

Minutes to the 152nd Executive Committee Meeting (conducted via video conference)

Date: 26 June 2020

Time: 09:00 – 12:30

Participants:

Michael Wiederer	President
Predrag Bošković	First Vice President
Henrik La Cour	Vice President Finances
Božidar Djurković	Chairman Competitions Commission
Jerzy Elias	Chairman Methods Commission
Ole R. Jørstad	Chairman Beach Handball Commission
Stefan Lövgren	Member
Gabriella Horvath	Member
Anrijs Brencans	Member
Gerd Butzeck	Chairman Professional Handball Board
Nodjialem Myaro	Chairwoman Women's Handball Board
Martin Hausleitner	Secretary General
Bernhard Binder	Chief Finance Officer
Andrea Moser	Finance Projects
Markus Glaser	Chief Sports Officer
Vesna Lazić	PA to the President
Marsha Brown	Corporate Liaison/Minutes

1. Welcome and Introduction

President Wiederer welcomed the Executive Committee members to the meeting, which it was hoped would be the last video conference and the scheduled meeting in September could be held in person. Concerning the agenda, Wiederer mentioned the adaptations made to the agenda, highlighting a dedicated agenda point for motions.

2. Executive Committee 04/2020 – minutes / follow up

For the sake of completeness, the minutes from the most recent meetings of the Nations Board (NB) and the joint meeting of the Professional Handball Board (PHB) and Women's Handball Board (WHB) were made available together with the minutes of the 151st Executive Committee meeting due to the multiple related topics discussed by the board members and treated by the EXEC the next day.

The minutes were adopted.

3. Business report and decisions

3.1. Office report

Supplementing the report at hand, and noting that certain topics in the report would be treated later in the meeting, Secretary General Hausleitner stated that there was currently one position open in the area of competitions, which is now at interview stage; the restructuring within the Education and Development department is now complete. The roll-out of the brand is ongoing, and the new design as seen in recent presentation was the part of the initial steps and the remainder of the roll-out will be visible in the coming weeks. The presentation focusing on the area of media and marketing sales delivered by I/D was also highlighted as well as the positive progress with the media sales process that now covers many markets; targeted success on the national teams level has been attained though open markets remain on the level of club teams. The presentation also provides a status update on

digital campaigns as well as the CRM and data processes for the fan approach. In response to a question posed by the Executive, Hausleitner said that collected data will be analysed and used where possible in a targeted approach by the EHF and underlined that this information would not be distributed globally.

3.2. Legal Management

To report at hand, Wiederer mentioned that there are a few open cases remaining from the active part of the season. Concerning the motions, it was underlined that proposals from the legal bodies cannot be (structurally) submitted directly to the EHF Congress; it is in the remit of the Executive Committee to decide if the motions are to be prepared for submission to the EHF Congress (see AP 6.6.).

The Executive Committee took note of the legal report.

3.3. EHF Marketing GmbH

3.3.1. Overall report

3.3.2. Advisory Board 06/2020

With the report at hand, it was mentioned that there is an overlap to the topics treated during the meeting of the EHF Advisory Board (AB) and those on the 06/2020 agenda of the Executive Committee. Two main points were highlighted: the 2019/2020 season is completed and the EHF business year will conclude (as scheduled) on 30 June 2020; this will ensure that financial obligations to clubs are met. The potential Final4 events will be reflected in a separate pillar in the accounting of the next business year. The AB (& FD) confirmed the management document presented and agreed to prolong the employment contract [*with end date: 30.06.2020*] of EHF Managing Director for four years; the decision based on four successful business years and taken in accordance with the Memorandum of Understanding with the club representatives. Member Butzeck confirmed the sentiments of the President.

The Executive Committee confirmed the prolongation of the contract with EHF MD David Szlezak and congratulated him and took note of the AB minutes.

4. Technical Commissions – Reports and Status Activities

Assuming the chairmanship of the meeting, First Vice President Bošković noted the lack of on-court activities and opened the agenda point.

