



INTERNATIONAL FLOORBALL FEDERATION (IFF)

*Recognised by the IOC
Ordinary member of SportAccord*

Helsinki 11th of November, 2014

To: IFF Member Associations
IFF CB and President
IFF AC and DC

Cc: IFF Auditor

FINAL ANNOUNCEMENT OF THE IFF GENERAL ASSEMBLY 2014

Dear Ms./Mr. President,

The 12th IFF General Assembly 2014 will, as announced on the 10th of September 2014, be held during the Men's 10th World Floorball Championships in the **Gothia Towers Hotel – Gothenburg on Saturday the 13th of December, 2014, starting at 08.30.**

Enclosed you will find the summons to the IFF General Assembly together with the preliminary Agenda, the CB reports and proposals, as well as the motions and nominations made by the National member associations.

The following documents are sent out together with this final announcement, which the General Assembly is to decide upon:

- the Agenda for the General Assembly 2014
- the IFF Annual Report 2013 - 2014
- the Financial Reports for 2012 and 2013
- the IFF Auditors Reports for 2012 and 2013
- the Plan of Actions 2015 - 2016
- the CB proposal for a Budget for 2015 - 2016
- the nominations and motions
- the management summary strategy-half-time-review proposal
- the IFF good governance policy proposal

The material will also be copied as a hard copy version for the participants of the IFF General Assembly in Gothenburg.

All Member Associations are welcome to participate in the IFF General Assembly with a maximum of two representatives each. If the participating representatives of the member associations need an interpreter, the association may use one at the General Assembly.

Looking forward seeing you in Sweden, we remain

With kindest regards,

Tomas Eriksson
IFF President

John Liljelund b.d.
secretary general



INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

Proposed Agenda for the IFF General Assembly to be held in Gothenburg, Sweden on the 13th of December 2014

1. *Opening of the General Assembly by IFF President Mr. Tomas Eriksson*

2. *Approval of present Associations and the voting roll.*

There are 39 associations, i.e. Australia, Austria, Belarus, Belgium, Brazil, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, Israel, Italy, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine and USA, which according to the IFF Statutes § 29.2. have the right to vote at the General Assembly, if they have fulfilled their obligations towards IFF.

A simple majority is 20 votes and the 2/3 majority is 27 votes, according to the Statutes.

Approval of the voting roll.

The assumption is that all ordinary members have fulfilled the requirement by the time of the General Assembly.

3. *Greetings to the General Assembly*

1. Greetings from the Swedish Floorball Federation and the Local Organisation Committee of the 10th World Floorball Championships
2. View point from the IFF Material Partner Unihoc on the global development of Floorball, Mr. Torbjörn Jonsson

4. *Election of two scrutineers of the General Assembly*

5. *Approval of the agenda*

6. *Approval of the protocol of the last General Assembly (Article 31 paragraph 2)*

The protocol from the last protocol has not been opposed to and is therefore automatically approved according to the statutes.

7. *Admission or expulsion of official member Associations*

The India Floorball Federation (InFF) and the Iran Floorball Association (IFA) ns have applied for ordinary membership. The CB proposes that they are decided by the General Assembly to become ordinary members.

The CB has decided to propose that the following provisional members are automatically considered ordinary members: Indonesia, Jamaica and Turkey, according to IFF Statutes, Article 13 paragraph 3.

The new voting roll will be approved by the General Assembly.

Address

Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone

+358-9 454 214 25

Fax

+358-9 454 214 50

E-mail

office@floorball.org

Web-site

www.floorball.org

Bank

Credit Suisse, CH-8700 Küsnacht
Account No. 4818-559200-11
Swift Code: CRESCHZZ87B
IBAN: CH13 0481 8055 9200 1100 0



INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

8. Approval of the CB reports

The Annual report 2013-2014, a short resume from the plan of action decided upon in Zurich, Switzerland for the period 2013-2014 and the activities IFF has had in the period.

9. Approval of the financial report and the auditors report

1. Calendar year 2012 financial statements by the treasurer Ms. Bakke
2. Auditors report concerning 2012 by Mr. Brandstam
3. Calendar year 2013 financial statements by the treasurer Ms. Bakke
4. Auditors report concerning 2013 by Mr. Brandstam

10. Decision on freedom of responsibility for the CB

Based on the proposal made by the IFF auditor Mr. Brandstam.

11. Decision on membership fee

The IFF Central Board proposes not to changes the membership fees for the coming two year period A 2/3 majority is needed for a change, and a simple majority for the amounts.

12. Approval of the IFF CB proposals, budget and working plan for the next two years

1. Plan of action for the period 2015-2016 (between General Assemblies)
2. Budget for the calendar year 2015
3. Budget for the calendar year 2016

13. Elections

All nominations having arrived to the IFF Office at least sixty (60) full days prior to the IFF General Assembly, i.e. until October 12th, 2014 are according to enclosure.

The following committees and commissions are to be elected for the coming two year period.

- Elections:
- Chairman of the Disciplinary Committee
 - Two members and two substitutes of the Disciplinary Committee
 - Chairman of the Appeal Committee
 - Two members and two substitutes of the Appeal Committee
 - Chairman of the Ethics Commission
 - Three members of the Ethics Commission

Confirmation of vacancies in the CB (IFF Statutes 33 paragraph 4)

Mr. Risto Kauppinen has resigned from the IFF CB in November 2014, due to personal reasons and the Finnish Floorball Federation has in accordance with the valid IFF Satutes (Art 33 paragraph 4) to the IFF CB proposed to replace him with Mr. Milan Rantakari. The CB proposes to confirm the vacancy.

Address

Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone

+358-9 454 214 25

Fax

+358-9 454 214 50

E-mail

office@floorball.org

Web-site

www.floorball.org

Bank

Credit Suisse, CH-8700 Küsnacht
Account No. 4818-559200-11
Swift Code: CRESCHZZ87B
IBAN: CH13 0481 8055 9200 1100 0



INTERNATIONAL FLOORBALL FEDERATION (IFF)

Ordinary member of AGFIS/GAISF

14. Appointment of a chartered auditor for two years.

The CB proposes re-election of Mr. Brandstam.

15. Examinations and decisions on proposals and motions of the members

- 1) IFF Strategic Vision 2009-2020 – Half-Time Revision Update
- 2) IFF Good Governance Policy

16. Approval of Regulations within the meaning of article 15 paragraph 2 littera c)

The IFF Central Board does not propose any Regulations for approval for the General Assembly.

17. Decision on all affairs being reserved for the General Assembly by the statutes or by law

The IFF Central Board proposes to the General Assembly to approve the resolution defining that the legal seat of the IFF will be in Lausanne, Switzerland.

18. Appointment to be honorary member

There is no such proposal.

19. Modification of the statutes (changes in statutes a 2/3 majority is needed)

There are no proposal from the CB.

20. Decision on the meeting place for the next General Assembly

Preliminary proposed by the CB on the 10.12.2016 at 09:00, during the WFC 2016 in Riga, Latvia.

21. Presentations on coming World Floorball Championships

- WFC 2015 Men U19 in Helsingborg, Sweden by SIBF
- WFC 2015 Women in Tampere, Finland by SSBL
- WFC 2016 Women U19 in Belleville, Canada by Floorball Canada
- WFC 2016 Men in Riga, Latvia by LFU
- Other presentations

22. Closing of the General Assembly

Address

Alakiventie 2,
FI-00920 Helsinki,
Finland

Phone

+358-9 454 214 25

Fax

+358-9 454 214 50

E-mail

office@floorball.org

Web-site

www.floorball.org

Bank

Credit Suisse, CH-8700 Küsnacht
Account No. 4818-559200-11
Swift Code: CRESCHZZ87B
IBAN: CH13 0481 8055 9200 1100 0



IFF ANNUAL REPORT 2013-2014



Table of Content:

1. Introduction
2. IFF Member Associations
 - 2.1 AOFC
3. IFF Central Board
 - 3.1 Main Fields of focus
 - 3.2 Appointments
 - 3.3 New Committees
 - 3.4 IOC 50 Roadmap
4. IFF Executive Committee
 - 4.1 Contacts to International Sport Federations
5. IFF Appeal Committee
6. IFF Disciplinary Committee
7. IFF Rules– and Competition Committee
 - 7.1 International Competition Calendar
 - 7.2 World Floorball Championships
 - 7.3 Game Rules
 - 7.4 Champions Cup
 - 7.5 IFF materials in competitions
8. IFF Referee Committee
9. IFF Medical Committee
10. IFF Athletes Commission
11. IFF Equality Function
12. IFF ParaFloorball Function
13. IFF Marketing Function
 - 13.1 Partnership Agreements
 - 13.2 TV and Internet TV
14. IFF Development Function
 - 14.1 Development Program
 - 14.2 Material support for new Floorball countries
15. IFF Information Function
 - 15.1 IFF Website
 - 15.2 IFF Newsletter
 - 15.3 IFF Social Media channels
16. IFF Information & Development material
 - 16.1 Information materials
 - 16.2 Education materials
 - 16.3 Other materials
17. IFF Development Board
18. IFF Anti-Doping work
19. IFF Competitions
 - 19.1 License System for IFF Member Associations
 - 19.2 IFF Statistic Software
 - 19.3 IFF Accreditation system
 - 19.4 World Championships
 - 19.5 U19 World Championships
 - 19.6 Champions Cup
 - 19.7 EuroFloorball Cup
20. IFF Economy
21. IFF Office

1. Introduction

The IFF received the full recognition of the International Olympic Committee - IOC in July 2011, given by the 123rd IOC Session in Durban, South Africa. This had been one of the main strategic goals set by the IFF General Assembly already in Helsinki 2002. Receiving the full IOC recognition took IFF into a new phase in its existence - now floorball has a true possibility to one day enter the Olympic Games. The recognition has made it possible for a number of the IFF members to seek and also achieve the recognition of their respective National Olympic Committees (NOC), opening new possibilities for our member associations. It is fair to say, that also after having received the IOC recognition a lot of focus has been paid to actively increase the number of members and spreading the sport wider. The analysis made in connection to the 1st Associations Meeting held during the Women's WFC in St. Gallen, Switzerland in 2011, clearly shows that a lot of focus is needed to strengthen the IFF's own organisation in order to give better service to its members.

The main focus during the period between the General Assemblies of 2012 and 2014 has been to prepare the whole Floorball community for the upcoming IOC Short list application process in 2015. As a part of this process the new system of the Adult World Floorball Championships has been introduced with the full regional qualifications (starting with the Men's WFC 2014) and a new game system for the WFC, which was introduced at the Women's WFC 2013. This is a part of the process to close the gap between the countries, by having more important games in the qualifications and the final round.

