

Remit for the Council Fair Play Working Group 2024-2026

Background

A Council Fair Play WG has been active since 2020. The work has progressed through

- identifying fair play issues specific to orienteering
- assessing the risk of occurrence
- establishing Fair Play Principles for athletes, team officials, organisers, media and spectators
- making recommendations and following up on changes in the competition rules and to various commission-owned guidelines
- implementing a basic level digital Fair Play education tool for participants
- implementing a higher level digital Fair Play education tool for Athletes License holders (obligatory)
- recommending and overseeing the creation of the IOF Disciplinary Panel to improve sanctioning and appeals processes.

The work completed to date has largely fulfilled the ambitions in the IOF General Assembly resolution from 2020. Some work tasks remain unfulfilled and are proposed to be completed in the next 2-year period.

Fair play is an area of continuous improvement and a basic value of the IOF. The intention of the work in the next 2-year period should therefore be focused on moving from a project approach via the Council WG to an approach where IOF discipline commissions take over the responsibility for ongoing work.

Tasks

The WG will complete the following tasks:

1. Completion and implementation of a communication plan for the published Fair Play Principles, integrating these into the work of IOF commissions and organisers.
2. Completing an analysis of the issue of following to determine the scope of the issue, and potentially recommending changes in rules, sanctions and guidelines if deemed necessary.
3. Completing a plan for transitioning the responsibility for continuous fair play improvements to the respective discipline commissions of the IOF. This plan should include methods for identifying the needs for updates to the fair play principles, education platform, rules, guidelines and sanctioning systems, as well as the responsibility for making such changes.

Working Group composition

Working Group Chairperson: Ingrid Okkenhaug

Working Group Secretary: Sondre S Gullord

Data analysis resource: Lok Hin-Ma

Discipline Commission representatives: tbd (FOC), tbd (MTBOC), tbd (SOC) tbd (TOC),

Rules Commission representative: tbd

Disciplinary Panel representative: tbd

Athletes Commission and Advisory Group representatives: tbd

Working Method

Meetings as required. Meetings shall primarily be held digitally.

Remit for the Council Governance Working Group 2024-2026

Background

The Strategic Directions initiative 4 is entirely focused upon improving the governance of the IOF. We have also consistently improved our governance over time and governance studies among International Sports Federations have given us best-in-class status among our peers.

For the new Council period the proposal is to reduce focus somewhat on new governance improvement initiatives and instead focus on smaller incremental improvements and adjustments. The IOC and IPACS (International partnership against corruption in sports) have signalled that a new governance review, like to one carried out in 2018, will be carried out for all federations. This will be based upon the IPACS 50 recommendations for good governance. The IOF should await this review to identify potential future areas where governance improvements are needed.

Tasks

The WG will complete the following tasks:

1. Implement identified necessary updates to governance documents such as Conflict of Interest Policy and Statutes clarifications.
2. Answer the upcoming governance questionnaire when available and analyse results.
3. Gain an understanding of the IPACS 50 recommendations in preparation of the review results.

Working Group composition

Working Group Chairperson: Laszlo Zentai

Working Group Secretary/Office representative: Sondre S Gullord

Council representatives: Tom Hollowell

Working Method

Meetings as required. Meetings shall primarily be held digitally.

Remit for the Council Finance Working Group

Background

In accordance with Strategic Initiative 1 of the IOF Strategic Directions new and external income should be increased to 500 000 EUR over the period 2022 – 2026. Feedback from member federations during the General Assembly in 2024 indicated that this is a key area to focus on by the Council in the coming period as improved IOF external financing may reduce pressure on internal financing from member federations and organisers.