4.1. Competitions Commission

Chairman Djurković delivered a short report noting that despite no competitions taking place, the Champions League Evaluation Group took place on 17 June [*presented to the Executive Committee on 18 June*] via video conference. The meeting was preceded by the draw for the EHF EURO 2022 HUN/SVK Qualifiers on 16 June and followed by the EHF EURO 2020 NOR/DEN Final Tournament draw on 18 June; both draws were held in a studio in Vienna. The EHF EURO 2022 HUN/SVK Qualifiers Web Summit with all the participating National Federations was held on 23 June; the event received much positive feedback and content was delivered to the Federations.

Facilitating the ‘Back in the Game’ project, D. Nachevski, together with the EHF Office, prepared officiating (Referee and Delegate) video clips, including commentary, that were made available to the new online platform; the figures have shown that there is much demand for such content. The Competitions Commission is currently exploring the possibility of holding a Candidates’ Course with female couples at the end of August but is not confirmed as of yet. All other preparatory work for the new season is well under way; other competition issues [*Motions & Decisions*] are treated at later agenda points.

The Executive Committee took note of the Report.

4.2. Methods Commission

Chairman Eliasz opened his report (in addition to the written one) by mentioning the pending cases concerning the coaches not having the required licensing and introduced the proposal to extend the deadline to 1 December [*prior to the EHF EURO 2020 NOR/DEN*] to ensure that requirements are fulfilled. **See AP 6.3.**

Continuing, Eliasz presented a status update on the 2020 EHF Master Coach Course; a video conference was held with the participants of the 1st module in order to define the procedure for the remaining 2 modules; the second module is postponed until the autumn, and the third module is now planned for January 2021.

The MC reviewed the organisational status of the 2020 World & European Wheelchair Handball Championship; with feedback from SWE (host) missing as well as amendments submitted outlining financial consequences due to the ongoing pandemic, the matter was referred to the Executive Committee for a decision on further procedure. **See AP 6.3.**

Concluding the MC report, Eliasz spoke of the modified [*#stayactiveathome*] European Week of Sport (EWOS) in the period 23 – 30 September 2020 that was launched via “2020 European Week of Sport Key Players Webinar” on 9/10 June; the MC recommended the prolongation of the EHF/EU partnership regarding EWOS 2020. **See AP 6.3.**

4.3. Beach Handball Commission

Chairman Jørstad informed the Executive Committee that the Beach Handball Commission has held two video conference meetings (minutes available) and regularly exchanged information and updates since the last EXEC meeting. Concerning BH competitions, Jørstad opened with a status update on the ebt season 2019/20 and the ebt Finals 2021; all tournaments until the end of June were cancelled, a few tournaments are expected to be played in July, and in some countries training has restarted. The BC explored the validation of the current season in respect of the ebt Finals 2021. Jørstad iterated the further procedure as proposed by the BC and noted that this topic was not concluded and would return to the BC agenda. Continuing, Jørstad updated the EXEC on the status of the M/W16 BH EURO 2020, this included the confirmation letter from the Italian Handball Federation (FIGH) confirming the date (24-27 September 2020), the Silvi Marina venue, as well as other conditions. The necessity to conclude the event (qualifier to the 2021 IHF WC), the conditions to carrying out the event, and a potential alternative date (Easter week 2021), was outlined. The short discussion resulted in the Executive request that the negotiations with FIGH are conducted by the BC Chairman together with the office staff.