The international Floorball family has continued to grow slowly during the two year period, with two new member associations joining the IFF. At the same time IFF has, together with the member associations, continued the efforts made to enlarge the IFF activities outside Europe, in accordance with the recommendation of the IOC. There are a total of 10-15 countries with are in the process of being able to apply for membership in the next coming two years. The objective has been to rather close the gap between the member associations and bring the countries closer together, than to just increase the number of member countries, so we need to secure that the organisations joining IFF are active and well organised.

The single most important activity has been to create even better service to our member associations, based on the discussions started in the 1st Associations Meeting. The IFF CB built, based on the Association Audit, a development program called "Each One—Teach One" (EOTO), which consisted of two separate parts. The IFF made an internal Action Plan based on the results of the EOTO questionnaire conducted with the IFF member associations, in which a number of 30 service elements are included. IFF asked the member associations what type of help they would need and where they would be able to provide help to other member association. Based on this information the IFF built a member-based Mentor-Mentee bilateral program, which has been rolled-out to the member associations during Q3 of 2014. A total of 27 bilateral projects have been identified and the cooperation pairs will start the projects during Q1 2015.

From a competition point of view, the number of IFF Event tournaments has increased to a total of 14-15 on a yearly level, this together with the increased service given to the organiser in relation to the new social media channels, web page, TV and Internet-TV, IFF Accreditation system and the team and player statistics has required a lot of resources from the IFF Office. The main competition development issue has been the implementation of the re-structuring of the European club competitions, where the IFF Central Board has installed a new Top Club competition - the Champions Cup starting from 2011. The Champions Cup has been played in Tampere, Finland 2013 and Zurich, Switzerland 2014 as the end of the first phase of the Champions Cup. The IFF CB has, after the evaluation of the Champions Cup first round 2011-2014, come to the conclusion with all stakeholders, to continue the CC for 2015-2017 with the aim to raise the visibility of Floorball, and the financial value of the tournament, still keeping the vital link with the EuroFloorball Cup.

One of the main achievements during the period has been the inclusion of Floorball in the IWGA World Games 2017 in Wroclaw, with participation of six men teams. Floorball has also been appointed as a medal sport in the South-East Asian Games in Singapore in 2015. In addition SportAccord has also included Floorball on the program of the Urban Games, which will be played in 2016 or 2017.

The IFF Central Board has also prepared the Half-Time Revision update of the IFF Strategic Vision for 2020, which is now proposed to the IFF General Assembly for approval.

2. IFF Member Associations

IFF today consists of 57 Member Associations of which 39 are ordinary members and 18 provisional members. During the period the number of Member Associations has increased from 55 to 57.

The ordinary Members Associations are: Australia, Austria, Belarus, Belgium, Brazil, Canada, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Hungary, Iceland, Israel, Italy, Japan, Korea, Latvia, Liechtenstein, Malaysia, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Poland, Russia, Serbia, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine and USA. The number of ordinary members has increased from 35 to 39. The Russian Floorball Federation has during the period received the official recognition of the Russian Ministry of Sport, so their ordinary member status has been returned. In addition the suspension of the Malaysian federation has been lifted, as they have fulfilled all the requirements.

The provisional Member Associations are: Argentina, Armenia, Cameroon, India, Indonesia, Iran, Ireland, Jamaica, Lithuania, Moldova, Mongolia, Mozambique, Portugal, Romania, Sierra Leone, South Africa, Thailand, and Turkey

According to the Statutes of IFF the provisional members, who have been members for at least four years, automatically become ordinary members, if they fulfil the requirements.

The CB has taken a number of activities to increase the number of members and started a project to find new countries and started a project to include new countries, mainly outside of Europe, as has been a requisite by the IOC, in order to fulfil IOC short list criteria's.



2.1 AOFC

The Asia and Oceania Floorball Confederation (AOFC) was founded by the Asia and Oceania Member Federations of the International Floorball Federation in 2005. The fourth AOFC General Assembly was held on the 5th of February 2014 in Wellington, New Zealand, setting the direction and guidelines for the development of floorball in the region. The development of the members has been the main task of the AOFC in the two year period.

The AOFC consists today of 13 IFF members: Australia, Japan, India, Iran, Indonesia, Korea,

Malaysia, Mongolia, New Zealand, Pakistan, the Philippines, Singapore and Thailand.

The following persons constituted the AOFC Central Board during 2012—2013:

President:	Mr. Stephen King, Australia
Vice President:	Mr. Sani Mohamed Bin Salim, Singapore
Treasurer:	Mr. Geum Sung Kang, Korea
Secretary General:	Mr. Pierre Boudville, Singapore
Member:	Mr. Takanobu Yoshino, Japan
Member:	Mr. Ramezenali Davalo, Iran
Member:	Mr. Hwang Joo Kim, Korea
Member:	Mr. Christian Bertschinger, New Zealand
Member:	Mr. Ryan Elizaga, the Philippines

The AOFC Central Board for 2014-2015 was elected in the 2014 AOFC General Assembly:

President:	Mr. Stephen King, Australia
Vice President:	Mr. Eddie Tan, 1st Vice President, Singapore
	Mr. Dr. Prabhat Kumar, Vice President
Treasurer:	Mr. Geum Sung Kang, Korea
Secretary General:	Mr. Christian Bertschinger, New Zealand
Member:	Mr. Takanobu Yoshino, Japan
Member:	Mr. Ramezenali Davalo, Iran
Member:	Mr. Hwang Joo Kim, Korea
Member:	Mr. Kenneth Ho, Singapore
Member:	Mr. P.S. Gill, India
Member:	Mr. Aroi Ekowardhon, Indonesia

The office of the confederation is placed in Singapore.

3. The IFF Central Board (CB)

The CB elected by the IFF General Assembly held in Zurich, Switzerland on the 8th of December 2012 has had the following composition:



Mr. Tomas Eriksson, Sweden, President
Mr. Filip Suman, Czech Republic, Vice President,
Ms. Monica Bakke, Norway, Treasurer
Mr. Daniel Bollinger, Switzerland, Member
Mr. Risto Kauppinen, Finland, Member
Mr. Stephen King, Australia, Member (AOFC President)
Ms. Magdalena Kotikova, Member (Athletes Commission Chair)
Mr. Carlos Lopez, Spain, Member
Ms. Johanna Mikkola, Canada, Member
Mr. Oliver Stoll, Germany, Member
Mr. Martin Wolmhed, Sweden, Member

There have altogether been 14 CB meetings between the General Assemblies, held as follows:

Zurich	09.12.2012
Per Capsulam	14.01.2013
Per Capsulam	11.02.2013
Bern	10.03.2013

Hamburg	11.05.2013
Espoo	01.09.2013
Per Capsulam	04.11.2013
Ostrava	12.12.2013
Madrid	09.02.2014
Espoo	25.05.2014
Madrid	07.09.2014
Per Capsulam	14.10.2014
Zurich	09.11.2014
Gothenburg	12.12.2014

The CB has built its work by running specific working sessions during the first day of the two-day CB meeting to discuss and prepare more strategic questions, before the actual CB meeting itself. This has proven to be very efficient. In the same way the IFF CB has restructured its work, by forming three Ad hoc groups for Development & Equality, Lobbying and Marketing.

The most important decisions from the IFF CB meetings are published in an IFF Newsletter, right after the meetings are held and the CB protocols with the enclosures are also published on the IFF website after acceptance by the IFF CB.

3.1 Main fields of focus

The CB has, in accordance with the initial policy decision made in 2004, continued to stress the three different pillars of the IFF activity. Firstly, the international lobby work with the aim now, when the IOC recognition has been reached, to achieve the acceptance of floorball globally and to secure the participation in International Multi-Sports events, in order to make it possible for the IFF to strive for the IOC Short List for the 2024 Olympic Games. This also includes the aim to profile the IFF in the International Sports Community as a strong player. Secondly, is the work with the issue of Marketing in order to strengthen the financial and market situation of the IFF and also make the sport more suitable for television, and at the same time strengthen the brand of Floorball. The third main focus has been on the development of the IFF member associations, where IFF has built a Floorball Development Program, consisting of a four day interactive course for organisation and administration work, refereeing and coaching as well as the publication of *Learn-Start-Play*, *This is Floorball* and the *IFF Coaching DVD*.

3.2 Appointments

The following persons have been appointed by the IFF CB (more information under 20. IFF Office):

Mr. Philipp Haman, trainee

Ms. Suvi Peipponen, trainee, Summer 2013

Ms. Minna Nurminen, trainee, Summer 2014

The employment of Mr. Jan Ögren Fjellestad, Development Coordinator, supported by Unihoc, was ended in agreement with all parties by the 31.12.2013.

3.3 New committees

As a part of the re-organisation of the CB the Athletes' Commission has been activated and started working in a new pattern. The work of the ad hoc groups have been designed to support the strategic work of the CB. IFF has additionally as a part of the IOC Short List project appointed an Ethics Commission, which is to be confirmed by the IFF General Assembly.

3.4 IOC 50 Road Map

Based on the decisions of the IFF General Assembly 2012 and the 2nd Association Meeting 2013, the IFF has started the preparations for the IOC Short List application in 2015. As a part of the IOC Short List process the IFF CB has made an evaluation of the present IOC requirements for the IF's to be included on the Olympic Games. The new IOC president Mr. Thomas Bach has started a process to revise the Olympic Charter and the result of this process will be decided in December 2014. Based on the decisions, IFF has begun a cooperation with the company AdvSport, to ensure that IFF is ready for the application process in 2015, based on the present requirements.

As a part of the project to fulfil the IOC requirements, the CB has prepared and approved the following documents:

IFF Strategic Vision 2020—Half-Time Revision Update
IFF Code of Ethics
IFF Conflict of Interest Policy
IFF Good Governance Policy
IFF Guidelines for the Athletes Entourage
IFF Athletes Career Program
Social Media Strategy

Presently the main challenges for IFF is in the field of the universality of the sport, especially outside Europe. The IFF has worked on this issue and have maintained in contact with around 20 countries in Africa, the Americas, and Asia and Oceania, out of which Cameroon and South Africa has been approved as new IFF member associations during the period.

The IFF has been in close contact to the IOC Sports Department in order to follow-up on the development in relation to the requirements set for International Federations to seek participation in the Olympic Games.

