact that normally finances are a usual part of the agenda and gave information on the current accounting procedures. Reference was made to two current issues. HC Leipzig: having received background information, the EXEC is informed that the EHF received payment of EUR 46k and the remaining balance is to be paid in a final instalment by 06/2017. NF Bosnia Herzegovina: background information was also given in this case concerning the failure to repay daily rates and travel costs pre-financed by the EHF prior to the congress. Vice President Bošković provided the Executive Committee with additional information to the situation in BIH. Following a brief discussion, the Executive Committee agreed to extend the repayment schedule. Moreover, the newly elected Executive Committee was informed on travel expenses and daily allowance regulations which will be provided to all commissions as well.

Treasurer La Cour thanked CFO Moser for the smooth transition in the time passed since the congress. He said that he has already inspected the budget and all the line items, which is a lot of information. Moreover, the CFO and the Treasurer will develop a risk profile. Closing his remark, he said the EHF regarding the finance business is in good hands for the future.

With thanks for the presence and contribution of the members, President Wiederer closed the meeting.

For the Minutes: M. Wiederer/M. Brown  
Vienna, 23 December 2016

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