Due to the ongoing situation, and based on the latest feedback from FIGH that it is not possible to organise the 2020 BH Champions’ Cup in Sicily at the beginning of October owing to the current conditions and lack of support from local authorities, the BC recommend that the 2020 event is cancelled and a mandate is given for the BC to find an arrangement with FIGH to hold contractually agreed third edition in Sicily in 2021. **The Executive Committee confirmed the BC recommendation.**

The first EHF Beach Handball Forum was organised as an online conference on 27 May 2020. Representatives from different NFs, Infront and DAZN Group together with BC members and the EHF Office staff discussed different topics concerning the future of beach handball. Jørstad stated that the session worked well; in a follow-up smaller groups will be convened to discuss specific topics and on future concepts for different topics of beach handball. Turning to BH development support, Jørstad reiterated a support request from the organiser of the ebt Finals 2020 for financial losses already incurred. **It was noted that the Finance Delegation approved the request to support the claim for compensation from the Cypriot organiser in this specific situation.**

Concluding the report, BC Chairman Jørstad provided an overview to the motion submitted to the Executive Committee concerning the registration of beach handball players and club licensing. It was underlined that the proposal related to club teams and would facilitate the tiering of BH competitions in the future by adding a layer of seriousness (by limiting 'club hopping'), whilst still maintaining the free movement of players. **See AP 6.4.**

5. Competitions 2020/2021

5.1. General report and International Calendar

A detailed report was submitted to the Executive Committee prior to the meeting; Hausleitner briefly spoke of the successful completion of the final accounting for EHF EURO 2020 SAN, the rescheduling of the 2020 YAC events (see AP 6.2), and the adaptation to the international calendar that was distributed to the National Federations. The Secretary General also referred to the two EURO draw events that took place in June and highlighted the excellent cooperation with the HUN/SVK Organising Committee centred on a regular exchange of information and discussion.

5.2. National team competitions

President Wiederer reported that since the last meeting the EHF [*Management and EURO Events department*] has been in regular contact with the NOR/DEN Organising Committee; meetings have also occurred on the level of the top EURO management level with the political and administrative leadership, as well as the coordinators.

Despite the positive atmosphere of the meetings, the ongoing pandemic makes it clear that not enough is known to reach a conclusion about the fate of the event; the discussions showed that there are interests covering a wide field. To that end, the EHF submitted a paper with ten options in view of further procedure and containing a 'worst-case scenario' i.e. option 10 – the complete cancellation of the event. At the latest meeting with the NOR/DEN OC on 10 June, 5 options were rejected outright, and the remaining options were further explored.

Wiederer informed the Executive Committee that the financial investment of the OCs diverged and the budgets widely differ; there is concern that the final weekend is looking expensive and does not correspond to the possibility of an (partly) empty hall; it is clear the respective budgets have to be revised. Wiederer also reiterated the estimated income from the event that would result in a direct distribution to the participating Federations of EUR 2.2 Million, and a EUR 2.8 Million into the EHF activities. It was made clear that the EHF is strongly in favour of the event going ahead, as a cancellation leaves the organisation facing a serious deficit.

However, as to how the event can go ahead, the discussions have many aspects to take under consideration i.e. spectators, ticketing, changing event location, etc. In a next step, the idea of reducing the number of venues and optimising the event of final weekend. It was underlined that such decisions would have to be taken quickly in order to protect contracts. Furthermore, the Norwegian Ministry will provide a statement at the end of August specifically to the Women's EHF EURO 2020; the timing of the statement is a source of concern for the organisation as this is very late if an alternative host has to be sought.

An Executive Committee mandate to continue the efforts surrounding the EHF EURO 2020 was requested in the understanding that it was imperative that the event be executed and, but as an act of final recourse, if not in NOR/DEN then in an alternative location.

In the discussion that followed, it was agreed that all steps are to be taken to ensure the organisation of the event with emphasis placed on minimising risk (e.g. health, financial, etc.). Wiederer underlined

the seriousness of the potential consequences of changing the organiser and reiterated that for a EURO in the organisers countries a feasible solution had to be found for all involved (teams, OCs, EHF, stakeholders, etc.). It was underlined that any further major decision would return to the Executive Committee for approval.

The Executive Committee granted the mandate to continue the necessary steps to pursue options and solutions to the situation faced concerning the Women’s EHF EURO 2020 in NOR/DEN.