3.5. Lobby work

The IFF CB has stressed the need to raise the awareness of the importance of Lobbying to the decision makers on a national and international level within the Floorball Community. The IFF representatives have been accepted and meetings have been held with most senior sports hierarchy and organisations during the period, showing that we have reached the stage of acceptance in the international sports family.

The IFF has produced a Lobby brochure— “Floorball the Sport to Play” and introduction letters related to this for the lobby work.

4. IFF Executive Committee (ExCo)

The composition of the ExCo has been:

Mr. Tomas Eriksson, President
Mr. Filip Suman, Vice president
Mr. Stephen King, AOFC President
Ms. Monica Bakke, Treasurer
Mr. John Liljelund, General Secretary

The ExCo has worked with international affairs and the cooperation with other sports authorities, also handling urgent daily business. The ExCo has also worked with a number of other projects in connection to the EOTO project, the Multi-Sport Games and the IOC Road Map.

The IFF ExCo has had four meetings during the period

Amsterdam	11.01.2013
Prague	16.08.2013
Copenhagen	09.05.2014
Solna	15.08.2014

4.1 Contacts to International Sport Federations

International Olympic Committee (IOC)

The IFF ExCo has had a number of meetings with the IOC Sports Department discussing the development of the sport and the way for IFF to move forward. Due to the IOC President's initiative, Olympic Agenda 2020, all processes have been set on-hold until the IOC Extra ordinary session in December 2014.

IFF has applied and been granted the revised IOC support for development projects and anti-doping education on a yearly basis as an ARISF member. IFF has provided all needed information to the IOC in a number of questionnaires regarding Women and Sport, Sport for All and matters related to Integrity in Sport.

IFF President Tomas Eriksson attended the 2014 Olympic Games in Sochi, Russia meeting a number of

IOC members, IF representatives and IOC Administration. Also during this event, Ms. Merita Bruun, who is responsible for the IFF Anti-Doping program, took part in the WADA Athletes Outreach as a part of the WADA crew.

SportAccord

The IFF has actively taken part in the SportAccord Convention and General Assemblies organised in St. Petersburg, Russia 2013 and Belek, Turkey 2014 and has held meetings with the SportAccord President Mr. Mariuz Vizer during the SportAccord Convention.

IFF has actively used the services of SportAccord provided to its members and, with their assistance has continued to work with two IFF YouTube channels via the SportsHub, which is a web portal for live images of a number of sports. The channels are used for live-streaming IFF Events as well as building a library of floorball videos accessible by all. IFF has also started the monetizing of the YouTube channels during Q3 of 2014.

IFF has continued discussions with SportAccord about the inclusion of floorball in the upcoming Urban Games organised by SportAccord. Additionally, IFF has participated in the Policy Advisory Board for the .sport domain, which SportAccord is seeking on behalf of the international sports community.

Association of IOC Recognised International Sport Federations (ARISF)

IFF has taken part in the activities of the ARISF and participated in the ARISF General Assemblies in 2013 and 2014. IFF has been able to apply for development support from ARISF and have received a total of USD 5,500 per year for 2013 and 2014.

IFF has also answered the extensive ARISF questionnaire to map the activities and operations of the member associations, which was reported during the ARISF General Assembly 2014.

International University Sports Federation (FISU)

IFF has continued the discussions with FISU officials about the possibilities to include Floorball in the Universiade. The issue is that the sport needs to be included as a demonstration sport for three consecutive Universiades, before it can be included as an ordinary sport.

IFF has negotiated the new version of the collaboration convention with FISU concerning the continued cooperation between IFF and FISU in the fields of University Sports and securing the continuation of Floorball in the World University Championships. The 6th edition was organised in Singapore, by the Singapore University Sports Council (SUSC), supported by the Singapore Floorball Association with 10 men's and 6 women's teams participating.

International Master Games Association (IMGA)

IFF had earlier agreed that floorball will be on the program of the IMGA World Winter Master Games 2015 in Italy, but due to financial problems in Italy, the Event was moved to Canada and it has been agreed with IMGA that Floorball will not be on the program there. Preparations for the European Master Games have started for 2019, when Floorball would be on the program.

International School Sports Federation (ISF)



The third World Schools' Floorball Championships were played in the Czech Republic in 2011 with 6 boy's teams and 5 girl's national teams participating. There has been no ISF Championships played after this.

International World Games Association (IWGA)

The IFF was approved as a member of the International World Games Association at the General Assembly in St. Petersburg 2013, after trying to become a member since 2004.

IFF had applied for the position as a demonstration sport in the Wrocław World Games 2017, but due to the IFF being accepted as a member of the IWGA IFF, Floorball could not anymore be a demonstration sport. Instead, IFF applied in November 2013 as an ordinary sport of the World Games. The

THE WORLD GAMES
WROCLAW 2017

IWGA first did not accept Floorball, but as Netball failed to comply with the IWGA requirements, Floorball was given a spot for six men's teams in the World Games 2017.

World Anti-Doping Agency (WADA)

The IFF has, during the period, actively worked with the preparations for the implementation of the new WADA Code 2015, which will come into force on the 1st of January 2015. As a part of this process the IFF has prepared a new version of the IFF Anti-Doping rules, based on the consultation with WADA and the SportAccord Doping Free Unit.

IFF has actively taken part in the WADA's Anti-doping work and commented upon the proposals for the new WADA Code and International Standards. The IFF has also participated in the IF's WADA symposiums organised in Lausanne in 2013 and 2014. The IFF Anti-doping & Information Manager, Merita Bruun, was elected to the WADA Education Committee for 2012-2015.

IFF has continued the with running of the Say No! to Doping campaigns in the IFF major events, and in line with the changed WADA requirements IFF is conducting an Athlete's Outreach during the Men's WFC 2014.

IFF also participated in the WADA Congress in Johannesburg, South Africa in November 2013.

5. IFF Appeal Committee (AC)

The composition of the AC has been:

Mr. Lars Granqvist, Sweden, Chairman
Mr. Tom Hedkrok, Finland, Member
Mr. Kjell Hovland Olsen, Norway, Member

Mr. Martins Jarohovics, Latvia, Substitute member
Mr. Juha Mikkola, Canada, Substitute member

The Appeal Committee has not had any cases to deal with during the period.

6. IFF Disciplinary Committee (DC)

The composition of the DC has been:

Mr. Ismo Haaponiemi, Finland, Chairman
Ms. Linda Noppa, Sweden, Member
Mr. Tomas Vaculik, Czech Republic, Member

Mr. Rainer Martiskin, Australia, Substitute member
Mr. Eero Piilokivi, Canada, Substitute member
Mr. Ralfs Svagers, Latvia, Substitute member
Mr. Rudolf Buri, Switzerland, Substitute member

The Disciplinary Committee has not had any cases to deal with during the period.

7. IFF Rules and Competition Committee (RACC)

The composition of the RACC has been:

Mr. Martin Wolmhed, Sweden, Chairman
Mr. Ari Vehniäinen, Finland, Vice-Chairman
Mr. Marek Budzinski, Poland, Member
Ms. Heidi Leb, Austria, Member
Mr. Sani Mohamed Bin Salim, Singapore, Member
Mr. Jan Jirovsky, Czech Republic, Member
Mr. Beat Wullschleger, Switzerland, Member
Mr. Michael Lachenmaier, Germany, Member
Mr. Emanuel Antener, Switzerland, Athletes' Commission Representative (since 2013)

Substitutes: Mr. Ramezanali Davalo (Iran), Mr. Andris Dzenis (Latvia), Mr. Victor de Bruin (Netherlands), Mr. Teo Turay (Slovakia), Mr. Tamuz Hidir (Ukraine)
RACC Jury person: Mr. Eski Kyyhkynen (Finland), Ms Zane Klabere (Latvia), Mr. Magnus Nilsson (Sweden)
Office responsibility: Mr. Stefan Kratz and Ms. Sarah Mitchell

The main tasks during the period have been to work with the development of the IFF competitions, the Game Rules Edition 2014 and updating regulations.

7.1 International Competition Calendar

During 2013-14, the implementation of the revised competition structure continued. For Adult WFC events all registered teams, apart from the organising country, are now required to participate in regional qualification tournaments. This was first introduced for the Men's WFC 2014 qualifications held in January/February and received very positive feedback from all teams. This system will continue in 2015 for the Women's WFC and onwards. For U19 WFC events, regional qualifications were held for the Men's U19, while the number of teams registered for the Women's U19 event meant that no qualifications were necessary.



The EuroFloorball Cup continued in 2013-14. The EFC suffered from a low level of interest in 2013, however, a positive increase in the number of registered teams for the 2014 event meant that qualifications for both the men and women were held, and there is already interest from several organisers for the 2015 events.

The Champions Cup continued in 2013-14. The Champions Cup Steering Committee addressed the future of the event discussing several different options of how it will proceed in the future. The decision has been made to continue with the event in a re-modelled structure where the tournament is played Friday-Sunday but still with 6 Men's and 6 Women's teams, including the winners of the previous year's EFC.

During the period the RACC has been the Jury in the following IFF Competitions:

Men's WFC, December 2012 in Switzerland

Women's WFC Qualifications, January/February 2013 in Canada, Korea, Latvia & Poland

Men's U19 WFC, May 2013 in Germany

Champions Cup, October 2013 in Finland

EuroFloorball Cup Final round, October 2013 in Slovakia

Women's WFC, December 2013 in Czech Republic

Southeast Asia Games, December 2013 in Myanmar

Men's WFC Qualifications, January/February 2014 in Poland, Slovakia, Latvia, Netherlands, New Zealand

and Canada

Women's U19 WFC, May 2014 in Poland

World University Championships, June 2014 in Singapore

EuroFloorball Cup Qualification, August 2014 in Poland

Men's U19 WFC 2015 Qualifications, September 2014 in Spain

Champions Cup, October 2014 in Switzerland

EuroFloorball Cup Final round, October 2014 in Norway

Other tasks for the RACC has been to follow up on International Transfers, Competition Regulations, Regulations for Friendly Internationals, preparation work for coming IFF events including technical inspections and implementing the changes of the Game Rules, with the new 2014 edition of the Game Rules coming into force from the 1st of July 2014.

7.2 World Floorball Championships

In 2013 a new playing system was introduced for the Adult WFC. The new system still has 16 teams which are divided into 4 groups based on ranking, but now teams ranked 1-4 & 5-8 are balloted to groups A & B and teams ranked 9-12 & 13-16 to group C & D. In addition there is a new first play-off round, giving more teams the possibility to play in the quarter finals.