During the 2022 – 2024 period a Finance Working Group was formed which focused on changes in the format and accuracy of financial reporting. For the coming period the focus of the Finance Working Group should shift somewhat towards achievement of the goal set in the Strategic Directions. Proposed areas of focus will be the following:

- Finalize the definitions in use to measure and report various revenue and income streams. Special focus on transparency and to be clear whether gross or net is reported.
 - By the end of 2024
- Review of current strategy, plans and actions for achieving increased external income including current and new agreements and pricing logic together with the IOF CEO.
 - By the end of April 2025
- Review of the opportunities for improving IOF finances through structural changes such as a tax and currency efficient IOF Events company/strategical partnership.
 - By the end of April 2025
- Support to the CEO in refining and implementing the marketing* and financial strategy and plans.
 - *Marketing in this case is limited to the material and efforts to sell the orienteering sport and IOF owned brands and events in order to find sponsors or other external income to IOF.
 - By the end of April 2025

Working Group composition

Working Group Chairperson: Hannu Kottonen

Office representative/WG secretary: Henrik Eliasson

Council representatives: Tom Hollowell, Ildze Straume, Takashi Sugiyama

Other resources as required within specific competencies, especially related to tax and risk analysis

Working Method

Meetings as required. Meetings shall primarily be held digitally.

Remit for the Council Education Working Group 2024-2026

Background

The Strategic Directions contain multiple references to education initiatives and programs. We have also made some progress in this area with the introduction of digital education platforms and courses about fair play and certain single topics. There is also a multitude of education programs and courses being conducted on an ad-hoc and as-requested basis by IOF commissions.

The idea of a Council Education WG is to place additional focus on this part of the Strategic Directions and create a structured approach to providing education across the organisation and for members and athletes. The initial focus should be on creating a basic understanding of where we are today and looking at alternatives for how we structure and deliver education offerings in the future. An initial study should include information on clear areas where we lack necessary education today, how we can close those gaps and also where we can make “quick-wins”.

Initially the Working Group is envisioned to consist of only very few members with experience and competency in this area. Eventual expansion of the group shall be part of initial study to be performed.

Tasks

The WG will complete the following tasks:

1. Analyse and document the current situation regarding education programs and courses within the IOF today.
2. Create an education plan with alternative approaches to be delivered for Council consideration and decision making.

Working Group composition

Working Group Chairperson: Sondre Sande Gullord

Council representatives: Ingrid Okkenhaug

External competency and other resources as required

Working Method

Meetings as required. Meetings shall primarily be held digitally.

Re:

Meetings with organisers – knowledge building journey, site visits

Remit for the Council World Orienteering Week Working Group 2024-2026

Background

World Orienteering Week is the continuation of the prior World Orienteering Day project which has been going on since 2016. The project is a marketing project to show orienteering and engage in meaningful activity for as many people as possible worldwide during a single week. WOD was re-branded to WOW for the 2024 event and did have a slight increase in activity. However, the project is far from reaching the goal participation stated in the Strategic Directions. It is important to note here that a marketing concept like WOD/WOW is very difficult to re-vitalize once interest has fallen. Re-vitalizing the implementation should involve focus on the process involved and not simply on the final result.

WOW is an important focus area in the Strategic Directions 2022-2026 and therefore Council needs to place some focus on moving the project forward. The Council WOW WG will work together with the Office appointed Project Manager to assist in the marketing and implementation of WOW activities. It has been identified that WOW has been most successful where there has been a strong engagement and well-structured work from the member federations. An important aspect of Council involvement will therefore be to enthuse and engage with member federations.

Tasks

The WG will complete the following tasks:

1. Support the Office appointed WOW project manager in determining the implementation plan for WOW 2025 and 2026
2. As requested, support the implementation of the plan in contact with members in the respective regions of responsibility.

Working Group composition

Working Group Chairperson: Jenny Nilsson

Council representatives: Tom Hollowell, Tatiana Kalenderoglu, Dusan Vystavel, Blair Trewin, Ingrid Okkenhaug, Takashi Sugiyama

Global Development Commission representatives: Walther Rahbek and more tbd

Working Method

Meetings as required. Meetings shall primarily be held digitally.