5.3. Club competitions

Faced with the ongoing challenges caused by the pandemic, and at the behest of Infront & DAZN, the EHF prepared a report containing various alternatives for carrying out matches in the future; thus the 2020/21 Season Guidelines were to be discussed at a meeting on 10 June and afterwards as well in the EHFM Advisory Board. The document covered alternative competition schedules and measures for the Champions Leagues, as well as the matter of reserve teams. CSO Glaser requested a mandate to continue work, situation dependant, with the protagonists in the understanding that the matter will return to the Executive Committee for decisions.

The Executive Committee granted the mandate to continue the necessary steps to pursue options and solutions to the situation faced concerning the 2020/21 club competition season.

Providing a status update surrounding the men’s and women’s Champions Leagues the Executive Committee are informed that following the draw on 1 July a double workshop will be held where the clubs will be informed on the 2020/21 season guidelines and a dialogue can be initiated in a controlled environment; therefore, there will be no public statements prior to the draw.

Wiederer opened the matter of the Women’s DELO EHF Final4 by stating that the objective of the EHF was to preserve the assets of the organisation as much as possible. During the reorganisation of the event, the EHF opted to play the quarter-finals of the competition, but following a risk assessment on the organisational level, it was deemed unfeasible. However, the intent remained to host the event at the beginning of September, and the organiser HUN were ready to host with the expectation that spectators, to a certain degree, would be allowed.

However, the EHF remained hesitant, and based on the recent recurrences of the Coronavirus following sport events, the general consensus is that indoor sport events are a major challenge and showcase events such as the Final4 present a high risk with a potential for much damage – health, financial, and otherwise. Thus, the European Handball Federation recommend that the 2020 edition of the Women’s DELO EHF Final4 be cancelled in its entirety.

The Executive Committee confirmed the recommendation to cancel the 2020 Women’s DELO EHF FINAL4.

The Executive Committee expressed their regret at recommendation especially based on the importance that such events hold in relation to women’s handball and acknowledge that it was the most reasonable solution in the current circumstances upon proposal other measures shall be taken in order support women’s handball on the highest level.

5.4. Further activities

President Wiederer reported on the development of a situation following the decision of the Executive Committee on 18 June regarding the awarding of Champions League places. A representative of the Romanian men’s club team, Dinamo Bucharest contacted various members of the EHF leadership and professional staff expressing displeasure at the outcome of the Champions League Evaluation Group.

President Wiederer issued a direct response within hours of receiving the complaint. However, what followed was a negative campaign against the organisation. In reply, the EHF sent an official letter to the Romanian Handball Federation outlining the seriousness of the allegations and further emphasising that the Executive Committee held no right to overturn the decision of the independent evaluation group. The swift action of the EHF underlined the need to set precedent in such matters. A respective email underlining the position of ROU and the club leadership not to accept the behaviour of the person, was received.

Moving on, Wiederer reported on the situation of a North Macedonian club, Vardar where, after a number of years, the club no longer exists as it was taken over by another entity, 'RK Vardar 1961'. Concern came to light upon receiving the registration to the 2020/21 club competition season (players unpaid, debt of the old club, legalities, etc.) where a follow-up by the EHF towards the new club was necessitated. The EHF received a number of documents, including from the sport agency, and noted that most of the players from the old club decided to sign a contract with the new club; however, the new club has not committed to pay the unpaid salaries. But there is an agreement to clear the outstanding amounts by February 2021, failure to comply can result in legal action against the owner of the old club. Based on the information received, the EHF decided to include 'RK Vardar 1961' in the 2020/21 club competition season on a conditional basis. In the knowledge that the current time constraints are crucial, it was underlined that the EHF would continue to proof the legalities and take the appropriate action to bring the matter to a proper solution.

The Executive Committee took note of the information in both cases.

5.5. IHF topics

With the minutes of the latest IHF Council meeting at hand, no additional comments or questions were raised by the Executive Committee. Additionally, the EHF also received documentation containing medical precautions for resuming activities; this was subsequently distributed to the European handball community. Closing the brief report, the upcoming IHF Online Symposium was mentioned; the presentation of information from experts and the comprehensive programme for the interested parties was positively received. As already before, the EHF will supply additional educational materials to the symposium.