Since 2014 the new regional qualification system has been introduced, whereby all teams, apart from that of the organiser, must participate in regional tournaments to qualify for the Final Round. The quota for the participating teams by continent started in 2010 and is based on the number of registered teams, using a deviation factor of 16 equalling the number of participating teams, and thereby determining the continental quota. This is now changed to be the preliminary quota and the actual quota will be fixed based on the registered participating teams.

7.3. Game Rules

IFF has changed the Game Rules in accordance with a four year cycle, where the new edition of the Game Rules came into force from the 1st of July 2014. The IFF Rule Group, headed by Mr. Martin Wolmhed started its work in 2012, asking the member associations and other stakeholders, including the Athletes' Commission members, for proposals to change the existing game rules. The Rules Group received a total of 83 proposals.

During the 2012-2013 season, the proposed rule change to allow the receiving of a foot pass was tested by different member associations, and the result was positive and the change was implemented in the 2014 edition.

7.4. Champions Cup

Based on the solution made to secure the future of the European Club competition, the Czech, Finnish, Swedish and Swiss Federations together with IFF built a new top level competition in the form of the Champions Cup. The first agreement was made for the period 2011-2014. The CC tournament was played with the national champions of Czech Republic, Finland, Sweden and Switzerland and the winner of the new EFC (best seeded team outside the four countries) and a 2nd team from the organising country. The third and fourth editions of the Champions Cup have now been played - in the Tampere, Finland in October 2013 and in Zurich, Switzerland in October 2014.

The system with a second team from the organising country has also been implemented in the EFC final round and from 2013 also in the EFC qualification round.

The negotiations for the 2nd phase of the Champions Cup has been ongoing for the last year and now it has been agreed that the Swiss Federation will not organise a Champions Cup event, but will still have Swiss Teams participating in the tournament. The format of the tournament will change to a three day tournament, with quarter finals, semi finals and Finals. Some major improvements has been proposed for the marketing of the Event and the brand building process.

7.5. IFF materials in the competitions

IFF is delivering flooring, rinks and goals to IFF major events - WFCs, Champions Cup and EFC Final Round. The transportation has been arranged so that the organisers of the events have secured storage facilities and the materials are delivered from one competition to another in order to save unnecessary transportation costs.

7.6. IFF Event Management Tool

IFF, with Finnish company OnlineDynamics, has started to build an interactive web-based Event Management Tool for the bid process and the management of the main event preparations. The first module for the bid process and the evaluation of this has been finalised and the work of building the Master task lists have started.

8. IFF Referee Committee (RC)



The composition of the RC has been:

Mr. Klaus Koskela, Finland, Chairman
Mr. Daniel Bollinger, Switzerland, CB liason
Mr. Lukas Gyger, Switzerland, Vice-chairman
Mr. Pierre Boudville, Singapore, Member
Mr. Radek Hora, Czech Republic, Member
Mr. Mats Öster, Sweden, Member
Ms. Birgitta Radacsi, Hungary, Athletes Commission representative (since 2013)
Office responsibility: Mr. Veli Halonen

The RC has been involved in appointing referees to all IFF events and friendly Internationals, and to observe and educate the international referees during these events. The RC has also given support to the Office in the preparation for the Development Program Materials.

The IFF RC has been concentrating on the process of how to create better international referees and build a more effective system to manage them. The focus has been to build a five year plan, based on long term planning, that has been introduced in the referee sector. The plan will be reviewed for the next five years period.

Due to the introduction of the new international competition calendar, the nomination procedure for International Referees was changed. The referees are now nominated for two calendar years and the referees are given the possibility to specialise in either men's or women's games. The new nomination system started from the beginning of 2011. The last nomination period was for 2013-2014 and the proposed referees for the new 2015—2016 period were approved by the IFF CB in its meeting in November 2014. The number of countries nominating referees and the total number of International Referees has increased.

The RC started a referee development group in the beginning of 2011 and from that group the RC has been able to promote nine new referee pairs to the IFF ordinary referee group. The development group has turned out to be a cost-efficient way to educate the referees from new IFF member associations. The IFF provides the observations and education and the national associations have covered other costs.

The RC has struggled with the number of female referees and has also had co-operation with other sports to try to find solutions, but it seems that all the major team sports are facing similar problems. Despite the difficulties of this, the RC has continued its work during the last two years to increase the number of female referees and there are now five female international referee pairs.

The RC has, with the initial support of the Swiss Federation, started the use of headsets for the referees at the main IFF Events, in order to enhance the level of the refereeing. IFF has now purchased four sets of their own.

9. IFF Medical Committee

The composition of the Medical Committee has been:

Dr. Walter Frey, Switzerland, Chairman
Dr. Tiina Nylander, Finland, Vice chair
Dr. Lars-Erik Bartels, Denmark, member
Dr. Liene Kozlovskā, Latvia, member
Dr. Patricia Wallace, Australia, member
IFF Office member: Ms. Merita Bruun

The IFF Medical Committee is acting as the IFF TUE committee, being responsible for granting Therapeutic Use Exemptions to floorball players that are required to take prohibited medication. In addition the IFF MC functions as an expert group when renewing the IFF Anti-doping rules and other practices regarding the Anti-doping work, i.e. the Registered Testing Pools and Test Distribution Plan (TDP). The IFF MC is also involved in other fields which concern the promotion of athletes' health.

The Medical Committee is involved in the communication with and feedback given to WADA. The Medical Committee prepares Anti-doping materials, e.g. the Anti-doping Guidelines for IFF Events and the Anti-doping part of the IFF Handbook for organisers.

Injury reporting in floorball

IFF has taken a new step and has collected statistics of floorball injuries in Adult WFC & Champions Cup events since 2012. The aim is to gain further knowledge of the typical injuries in floorball in order to prevent the injuries and to be able to compare the statistics with other sports.

The IFF Medical Committee has launched the Injury reporting system and injury reporting template, the Injury Form Floorball (InFo Floorball). The system is based on the common reporting methods and criteria of other sports and the IOC. The IFF tested the injury reporting system for the first time in the Champions Cup 2012 and has continued with it since then. Discussions with the Finnish UKK Research Institute have started in order to prepare research studies based on the collected materials in the end of 2014.



10. IFF Athletes Commission (ATC)

The Athletes Commission (ATC) was reorganised after the 2012 General Assembly with the election, by the IFF CB, of the Commission Chair who also has an ex-officio position on the IFF CB. Representatives

from the ATC are now included in both the Referee Committee and the Rules and Competition Committee. In the last period, the ATC members have been consulted on the changes to the Game Rules, have contributed to the Athlete's Blog on the IFF website and have been involved in the development of the IFF Athlete Career Program.

The first ever Athletes' Commission meeting was held in Finland in May 2014 in conjunction with the IFF CB Meeting.

The Commission Chair (and CB member) responsible for the Commission was: Mrs. Magdalena Kotikova (CZE) and the office responsibility was with Ms. Sarah Mitchell.

Based on nominations sent in by the IFF's Member Associations, and voted on by the athletes at the Men's 2012 World Floorball Championships (WFC) and the Women's 2013 WFC, the Athletes Commission comprise of Mrs. Magdalena Kotikova (CZE), Mr. Karl-Johan Iraeus (formerly Nilsson) (SWE), Mr. Mika Kohonen (FIN), Mr. Andis Blinds (LAT), Ms. Brigitta Radacsi (HUN), Ms. Josefina Eiremo (SWE), Ms. Eliisa Alanko (FIN) & Mr. Emanuel Antener (SUI).

The positions for the male representatives of the Athletes' Commission will be voted on by the athletes, during the WFC 2014 in Gothenburg, Sweden.

11. IFF Equality Function



The IFF established the Equality Function in 2009 in order to secure and promote the equality between gender, nationality, religion etc. so that all floorball enthusiasts have the possibility to equally participate in the sport. With the change of the working pattern of the CB the function has been lead from the IFF office by Ms. Sarah Mitchell.

As a part of the preparation for the Women's WFC 2015, IFF continued a co-operation that was started between the EuroFloorball Tour countries (CZE,

FIN, SWE, SUI) to build a series of modules for the promotion of girl's and women's floorball. The result of this work has been the introduction of the IFF GoGirls! Floorball project which was launched at the Associations Meeting held at the WFC in Ostrava in 2013.

The GoGirls! Floorball offers materials for players, coaches, parents, local organisations, clubs and national associations that give advice and ideas on how to increase the number of girls and women in Floorball. The aims of the project are to provide information on how to get girls playing, how to teach them to play, and how to keep them involved. In the lead-up to the Women's WFC 2015 in Finland there will be greater focus from the IFF on this project.

IFF participated in the International Working group for Women in Sport's Congress in Helsinki with a wall presentation on how IFF is promoting female Floorball through the GoGirls! Project. IFF is also preparing a new document for the Equality Function and the IFF directions in this field, which will be ready by Q1 2015.

12. IFF ParaFloorball Function

The ParaFloorball function has been lead from the IFF Office by Ms. Merita Bruun.

The purpose of the IFF ParaFloorball Function is to coordinate and promote the activities of the different versions of floorball played by disabled athletes. It was originally established by the IFF Central Board in December 2010 in order to coordinate and cooperate with the different international organisations that have floorball for the disabled on their program. The IFF ParaFloorball Function follows the IFF mission promoting all versions of floorball being played.

The IFF currently cooperates with three international organisations that have floorball on their program,

the Special Olympics (SO), the International Committee of Electric Wheelchair Hockey (ICEWH) and the International Committee Wheelchair Floorball (ICWH). More information and current updates from the different ParaFloorball sports is found on the IFF website under ParaFloorball.

Special Olympics (SO)

Special Olympics is the largest sports organisation for persons with Intellectual Disability with more than 3,7 million officially registered athletes and 0,5 million coaches in 183 countries in all Regions of the World. Special Olympics includes 33 different sports—26 summer & 7 winter sports, with floorball being the youngest sport in this long list.



IFF and the Special Olympics signed the Proclamation for partnership during the IFF General Assembly 2011. SO floorball demonstration matches have been played in many IFF Events since 2010 and in 2013 SO floorball was a demonstration at the Special Olympics World Winter Games for the first time. In 2014 Special Olympics Floorball received the official Special Olympics World Games status and SO Floorball will be an official sport in the Special Olympics World Winter Games held in Austria 2017.