Remit for the Council Sustainable Events Working Group (MTBO, SkiO, TrailO) 2024-2026

Background

During the previous Council period 2022-2024 strategic work was initiated on improving the sustainability of our events program in all disciplines. The Council Sustainable Events WG completed an analysis of the IOF event landscape, identified significant sustainability issues and consulted with members and athletes about their views on the sustainability of the program. This culminated with a working session in connection with the Pre-General Assembly in 2024.

For the Council period 2024 – 2026 it is proposed that further work on the sustainability of the events program be divided into 2 working groups, one focusing on FootO issues, and one focusing on the 3 smaller disciplines. Via the member and athletes surveys it was identified that the sustainability challenges for the 3 smaller disciplines are similar in nature. The primary issue is the lack of organisers relative to the number of IOF major events. The key issue to address is how to improve the financial sustainability for the IOF, member federations and organisers when organising events in the 3 disciplines. Secondary issues are to review the complexity of requirements and recommend changes for various levels of events, and to increase the potential organiser base through education and development programs.

Some thought should also be given to the global and regional nature of the smaller disciplines and its effect on the event program as well as the community nature of the 3 smaller disciplines and whether other event management models may be possible.

It is desirable that the work of this Working Group can be completed in a timely manner so as to quickly improve upon the sustainability of the event program.

Tasks

The WG will complete the following tasks:

1. With background in the work completed so far further detail key issues in the creation of a sustainable event program for MTBO, SkiO and TrailO
2. Review and recommend changes to the overall event programs, specifically considering type of events, global vs regional events programs, and the level of requirements for the various event types.
3. Investigate and potentially recommend changes to the sanction fee structure and related delivery of fee related services to improve the financial sustainability for organisers and other stakeholders.
4. Review and potentially recommend changes to the event management structure with further involvement of the smaller disciplines' communities.

Working Group composition

Working Group Chairperson: Henrik Eliasson

Working Group Secretary: Jenny Nilsson

Council representatives: Jürg Hellmüller, Ildze Straume, Dusan Vystavel, Tom Hollowell

Discipline Commission representatives: MTBOC Chair, SOC Chair, TOC Chair

Athletes Commission and Advisory Group representatives: Jonatan Ståhl

Working Method

Meetings as required. Meetings shall primarily be held digitally.

Remit for the Council Sustainable Events Working Group (FootO) 2024-2026

Background

During the previous Council period 2022-2024 strategic work was initiated on improving the sustainability of our events program in all disciplines. The Council Sustainable Events WG completed an analysis of the IOF event landscape, identified significant sustainability issues and consulted with members and athletes about their views on the sustainability of the program. This culminated with a working session in connection with the Pre-General Assembly in 2024. For the Council period 2024 – 2026 it is proposed that further work on the sustainability of the events program be divided into 2 working groups, one focusing on FootO issues, and one focusing on the 3 smaller disciplines.

Via the member and athletes surveys a number of issues related to the FootO program were identified. Financial Sustainability for organisers, member federations and the IOF was identified as a key issue, however this varies quite a bit depending on the type of event. From the Pre-GA working session the Orienteering World Cup was identified as one key event type where financial sustainability should be improved.

Several proposals regarding WOC timing and frequency were also identified as well as creating a mix of formats during a season which is attractive to the global organiser and athlete community.

Some thought should also be given to the development of a stronger regional event program for the development of athletes and organisers. Here the consideration of orienteering presence in regional multi-sport games should be considered.

The Working Group should work towards presenting a proposal before or to the GA in 2026, following further consultation with members and athletes.

Tasks

The WG will complete the following tasks:

1. With background in the work completed so far further detail key issues in the creation of a sustainable event program for FootO
2. Review and recommend changes to the overall event programs, specifically considering type of events, global vs regional events programs, and the level of requirements for the various event types.

Working Group composition

Working Group Chairperson: Linda Take

Working Group Secretary/Office representative: Henrik Eliasson

Council representatives: Hannu Kottonen, Blair Trewin

Discipline Commission representatives: FOC Chair

Athletes Commission and Advisory Group representatives: Eline Gemperle

Working Method

Meetings as required. Meetings shall primarily be held digitally.