The Executive Committee took note of the report.

6. Motions and decisions

Opening the agenda point and highlighting the overall list, it was mentioned that for a transparent overview, all the motions listed under point 6, even those treated earlier, would be summarised.

6.1 Business Contracts

Hausleitner delivered the report on business contracts and where relevant the financial benefits to the organisation were also mentioned. The agreements based on previous decisions include:

- Eventim - ticketing
- Hummel – equipment: signed on 25 June, additional income via merchandising
- Sportradar - unified scouting system
- Accredito - accreditation system for all EHF competition and administrative events
- EOS – data systems: reduced costs, expedited development processes already implemented.

Ongoing negotiations concern Gerflor; it is planned to extend the cooperation for the period 2021 – 2026 and the agreement should be ready for confirmation by the Executive Committee at the September meeting.

The Executive Committee took note of the information and praised Secretary General Hausleitner for the achievements.

6.2 Competitions

The comprehensive motions were provided to the Executive Committee in advance of the meeting; the agenda point would deal with the delivery of the decisions.

6.2.1 Club Competitions

6.2.1.1 *Place distribution in club competitions*

The situation was recapped; as is standard procedure at the June meeting for the year after the next season, the place distribution is tabled in order to be ready to deliver the information to the federations and leagues in the summer. Special reference was taken to those countries still with a team in the Final4 as points were distributed on an average from the points still available so that it could be adapted accordingly based on whether the Final4 events would take place or not, as now is the case of the women's Final4. With regard to the other competitions the procedure remains straightforward. **The Executive Committee approved the motion as written.**

6.2.1.2 *Additional places in for Federations in the European Cup*

The proposal allows for one more per Federation ranked n°19 and lower into to the men's and women's European Cup (3rd tier competition) as long as there are free places available. **The Executive Committee approved the motion as written.**

6.2.2 National Team Competitions

6.2.2.1 *Adaptation of the point distribution for the National Team Ranking*

Based on the new Play-Off round (Qualification Phase 2, part 1) and the increase of participants in senior and YAC world championships from 2021, a small adaptation to the point distribution is necessary to account for the teams ranked 25 to 32, as well as the teams losing Q2. **The Executive Committee approved the motion as written.**

6.2.2.2 *Adaptation of the point distribution for the National Team Ranking because of competitions cancelled in 2020*

- **Women's EHF EURO Qualifiers:** in the current system teams ranked third receive 28 points and those teams ranked fourth receive 26 points; it is proposed to take the aliquot number of 27 i.e. $((28 + 26):2 = 27)$.
- **Men's World Championship Qualification Europe:** it is proposed that all teams, which could not qualify for the WCh via the ranking of the EURO 2020, receive the same number of 24 points.

The Executive Committee approved the motion as written.

6.2.2.3 *Situation about YAC Competitions in January 2021*

In response to the pandemic, the M18 and M20 EUROs and Championships were initially postponed until August and, based on developments, the events were rescheduled to January 2021. For legal reasons, all agreements were cancelled and, in the meantime, 7 organisers (M18 EURO, M18 and M20 Championships) were confirmed; 55 (out of 60) participants reconfirmed their participation. A new application procedure was initiated for the M20 event and is submitted for re-awarding under AP 6.5.2.

Acknowledging the information provided, President Wiederer stated that contact should be established to the non-participating teams to explore any interest in participation, especially for the two events that have an uneven number of participants. **The Executive Committee took note of the information.**

6.2.2.4 Perpetuation of the age groups for M18 and M20 competitions to be played in January 2021

The originally foreseen age groups for the M18 competitions (players born in 2002 and younger) as well as for the M20 competitions (players born in 2000 and younger) are still valid also for the M18 and M20 competitions postponed to January 2021.

The Executive Committee approved the motion as written.