International Committee of Electric Wheelchair Hockey (ICEWH)

ICEWH belongs to the sport section of the International Wheelchair & Amputee Sports Federation, IWAS and is the International head organisation of Electric Wheelchair Hockey Floorball (EWH). Electric Wheelchair Hockey Floorball is a sport for people in motorised wheelchairs. EWH is played on an area approximately the size of a basketball court with a surrounding barrier. EWH Floorball demonstration matches have been played in many IFF Events since 2010

International Committee Wheelchair Floorball (ICWH)

ICWH was established in 2012 with the aim to spread and develop the sport further. At the moment six countries are participating in the ICWH events. Manual Wheelchair Floorball is played almost with the same rules as floorball, 5 versus 5 plus goalkeepers. Manual Wheelchair Floorball demonstration matches have been played in some IFF Events.

13. IFF Marketing Function

The composition of the Marketing function has been:

Mr. Filip Suman, Czech Republic, Chairman

Mr. John Liljelund, IFF Secretary General, Member

The IFF Marketing function has continued the work related to the positioning of Floorball and increasing the visibility and sales value of Floorball in the market in close cooperation with the Core Country Marketing Network group, in order to be able to have the same sales arguments for the floorball community on a global level. The Marketing Network Group has convened three times during the period.

One of the key objectives during the past two year period has been to find ways of enhancing the brand value for floorball. The IFF CB approved the new floorball Corporate Identity for the WFC 2013 and all IFF events from there onwards. This together with the marketing slogan - One World One Ball - which has been used widely to illustrate floorball, IFF is trying to keep focus on the sport for all the Events.

The system for partners has been divided into a four level system, where the Floorball Material Sponsors are on the lower first line, and then there are Partners, Main Sponsors and a Title Sponsor. Based on the fact that the co-operation with Infront gave only limited income for IFF, the approach has been for the coming two year period to work with a new approach, where the organisers of the main events are given all the wholesale rights, apart from the existing IFF Partners, and IFF then collects a provision from the organiser in order to secure that there is only one sales organisation in the market.

The Marketing function is working on the process of signing new sponsor agreements for the floorball Material, Apparel and Flooring fields, for the period from 2015—2018.

The Core Country Marketing Network group has been working on a proposal for how to better sell the marketing rights of the sport. The proposal will be finished in the beginning of 2015.

13.1 Partnership Agreements

UNIHOC

The IFF and UNIHOC signed a new partnership agreement in January 2011 for the years 2011 – 2014 in order to develop floorball worldwide. UNIHOC is the IFF's official material provider, including sticks and goalie equipment. UNIHOC provides the official IFF Event ball and material needed for the IFF Development work.



The agreement with UNIHOC has made it possible for IFF to build a solid foundation for the IFF Events, when all the championships have the same look and feel when it comes to floorball equipment, flooring and apparel. The parties have together executed a naming competition for the CR8ER mascot in our social media channels and tried to find other forms of co-operation to continue developing the sport.

ASICS

ASICS and IFF signed a new apparel sponsor contract in 2011 until the end of year 2014. This sponsor contract gives the IFF the possibility to continue having the same look and feel for the international referees and has made it possible to support the major event organisers with materials. IFF has also given the ASICS the right to introduce the IFF WFC Most Valuable Player (MVP) ASICS Golden Shoe award for the WFC MVP, which is given in both Men and Women WFC's to the MVP player.

ASICS is supporting the IFF Mobile Event Application in Guess the Winner module.

Gerflor

Gerflor continues to be one of IFF's material partners in the field of the official certified floorings in IFF events. The contract between IFF and Gerflor lasts for a period of four years, until December 31st 2014.

Swerink

IFF signed a separate agreement with Swerink, continuing the co-operation for the use of the official IFF Rinks in IFF events each year since 2006. IFF and Swerink has started a much closer cooperation, in which Swerink has supported member associations and clubs by selling them used and renovated floorball rinks. The agreement with Swerink is signed for the years 2011-2014.

13.2 TV and Internet TV

The function has concentrated on building guidelines and increasing the television visibility of floorball, based on the principle of distributing as many televised matches as possible at a fairly reasonable price to the member associations. This approach has given a good result from the World Floorball Championships, with visibility in over 8 countries and Eurosport. Unfortunately Eurosport has decided not to broadcast the WFC due to other engagements since 2013. IFF has signed a cooperation agreement with the National Broadcasting Company YLE, to secure visibility of IFF owned TV matches from the WFC and the Champions Cup.

IFF is trying to offer the matches produced from the WFC's from the group games free of charge to the nations playing, in order to build the relationship with TV.

IFF has in cooperation with the organiser during the two year period produced Internet-TV from all the major events, in order to satisfy the need of the fans of our member associations public, who do not have the possibility to view the matches on national or international TV. As a part of building the brand of floorball, IFF has participated in the SportAccord SportsHub project on YouTube, where IFF now have two of their own channels for the IFF Video archive for all televised and streamed matches from the IFF Events. These floorball videos can be freely used by the whole floorball family. The aim is to have the member associations providing videos for the YouTube IFF Channels, in order to spread the sport. IFF is working in order to be able to secure the live streaming of all Major IFF Events (Adult WFC, U19 WFC, CC and EFC Final round) over the internet. The IFF member association are entitled to stream their own events free of charge on the IFF channels.

As a new initiative the Core Country Marketing Network group has started the plans to build a Floorball TV magazine to increase visibility of Floorball in the medias.

14. IFF Development Function



The Development function has been run by the IFF Office by Mr. John Liljelund, IFF Secretary General.

The Development function has during this period, in close co-operation with the respective committees and functions and the IFF Office, focused on developing the IFF members and gaining new member associations. The work to strengthen the development of the IFF member associations started in 2005 through the IFF Development Program Seminars.

IFF has during the period worked with the evaluation process of the

Floorball Development Seminars and the need to have more tailor made solutions for the countries. The interest towards the seminars has again increased and new discussions are ongoing for new seminars.

IFF is starting a cooperation with the Swiss volunteer organisation Strassenkinder4Floorball to spread the sport to South America and to try to build member associations from these projects.

IFF has also supported the development of the on-line Floorball Drill Animation tool XFball, which is created by the Swedish Company XFball. The IFF is preparing to include the tool in the IFF School Curriculum IFF is presently working on.

In addition IFF has worked together with Peace & Sport to build a Floorball section in their Adapted Sports

manual, in which youth in crisis environments are told how to find means to do sport.

14.1 Development Program

The aim with the Floorball Development seminar is to give the participants the needed tools to 'train the trainers' in their respective countries after the seminar. The participating associations build up a two year development plan during the seminar, which the IFF then monitors.

The seminar is built on three different blocks, one for Organisation, one for Coaching and one for Refereeing all aiming to give additional knowledge to the associations and assist them in planning and managing the development in their respective country. The seminar is a three/four day event consisting of theoretical lectures, practical training sessions, group work and hands-on training and observation. The structure of the Development Seminars has been reviewed and a new approach has been taken with more customer-focused solutions for a single country workshop.

The Development Coordinator, supported by the IFF Office has worked on the update of the seminar materials and building an easy start kit for people introducing floorball for the first time.

The first pilot seminar was held in Eger, Hungary in December 2005. In 2013—2014 there has been Development Seminars organised in Austria, China, India, Poland, and Singapore. In addition separate country-specific workshops or smaller scale seminars have been organised in Canada, China, Jamaica, Luxembourg, New Zealand and Slovenia. In addition a seminar has been conducted for the Special Olympics Europe in Lichtenstein, in connection to the SO Floorball tournament.

The IFF has also supported Floorball Canada, Floorball Germany and the Spanish Floorball Federation in their internal projects to spread floorball in their countries. These three projects are run in co-operation with the IFF Development Board.

14.2 Material Support for new Floorball countries

The IFF has been in the position to support new and growing floorball countries as they strive towards developing their floorball activities by providing them educational material and guidelines as well as floorball equipment.



Floorball equipment support packages have during the two year period been sent to 29 countries :Angola, Austria, Bangladesh, Cameroon, Chad, Chile, China, Columbia, India, Iran, Ireland, Israel, Korea, Laos, Liberia, Liechtenstein(Special Olympics), Mexico, New Zealand, Portugal, Philippines, Romania, Singapore, Slovenia, Uganda, Ukraine and USA. The total amount of sticks has been 1810, balls 1240, tool bags 32 and 22 goal-keeper's equipment sets.

IFF has in addition supported the South-East Asian Games,

played in Myanmar, where Floorball was a demonstration sport with a Floorball Rink.

IFF has also set up a system for renting old Floorball rinks to member associations, based on a nominal rent for the period of two years. Presently IFF has deployed rinks in the following countries: Iceland, Indonesia, Korea, New Zealand, Philippines, Singapore and Ukraine.

IFF is very thankful for the support of UNIHOC, which has made this material support possible.

15. IFF Information function

The Information function has been run from the IFF Office by Ms. Merita Bruun

The IFF Information function aims to inform about the IFF member associations and the wider floorball community as well as other IFF stakeholders and partners about activities such as Events, Rules, Decisions etc. The main IFF Information channels are: IFF website, IFF Newsletters, IFF Information materials as well as the Issuu web publications and IFF Social Media channels.

The Information Function has prepared a Social Media Strategy for the IFF in 2014, as a part of the EOTO project. In addition the Information function has built official guidelines for the Social Media usage.

15.1 IFF Website (www.floorball.org)

A new layout was launched and new features were added to the official IFF website in Autumn 2013 with more focus on still and moving picture, social media channels and ongoing events. Since then all the latest #floorball tweets, IFF flickr photos and YouTube videos are found on the IFF front page.

A live results slider was also included on the top of the page, from where visitors can follow live events or access the online match record or rosters.

The total number of users 2013 (1.1.2013-31.12.2013) on IFF's website was 268 460 and sessions was 721 737. The total number of users until October 29 in 2014 (1.1.2014-29.10.2014) was 204 935 and sessions 508 243.



The number of visitors during the IFF Events in 2013 + WFC 2012 (highest number users/event):

- Men's WFC 2012 (28 394 on December 6th)
- Women's WFC Qualifications 2012 (19 629 on February 2nd)
- April Internationals weekend (8 721 on April 28th)
- Men's U19 WFC 2012 (14 859 on May 12th)
- September Internationals weekend (6 873 on September 14th)
- Champions Cup 2013 (9 407 on October 3rd)
- EFC 2012 (3 419 on October 10th)
- November Internationals weekend (6 684 on November 2nd)
- Women's WFC 2013 (16 470 on December 9th).