6.2.2.5 Change of Venue for the M18 Championship 2020 in BUL

Due to difficulties with the arena in the original venue of Burgas (BUL), the OC requests a change of venue to Varna (BUL) for the M18 Championship.

The Executive Committee approved the motion as written.

6.2.2.6 Playing Format W-WCh 2021 ESP – Qualification Europe Phase 1

The motion has four definitive parts (which were adapted with the consent of the Executive Committee):

- The number of teams directly qualifying from the Women's EHF EURO 2020 to the W-WCh is to be increased from three (3) to four (4).
- The playing system for qualification is defined as tournament format with two groups of four, and three groups of three instead of a home and away format.
- The foreseen playing period of the 5 tournaments is 27 to 29 November (or 4 to 6 December) 2020; the organising right will be drawn separately.
- The 1st and 2nd ranked teams of all groups will qualify for phase 2 (play-off matches in April 2021) and will join the remaining 10 teams from the EURO that are not directly qualified for the final tournament in ESP.

The Executive Committee approved the motion as written.

6.2.3 Refereeing

The CC, with the support of the TRC, proposed that the four referee couples and two delegates named in the motion remain active for one more season and end their career on 30 June 2021 instead of 30 June 2020; the purpose is to allow for an uninterrupted season and a rightful end to their respective officiating careers.

The Executive Committee approved the motion as written.

6.2.3.1 Additional Activities

The motion intends to elaborate a system for Education Compensation

From the decision of the IHF Council: ["Each continent, for the purpose of continental transfers only, may either use the classification of the IHF or prepare a list with a classification of its own Members Federations that will be based on the points reached at the respective Continental Championships."]

It is proposed to submit the topic to the Nations Board in order to develop a system that can be adapted to the European ranking system [currently in use] as the topic has a financial impact for all stakeholders. Following treatment by the Nations Board, the topic should be appraised by the Women's and Professional Handball Board, before submission to the Executive Committee for approval and ultimately presented at the Ordinary EHF Congress in April 2021.

The mandate to submit the topic to the Nations Board was confirmed to be followed treatment on the level of the WHB and PHB, and then presented to the EXEC.

6.3 Education & Development

6.3.1 2020/21 EHF CL Coaches' Licensing (mandatory pro-license) – Further Procedure

6.3.2 2020 World and European Wheelchair Handball Championships

6.3.3 European Week of Sport (EWOS)

The background of all three MC recommendations is presented in the written documents at hand and were further expanded upon by during the report of the MC Chairman (see AP 4.2.).

The Executive Committee approved all three recommendations submitted by the Methods Commission.

6.4 Beach Handball

6.4.1 Champions Cup 2020

The background of the recommendation to cancel the 2020 edition of the Beach Handball Champions' Cup was treated during the report of the Beach Handball Commission (see AP 4.3.).

6.4.2 Transfer and Registration System

The background of the recommendation to implement a transfer and registration system in beach handball was treated during the report of the Beach Handball Commission (see AP 4.3.). As the motion relates to the amendment of competition regulations, **the Executive Committee gave the mandate to begin the process in order to develop a system to be presented to the EXEC.**

6.5 Awarding of events

6.5.1 European Masters Handball Championships for Men and Women

Based on the documents submitted, the 2021 event was re-awarded to RFEBM-Granollers (ESP) in light of pandemic and the inevitable postponement of the 2020 event. **The decision of the Executive Committee was unanimous.**

6.5.2 Confirmation of YAC-Organiser for the events in January 2021 / Awarding of the 2021 Men's 20 EHF EURO

As a consequence of the Coronavirus pandemic, the joint organisers (ITA/AUT) of the Men's 20 EURO was forced to withdraw from the event. Thus, with a new playing period decided (7-21 January 2021), a new application procedure was initiated. Based on documents submitted to the Competitions Commission within the stipulated timeframe, and the approval of the bid by the Executive Committee, the event was submitted for re-awarding out of four applicants (CRO, ITA, SRB and ISR); the event was awarded to the Croatian Handball Federation (venue: Poreč), which were already a candidate in the first bid process. **The decision of the Executive Committee was unanimous.**

6.6 Legal

The matter of the motions submitted by the EHF Court of Arbitration (ECA) was treated during the legal report (see AP 3.2.). The motions are concerned with procedures within the ECA:

- Adoption of the name
- Nomination & Appointment of ECA Arbitrators
- Rules of Arbitration for the EHF Court of Arbitration

The Executive Committee approved that these recommendations can be prepared in order submitted to the Ordinary EHF Congress in 2021.

6.7 Marketing – Confirmation of a member to the EHF Women's Club Board (WCB)

In accordance with the statutory provisions of EHF Marketing GmbH, members nominated to EHF boards are to be confirmed by the Executive Committee. Though this is a formality, due to the turnover of board members within the Women's Club Board (WCB), it was requested that the structure of the WCB be revisited. In the meantime, in order to replace a member, G. Haidvogel was nominated.

The Executive Committee confirmed the appointment of Gerhard Haidvogel; Tamas Szabo is the acting chairman of the WCB.

7. Finance Delegation

7.1. FD Minutes 06/2020

With the report at hand and individual points covered in the reports of the Budget 2020 and Master Plan reports, the EXEC took note of the minutes.

7.2. Budget 2020 – Status Report

Vice President Finances, La Cour made a brief reference to activities of 2019 by mentioning the previous report of the Comptrollers and previous recommendations concerning the cash management policy and maximum funds held in the accounts of the National Federations, the Executive Committee are informed that the two processes have been adapted into the daily business; for the 2020 period, there are no new recommendations from the EHF Comptrollers, and the finance year 2019 is therefore completed with the accounts being ready for the presentation at the 2021 Congress.

Continuing, La Cour opened the Budget 2020 status report by underlining the challenging times faced by the organisation that resulted in many risk analyses and calculations over the past weeks and in those to come. At this time, the EHF is not facing liquidity difficulties, nonetheless, the organisation faces an ever-moving target.

CFO Binder continued by noting that some points would be treated under point 8 (Master Plan) to present a common picture. Focusing on the adapted budget, Binder presented a comparison of the actual numbers to those decided at the 2018 Congress in Glasgow. With the documents at hand, the main assumption which lies behind the budget is that the Women's EHF EURO 2020 NOR/DEN will take place as foreseen (with spectators) and all cancellations of youth and beach events are represented.

On the income side, the final accounting of the Men's EHF EURO 2020 SAN is included and revenues from EHF M for both the exploitation of rights and the profit share, though EUR 230k below budget, are reflected in the adapted budget. The area of partnership contracts remains stable; however, transfer fees have been precautionarily reduced by 10 per Cent. The expected income from the Women's EHF EURO Qualifiers was reduced to 2/6 of the original budget value. As a result of the cancellations and necessary adaptations, the adjusted budget currently shows a higher income for the two-year period of approximately EUR 1.48 Mio. This is a plus of 5.3 per Cent compared to the 2018 budget.

Moving to the expenditure side, the switch to video conferencing and reduced travel have lowered expenses. The costs for personnel and the office have been brought in line with requirements of the I/D contract that requires the EHF to hire employees in the departments of CRM, Marketing, and Business Development; the new contractual requirements were also attributed to the increase in the area of development. Furthermore, national and club team compensations are also above budget; however, with other expenses quite stable, the total outlay in the adjusted budget is EUR 1.52 Mio, which corresponds to an increase of 5.5 per Cent above the projected 2018 forecast.

However, closing the report, Binder reiterated that after the utilisation of operating profit and reserves of approximately EUR 671k for the 'Back2Handball' project, the result for the 2-year period is balanced.
The Executive Committee took note of the report.