The number of visitors during the IFF Events in 2012 (highest number of users/event):

- Men's WFC Qualifications 2014 (19 576 on February 1st)
- April Internationals weekend (7 464 on April 27th)
- Women's U19 WFC 2012 (7 738 on May 4th)
- Men's & Women's World University Championships 2014 (5 133 on June 19th)

- Men's U19 WFC Qualifications (3 536 on September 7th)
- September Internationals weekend (3 540 on September 14th)
- Champions Cup 2014 (8 150 on October 4th)
- EFC 2014 (3 751 on October 11th)
- November Internationals weekend (10 852 on November 2nd)

Champions Cup website

Since 2012 the Champions Cup website has been launched under the IFF domain in cooperation with the local organisers. Each year some changes have been made to the CC page content.

15.2 IFF Newsletters

Starting from 2006 the IFF has sent out Newsletter including the most important decisions made by the IFF Central Board, the upcoming IFF events and other interesting floorball news from around the world. The IFF sends out approximately 20 Newsletters per year and there are currently over 1000 IFF Newsletter subscribers (November 2014).

15.3 IFF Social Media channels

Facebook:

IFF opened its Facebook page (www.facebook.com/iff.floorball) on 1st of August 2009 and at the moment there are over 28 800 floorball fans following IFF on Facebook (November 10th 2014). The IFF Facebook page is updated with IFF news, interactive event pages, videos and photos.

Twitter:

IFF opened its Twitter feed (www.twitter.com/iff_floorball) on 12th of October 2009. At the moment (November 10th 2014) there are over 6 360 followers. Some IFF facebook posts (links, videos) are automatically shown on IFF Twitter feed and #floorball tweets show on IFF website.



Flickr:

IFF opened Flickr photo account (www.flickr.com/photos/iff_floorball) on 1st of August 2010 and at the moment (November 10th 2014) there are 28,785 photos from different IFF events.

Instagram:

IFF opened the Instagram account http://instagram.com/iff_floorball in December 2013. At the moment (November 10th 2014) there are around 1 320 followers.

YouTube:

IFF first opened a YouTube video channel (www.youtube.com/iffchannel) in December 2009, and in April 2012 a second channel was added. The second channel allows for streaming from two venues simultaneously, making it possible to live stream all matches from the major IFF events.

Great efforts have been made over the last year to increase the visibility and awareness of the YouTube channels, as well as working to increase the utilisation of the, now, two channels. The number of registered users, uploaded videos and video views has grown immensely over the last two years.

IFF Channels (Channel 1 & Channel 2)

2013

Subscribed users: 2,377

Uploaded videos: 739
Video views: 850,753

2014 (31st October)
Subscribed users: 13,648
Uploaded videos: 1,778
Video views: 3,271,237

More information on YouTube and internet TV can be found under point 13.2.



16. IFF Information & Development material

As a part of the service to the member associations IFF has continued producing new materials and existing materials have been translated into different languages for floorball development purposes. All the educational written materials are free to be downloaded from the IFF webpage, and most of the materials are also published in an easy read version on *issuu* (http://issuu.com/iff_floorball).

16.1 Information materials

The **Floorball flyer** includes general information about floorball

and the International Floorball Federation and can be downloaded from www.floorball.org. The latest version of the flyer will be ready in the beginning of 2013.

The **This is Floorball Silver edition** was published at the end of 2011 and presents the development of floorball and the floorball player profiles from the beginning, the past and the present, giving a face to floorball.

16.2 Education materials

The Floorball Youth Start Up Kit aims to help teaching young players and is available in many different languages.

The IFF Coaching Material is built on three different levels based on the development of the players, which helps the coach to plan practices in the most efficient way for players of all skills. IFF has, as a part of its Development program, produced three English coaching manuals: i) **Teaching Individual techniques and tactics in Floorball**, ii) **Team Tactics**; and iii) **Special Situations**.

The material **Learn—Start—Play**: Learning the game, starting up the organisation and playing in different ways - gives hints and guidelines how to start playing, finding or building materials and how to work with clubs and associations.

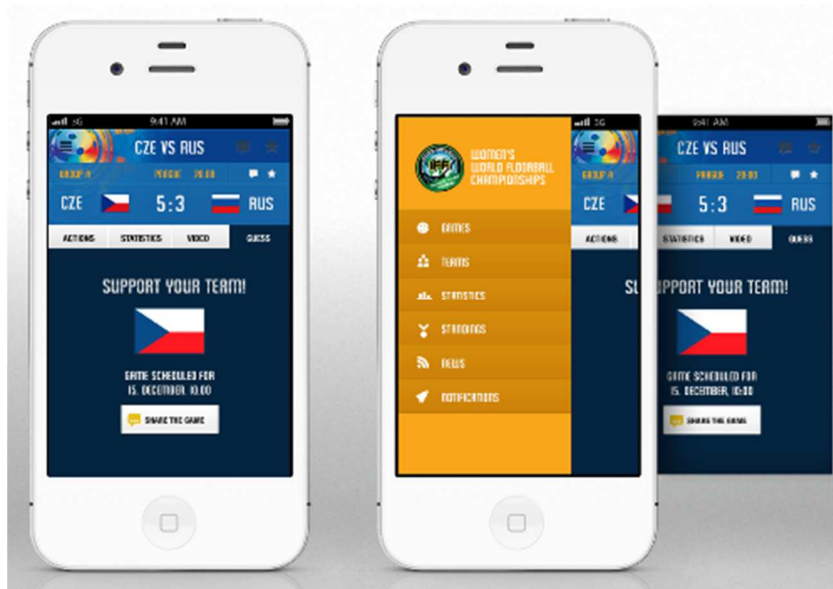
Coaching DVD's for Individual Technique and Goalkeeping. The coaching DVD's include Guidance for players and coaches, as well as practical drills. Two DVD's are available with English commentary and subtitles in: French, German, Italian, Spanish, Portuguese, Russian and Japanese (only individual technique DVD).

Basic referee education material. The material is meant for basic training and will give more tools for the referee trainers when training referees. The material is available in French, English, Slovenian, and Spanish. It can be downloaded as PDF or PPT from the IFF webpage under Materials. The

IFF has also launched a new referee educational video with clips from actual playing situation. The copies for the IFF member associations will be delivered by the end of year 2014.

GoGirls! Floorball material includes information for players, coaches, parents and organisations on how to increase girls and women's participation in floorball. It offers materials that help to understand girl's participation and how to encourage it. There is information about how to design programmes specifically for girls and tips for parents and coaches. All the material can be downloaded in PDF from the IFF webpage under Development.

16.3 Other materials



IFF Mobile applications

The IFF launched the IFF Events mobile app for iOS and Android in 2012. The mobile application is created by a Czech company OK System and includes all the latest updates and statistics from the ongoing IFF Events (WFC, U19 WFC and Champions Cup), the IFF news as RSS feeds and links to the IFF social media channels. The users can guess results and win prizes.

IFF, together with the Finnish Floorball Federation published a Floorball Points Master application for a recreational form of floorball for the iOS, Android and Windows.

17. IFF Development Board

IFF Secretary General, Mr. John Liljelund, has been responsible for all questions related to floorball material and the Material Approval system.

The main work has been the following-up of the Material Regulations, which involved several meetings with the Swedish Testing and Research Institute (SP) and the Czech Test Institute ITC as well as with the manufacturers of floorball equipment. During the period a new version of the Material Regulations have been published and were in force from 01.07.2014, for the next two year period.

Together with the Development Board, IFF is also conducting a test for the use of over-length sticks for players taller than 190 cm in the top leagues 2012-2013. The system has now been used for the third year in a row, with good feedback from the players describing that their health problems have been reduced significantly due to the possibility to use longer sticks. Evaluation of this test will be made after the season 2014-2015.

IFF installed a Floorball Manufacturer Village also at the Champions Cup 2013 and 2014, in order to give the manufacturers a fair possibility to show their products to the floorball community.

18. IFF Anti-Doping work

With the revised World Anti-Doping Code will take effect January 1, 2015 and a series of steps have been and are to be taken by all signatories in order to implement the Code.

The IFF Central Board approved the IFF Anti-Doping Regulations 2015 on October 14th 2014. The IFF Anti-Doping Rules are adopted and implemented in conformance with IFF's responsibilities under the Code, and are in furtherance of IFF's continuing efforts to eradicate doping in the sport of floorball.

Testing

The IFF has conducted doping tests in the IFF events (WFC, U19WFC, CC, EFC) and also conducted Out-Of-Competition (OOC) testing. The IFF annually collects, publishes and reports to WADA the doping tests conducted in floorball (found on www.floorball.org under Anti-doping). The IFF has also actively taken part in the events and consultation rounds arranged by WADA and in the process of renewing the WADA Code and the International Standards.

The IFF Registered Testing Pool (RTP) system built in 2009 has continued. The RTP system is built on a pyramid approach, with both individual whereabouts collected from the top athletes and team whereabouts collected from the top 4 national teams. The whereabouts are collected for the purpose of efficient test planning. The IFF uses the WADA's Web-based database management system, Anti-Doping Administration & Management System (ADAMS), which was developed for the purpose of coordinating anti-doping activities and to provide a mechanism to assist stakeholders with their implementation of the Code. The IFF uses Adams for the management of daily anti-doping activities such as TUE's and Whereabouts.

Anti-doping Information & Education

The IFF Anti-doping work relies much on providing relevant information to the IFF member associations and the IFF webpage is regularly updated with information about Anti-doping. The IFF also informs its member associations through the IFF Newsletters, the IFF Anti-doping Guidelines and IFF Development seminars.



The IFF has continued to increase its Anti-doping Education and Information activities. The IFF *Say NO! To Doping* campaign, which was launched in partnership with the World Anti-Doping Agency (WADA) in the Men's WFC 2010, has continued and been implemented in the following IFF Events:

1. Men's 8th WFC 2010, Helsinki, Finland, December 4th - 11th 2010
2. Men's 6th U19 WFC 2011, Weissenfels, Germany, May 3rd - 7th 2011
3. EFC Qualification 2011, Vrhnika, Slovenia, August 24th - 28th 2011
4. EFC Qualification 2011, Ciampino, Italy, August 31st - September 4th 2011
5. Champions Cup 2011, Mlada Boleslav, Czech Republic, October 4th - 8th 2011
6. Women's 8th WFC 2011, St. Gallen, Switzerland, December 4th - 11th 2011
7. Women's 6th U19 WFC 2012, Nitra, Slovakia, May 1st—5th 2012
8. Men's 9th WFC 2012, Bern & Zurich, Switzerland, December 2nd— 9th 2012
9. Women's 9th WFC 2013, in Brno & Ostrava, December 7th-15th 2013
10. Men's 10th WFC 2014, Gothenburg, 5th—14th of December 2014

For the IFF *Say NO! To Doping* campaign the IFF has produced the SNTD flyers, SNTD balls, the SNTD wrist bands and beanies as well as the WADA Dangers of Doping leaflet. The IFF is also promoting the other WADA Information & Education tools and resources like WADA Coach True and the Athlete Anti-Doping Learning Program ALPHA.