8. Master Plan 2020 – 2027

8.1. Introduction and status report

8.2. Presentation activities

The EHF Master Plan was developed and presented to further European handball. In light of the current situation the plan was adapted accordingly and to bring an overview to the Member Federations certain elements of the agenda were blended in order to present a clear status update.

The European Handball Federation collected much information to determine what was needed, what was possible, how the EHF budget could be adapted, and what form could direct support measures take and what would liquidity support measures look like. From this, the Executive Committee were informed on further steps and the Finance Delegation coordinated the existing budget based on available funds and the input from the National Federations following the consultation sessions at the end of May.

The consultations with the National Federations illuminated a cluster of issues, primarily how to restart, recommendations on how to approach authorities, content for their own platforms, etc. From the input received, the EHF formulated the next steps in the process from the ideas that all meshed with the Master Plan, and only days later, the National Federations were offered the 'Back2Handball' online platform. The content of the platform is accessible to all federations, and the available concepts are updated as situations change. Additional content is offered from the legal department, competitions, media, as well as education and development. The platform aims to serve as a 'living platform' until activities return to normal, and the updated Master Plan focuses on the conclusion from the consultations. A more detailed presentation is on the programme of the 12th Conference for Secretaries General in September. With the executive summary of the consultations at hand, no additional comments or questions were raised.

8.3. Finances and support measures

In addition to practical steps, and after careful analysis of the possibilities within the organisation, it was determined that the following measures would be proposed:

- Immediate support payments of EUR 2.077 Million will be developed and accounted. The EHF is already in contact with the Federations. The final figure is depending on the organisation of the women's EURO in December.
- Liquidity help to the value of EUR 1.220 Million for registered teams to the YACs 2020/2021 in the form of prepayments to be added to the federations' accounts.
- EHF House project suspended until further notice.
- Acceptance for a negative financial result of the budget years 2020 and 2021; this will ensure that all available funds will be used for supporting handball during difficult times.

In the brief discussion that followed, the Executive Committee commended the measures taken by the EHF to support the National Federations, acknowledging that as the continental federation, there were limits as to what measures could be undertaken. As members of the International Handball Federation, handball federations can be secure in the knowledge that there remains another 'port of call' for support during these challenging times.

8.4. Decisions

The Executive Committee approved the support measures and also granted the mandate for the organisation to enter a negative result in the accounting of the budget years 2020 and 2021.

9. Upcoming activities

9.1. 12th EHF Conference for Secretaries General / European Handball Convention

Taking brief reference to the updated meeting calendar, Hausleitner mentioned the upcoming 12th EHF Conference for Secretaries General, scheduled to take place in Vienna in September, and noted that the EHF continues to work on the content. Despite having a large part of the content treated at the EHF EURO Qualifiers summit on 23 June, many topics remain, and will be amended on the basis of the then respective situation and will make for an interesting convention.

9.2. 15th Ordinary EHF Congress 2021

The procedural timeline (start in Autumn) is available that highlights the corresponding process related to an election congress. It was reiterated that the awarding process for the EHF EURO 2026 and 2028 will take place in Autumn 2021.

10. Various

- Infront: the EHF, along with other team sport federations, was invited to be part of #Sport4Recovery campaign; the approach is focused on the safe reopening of organised sport and takes on topics that are major factors for those in the global sporting community. Wiederer underlined the necessity of supporting such initiatives as they not only keep handball visible but are also beneficial to the EHF Member Federations.
- EOC EU Office: the organisation has backed various European initiatives concerning the return to sport; the safeguarding of the environment necessary for a comeback was emphasized. A coordination meeting (video conference) will take place on 2 July.
- 'back2handball' Platform: as more input is received, and in line with launch of the new media and marketing agreement, more content will be uploaded to the platform, which will be kept updates.

Wiederer stated that during these times, the EHF is committed to being part of these initiatives and providing as much material as possible to keep handball in an active state; it is important to uphold the exchange of information.

With no further topics to be treated; President Wiederer closed the meeting and extended his thanks to the Executive Committee for their contribution.

Vienna, 30 June 2020

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