In WFC 2014 the IFF will run an Outreach program for all teams taking part in the WFC 2014. All floor-ball players at the WFC 2014 are to complete the WADA Quiz of 10 questions during the event and the teams will also be asked a couple of questions concerning previous Anti-Doping education. The aim is to provide information to the athletes and to educate them during face to face interaction. In addition the goal is to gather information and analyse the current situation to be able to target the right athletes.

19. IFF Competitions

19.1 License System for IFF Member Associations

The IFF General Assembly in Prague 2008 approved the new License system implemented for the IFF Member Associations participating in the IFF events. The License system was created in order to direct



the Member Associations to develop their own organisations, rather than only participate in International Events. The most important reason is that IFF's responsibility is to secure the level and the quality of the sport and to treat all members equally.

The License system was implemented after the 2012 Men's World Championship and the IFF administration have since then focused on strengthening the member associations' operations. IFF has aimed to find different solutions to help the member associations to find the best solutions for the national implementation of the requirements. All teams participating in the WFC 2014 must have fulfilled the requirement of the License system by end of October 2014. The IFF will set up a archive of proposals and solutions made by member associations, in order to follow the principle - *Each one - Teach one*.

19.2 IFF Statistic Software

The IFF Statistic Software has been used in IFF events since WFC 2007. All the matches on IFF events can be followed live through the on-line match records of the software and the software provides tournament statistics on the web. The software has also made it possible to have all the statistics from IFF events gathered in one place. The software is now used in every IFF event—in 2013-14 there were 22 IFF events, with a total of 415 matches (160 in 2013 & 255 in 2014).

In addition to this, the member associations are using the software for the international tournaments. The use of IFF Statistic Software in international tournaments started in 2008, when the IFF on-line match records were used in 38 matches of total 128 played international matches (30%). In 2012, the use of the software reached 100% - 82 played international matches. For the period 2013-14 there were 187 international matches hosted by member associations and all included in the IFF online statistics system.

The IFF Statistic Software has continuously been developed in order to better meet the wishes of the IFF and the member associations. Modifications are constantly being made to how the tournament information, results and statistics are gathered and then displayed on the IFF website. Changes are often implemented to reflect the changes in competition regulations and how results are calculated. During the last period, new features have been added to the system to enable easier use by the match secre-

tariat. There have also been some changes made to optimise the statistics system for use with the IFF mobile application.

The next major step will be the introduction of a printed match record that can be generated directly from the statistics system, thereby doing away with the current written match record.

19.3 IFF Accreditation system

The IFF Accreditation system has been used since EFC 2009, and since then every organiser has used the program at major IFF events. The IFF Accreditation Program is a Microsoft Excel-tool, which is designed to produce the accreditation cards for IFF events. The accreditation cards (ID-badges) are used for the identification of persons and for the control of different persons' movement in the IFF events.

Most of the functions in the IFF Accreditation Program are the same for every event, but there is also editable functions, which give the accreditation card a specific look in each event. The IFF assists the organisers by creating the basic accreditation file for the tournament, and then the IFF creates ready-to-print files for the organiser.

In the last period, the IFF has seen an increase in the number of organisers who are choosing to use their own accreditation system (based on the requirements of the IFF). New software programs and online systems mean that, mainly the larger event organisers, are looking at alternative systems which are integrated with, for example, their volunteer management system.

The IFF has also investigated different accreditation systems, however, the large financial outlay that would be required for these systems is simply not available at present. The IFF will continue to offer the excel tool for accreditation to all IFF event organisers (free-of-charge), but will also work with organisers who choose to implement their own systems to ensure that all of the requirements of the IFF Accreditation system are met.

19.4 World Championships

Men's 9th World Championships 2nd—9th December 2012 in Bern & Zurich, Switzerland

This tournament was played with 16 teams divided into 4 groups via a ballot system. 5 teams were directly qualified to the tournament, based on the results from the 2010 WFC, and 23 teams played the qualification tournaments to determine the 11 remaining places.



Final standings: 1) Sweden, 2) Finland, 3) Switzerland, 4) Germany, 5) Norway, 6) Latvia, 7) Czech Republic, 8) Slovakia, 9) Estonia, 10) Russia, 11) Poland, 12) USA, 13) Canada, 14) Hungary, 15) Japan, 16) Singapore.

For WFC 2014, only the team from the organising country (SWE) received direct qualification, and all others competed in six regional qualifications.

Women's 9th World Championships 7th-15th December 2013 in Ostrava & Brno, Czech Republic

This was the first WFC where the new 16 team system with groups

based on rankings was used. 5 teams were directly qualified to the tournament, based on the results from the 2011 WFC, and 18 teams played the qualification tournaments to determine the 11 remaining places.

Teams ranked 1-4 & 5-8 were balloted to groups A & B and teams ranked 9-12 & 13-16 to group C & D. After the group stage, the 1st & 2nd placed teams from Group A & B qualified directly to the quarter finals, while the 3rd & 4th placed teams in Group A & B went to a play-off round against the 1st & 2nd placed teams from Groups C & D. This system gives more teams the possibility to play in the quarter finals.

Final standings: 1) Sweden, 2) Finland, 3) Switzerland, 4) Czech Republic, 5) Latvia, 6) Norway, 7) Poland, 8) Germany, 9) Slovakia, 10) Russia, 11) Denmark, 12) Australia, 13) Canada, 14) Hungary, 15) Japan, 16) Korea.



From 2015 on, only the team from the organising country (FIN) will receive direct qualification, and all others will compete in five regional qualifications.

19.5 U19 World Championships

Men's 7th U19 World Championships 8th -12th May 2013 in Hamburg, Germany

23 Associations from 3 continents participated in the qualifications and Final Round*. 15 teams received direct qualification to the Final Round based on results from the 2011 WFC and regional qualifying quota system. One European qualification event was held to decide the last available spot in the Final Round.

The WFC Final Round was divided into an A-division with 8 teams and a B-division with 8 teams. The top 10 teams qualified to WFC 2015.

A-division: 1) Sweden, 2) Switzerland, 3) Finland, 4) Czech Republic, 5) Norway, 6)

Latvia, 7) Slovakia, 8) Denmark (relegated to B-Division 2015)

B-division: 1) Poland (promoted to A-division 2015), 2) Germany, 3) Estonia, 4) Hungary, 5) Canada, 6) Japan, 7) Slovenia, 8) Australia.

Qualification: 1) Slovenia, 2) Italy, 3) Spain, 4) Belgium, 5) Austria, 6) Netherlands, 7) Great Britain.

* Ukraine registered but was unable to participate due to problems obtaining visas.

Women's 6th U19 World Championships 30th April-4th May 2014 in Babimost, Rakoniewice & Zbaszyn, Poland

13 Associations participated. The WFC was played in an A-division with 8 teams and a B-division with 5 teams. This event saw Ukraine compete at this level for the first time.

A-division: 1) Sweden, 2) Finland, 3) Czech Republic, 4) Switzerland, 5) Slovakia, 6) Poland, 7) Latvia, 8) Hungary (relegated to B-division 2016)

B-division: 1) Norway (promoted to A-division 2016), 2) Canada, 3) Germany, 4) Austria, 5) Ukraine.

19.6 Champions Cup Champions Cup 2013

The third edition of the Champions Cup was played in Tampere, Finland with 6 Men's and 6 Women's teams.

Final standings of CC 2013 for men:

1) IBF Falun (SWE), 2) SPV (FIN), 3) UHC Alligator Malans (SUI), 4) SC Classic (FIN), 5) 1.SC Vitkovice (CZE), 6) SK Lielvarde (LAT)

Final standings of CC 2013 for women:

1) Rönaby (SWE), 2) SB-Pro (FIN), 3) Piranha Chur (SUI), 4) SC Classic (FIN), 5) Herbadent SJM Praha 11 (CZE), 6) Sveiva (NOR)

Champions Cup 2014

The fourth edition of the Champions Cup was played in Zurich, Switzerland with 6 Men's and 6 Women's teams.



Final standings of CC 2014 for men:

1) IBF Falun (SWE), 2) Happee (FIN), 3) GC Zürich (SUI), 4) SV Wiler-Ersigen (SUI) 5) Lekrings (LAT) 6) 1.SC Vitkovice (CZE)

Final standings of CC 2014 for women:

1) Djurgårdens IF IBF (SWE), 2) 1.SC Vitkovice (CZE), 3) SB-Pro (FIN), 4) Piranha Chur (SUI), 5) Zug United (SUI), 6) Nauka Trevelstroy (RUS).

19.7 EuroFloorball Cup EuroFloorball Cup 2013

For EFC 2013 only 7 men's teams and 6 women's teams registered for the event, so no qualification tournament was held. The men's teams qualified according to the EFC ranking, meaning that one registered team did not qualify to compete.

The Final Round was played 9th-13th October in Trencin, Slovakia with 6 men's and 6 women's teams.

Final standings of EFC 2013 for men:

1) Lekrings (LAT) (Qualified to CC 2014), 2) Jögeva SK Tähe (EST), 3) Slevik IBK (NOR), 4) Pomor (RUS), 5) SK 1.FBC Trencin (SVK), 6) FBC Grasshoppers AC Uniza (SVK).

Final standings of EFC 2013 for women:

1) Nauka-Trevelstroy (RUS) (Qualified to CC 2014), 2) Tunet IBK (NOR), 3) NTS FK-ZS Nemsova (SVK) (RUS), 4) SK 98 Pruske (SVK), 5) Rubene (LAT), 6) Energa Olimpia Osowa (POL).

EuroFloorball Cup 2014

The Qualification round of EFC 2014 was organised in Zielonka, Poland (5 Men's teams and 4 Women's), from 20th-24th August. Two men's and two women's teams qualified to the Final round. The Final round, for both men and women, was played 8th-12th October in Fredrikstad, Norway, with 6 teams in each category.

Final standings of EFC 2014 for men:

1) Slevik IBK (NOR) (Qualified to CC 2015), 2) Tunet IBK (NOR), 3) Jögeva SK Tähe (EST), 4) Pomor (RUS), 5) MUKS Zielonka (POL), 6) UC Face Off (NED), 7) IFK Paris (FRA), 8) London Great White Sharks (GBR), 9) Floorball L'Aquila (ITA).

Final standings of EFC 2014 for women:

1) Sveiva IB (NOR) (Qualified to CC 2015), 2) Tunet IBK (NOR), 3) Olimp Fryazino (RUS), 4) Energa Olimpia Osowa Gdansk (POL), 5) MMKS Podhale Nowy Targ (POL), 6) FBK Tvrdošín (SVK), 7) SZPK-NOKIA Komárom (HUN), 8) UC Face Off (NED).

20. IFF Economy

The volume of the IFF economy has since 2012 been quite stable, mainly due to the fact that the number of members, number of sponsors and the Men's WFC's have not provided as much revenue as planned. IFF has been looking carefully after its finances and has been controlling its costs carefully, in order to keep the result on a acceptable level. The fast growth of the operations and the number of new projects we have been running has required a number of new investments. Overall the finances are well balance, but it has been hard to predict the number of participating teams in the IFF Events. The growing number of events and the services related to these has demanded to increase the IFF administration simultaneously with the increased number of development activities and competitions. The actual figures are found in the Financial Reports for 2012 and 2013.

IFF still needs to increase the outside financing, which primarily comes from the sponsors, especially from outside the floorball market but also need to increase the internal floorball financing.

IFF has in connection to the implementation of the IFF License system worked with the member associations to reduce the number of debts to the IFF, in order to not put their participation in the upcoming Events under compromise.

The IFF CB would like to thank all Member Associations, as well as all committee members, sponsors, the great number volunteers who have helped IFF in different ways and the office staff for the tremendous work done in order to develop floorball from all possible aspects.

21. IFF Office

The International Floorball Federation has been growing rapidly for the last 9 years and as a result of this the IFF has needed to increase the number of the employees and start to use as much outside working force as possible with-in limits of the available financial resources.

The IFF has five full-time employees and has during the period used three trainees, by appointing Ms. Suvi Piipponen as a trainee for the summer of 2013, helping with the Social Media and IFF web page. In addition to this Mr. Philipp Haman has been employed as a trainee from May 2013—until May 2014, working with information issues and supporting the build up for the IFF Event management Tool. IFF Then has worked with Mr. Haman on an freelance basis where he has been managing the IFF Social Media

IFF employed Ms. Minna Nurminen, a student from the IIHF Vierumäki Academy, who mainly worked with Social Media questions, the IFF web page and the IFF Event Management Tool.

The IFF ended the employment of the Development Coordinator Mr. Jan Ögren-Fjellestad in the end of 2013, based on a mutual agreement, when he transferred to Unihoc/Renew Sweden.

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2012

Statement of income

INCOME		Budget	Diff,
Transfers	78450,00	84000	-5550,00
Participation fees	223000,00	243000	-20000,00
Organizers fees	232500,00	232000	500,00
Part.fees - non-competition	2691,19	0	
Temporary play	2450,00	5000	-2550,00
Membership fees	127000,00	120000	7000,00
Fines	10600,00	0	10600,00
Sponsors & Advertisements	175768,43	160000	15768,43
TV/Internet-TV	88491,48	67000	21491,48
Office support	166530,70	160000	6530,70
Development support	23350,30	60000	-36649,70
Sales	8065,00	10000	-1935,00
Lic, revenues & royalties	291613,50	280000	11613,50
Other	239,40	14000	-13760,60
Total income	CHF 1430750,00	1435000,00	-4250,00
COSTS		Budget	Diff,
Central activities	46563,11	15000	-31563,11
Office	638503,88	633000	-5503,88
Central Board	56035,76	48000	-8035,76
ExCo	9737,69	10000	262,31
GA/AM	6838,43	7000	161,57
External meetings	26908,85	18000	-8908,85
IOC 50 Road Map	15642,25	4000	-11642,25
Parafloorball	0,00	6000	6000,00
Equality Function	0,00	6000	6000,00
Athletes Commission	0,00	10000	10000,00
WFC	320861,11	115000	-205861,11
U19 WFC	30735,17	22000	-8735,17
EFC	32615,79	42000	9384,21
Champions Cup	67069,02	80000	12930,98
WUC	4099,43	7000	2900,57
Anti-Doping	20128,59	24000	3871,41
Rules & Competition Committee	26235,29	27000	764,71
Referee Committee	28031,75	40000	11968,25
Development function	14824,66	24000	9175,34
Development programme	13763,45	24000	10236,55
Material*	140607,13	110000	-30607,13
Marketing	12149,62	33000	20850,38
TV	59,16	72000	71940,84
Internet-TV	0,00	32000	32000,00
Information	15920,97	16000	79,03
Medical Committee	3254,65	8000	4745,35
Appeal Committee	0,00	1000	1000,00
Disciplinary Committee	0,00	1000	1000,00
Total costs	CHF 1530585,76	1435000,00	-95585,76
Profit/loss	CHF -99835,76	0,00	-99835,76
* The outcome of the material appr, system was:		<i>Income</i>	291613,50
		<i>Costs</i>	246581,63

Profit

45031,87

Balance sheet 31.12 2012

Assets

	01.01 2012	31.12 2012
Current assets		
Cash	2036,00	0,00
Credit Suisse 559200-11	244413,77	465926,46
Receivables		
Claims 2008	35050,00	0,00
Claims 2009	72936,67	0,00
Claims 2010	77605,46	122901,09
Claims 2011	307177,73	87955,07
Claims 2012	0,00	303103,52
Accr. income & deferr. expenses	28390,71	0,00
Receivables from rel.parties	5690,22	7089,36
Total assets	CHF 773300,56	986975,50

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-178000,00	-373200,00
Other current liabilities	-2475,43	-3356,98
Transfers to reserves	-174084,32	-280487,97
Development reserves	0,00	0,00
Development Board reserves 2011	-39832,48	-14832,48
Development Board reserves 2012	0,00	-36025,50
Equity		
Retained earnings	-378908,33	-378908,33
Loss 2012	0	99835,76
Total liabilities & equity	CHF -773300,56	-986975,50

INTERNATIONAL FLOORBALL FEDERATION

Financial Report 2013

Statement of income

INCOME		Budget	Diff,
Transfers	75300,00	105000	-29700,00
Participation fees	226000,00	238000	-12000,00
Organizers fees	75500,00	134000	-58500,00
Part.fees - non-competition	0,00	0	0,00
Temporary play	1450,00	5000	-3550,00
Membership fees	164000,00	152000	12000,00
Fines	12750,00	5000	7750,00
Sponsors & Advertisements	115037,26	198000	-82962,74
TV	103593,05	72000	31593,05
Internet-TV	0,00	8000	-8000,00
Office support	167586,50	189400	-21813,50
Development support	29090,10	53100	-24009,90
Sales	3048,69	10000	-6951,31
Lic, revenues & royalties	275582,98	300000	-24417,02
Material exemptions	643,02	3000	-2356,98
Other	7120,23	9000	-1879,77
Total income	CHF 1256701,83	1481500,00	-224798,17

COSTS		Budget	Diff,
Central activities	17831,62	15000	-2831,62
Office	646016,18	643000	-3016,18
Central Board	48934,47	50500	1565,53
ExCo	10750,87	10000	-750,87
GA/AM	4862,36	9500	4637,64
External meetings	21242,17	22300	1057,83
IOC 50 Road Map	2442,87	4000	1557,13
Parafloorball	2498,18	9000	6501,82
Equality Function	0,00	7500	7500,00
Athletes Commission	0,00	10000	10000,00
WFC	123138,92	192000	68861,08
U19 WFC	27317,64	28500	1182,36
EFC	33437,80	40500	7062,20
Champions Cup	73797,45	80000	6202,55
WUC	0,00	0	0,00
Anti-Doping	30918,80	27000	-3918,80
Rules & Competition Committee	474,55	27000	26525,45
Referee Committee	17963,30	34000	16036,70
Development function	29677,74	48000	18322,26
Material*	120525,76	110000	-10525,76
Marketing	12082,43	33000	20917,57
TV	96,11	13000	12903,89
Internet-TV	0,00	6000	6000,00
Information	42346,62	53000	10653,38
Medical Committee	135,14	6700	6564,86
Appeal Committee	0,00	1000	1000,00
Disciplinary Committee	40,03	1000	959,97
Total costs	CHF 1266531,01	1481500,00	214968,99
Profit/loss	CHF -9829,18	0,00	-9829,18

* The outcome of the material appr, system was:

Income	275582,98
Costs	237796,88
Profit	37786,10

Balance sheet 31.12 2013

Assets

	01.01 2013	31.12 2013
Current assets		
Cash	0,00	0,00
Credit Suisse 559200-11	465926,46	233184,58
Receivables		
Claims 2010	122901,09	117501,09
Claims 2011	87955,07	63625,26
Claims 2012	303103,52	115359,13
Claims 2013	0,00	158996,90
Accr. income & deferr. expenses	0,00	13458,67
Receivables from rel.parties	7089,36	27761,89
Total assets	CHF 986975,50	729887,52

Liabilities and equity

Current liabilities		
Accr, expenses & deferred income	-373200,00	-175263,00
Other current liabilities	-3356,98	-4706,98
Transfers to reserves	-280487,97	-248419,77
Development reserves	0,00	0,00
Development Board reserves 2011	-14832,48	0,00
Development Board reserves 2012	-36025,50	-2025,50
Development Board reserves 2013	0,00	-30228,88
Equity		
Retained earnings	-279072,57	-279072,57
Loss 2013	0	9829,18
Total liabilities & equity	CHF -986975,50	-729887,52

To the general assembly of
International Floorball Federation

Stockholm 15th October 2014

Report of the statutory auditor on the financial statements

As statutory auditor, I have audited the accompanying financial statements of International Floorball Federation (IFF) which comprise the balance sheet, income statement and notes for the year ended 31 December 2012.

Executive board responsibility

The Executive board is responsible for the preparation of the financial statements in accordance with the requirements of generally accepted accounting standards and the consolidation and valuation principles as set out in the notes. This responsibility includes designing, implementing and maintaining an internal control system relevant to the preparation of the financial statements that are free from material misstatements, whether due to fraud or error. The Executive board is further responsible for selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstance.

Auditor's responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International standards of auditing (ISA). Those standards require that I plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation of the financial statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control system. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made, as well as evaluating the overall presentation of the financial statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements for the year ended 31 December 2012 comply with generally accepted accounting standards and the consolidation and valuation principles as set out in the notes.

I recommend that the financial statements submitted to you be approved.

Brandstams Revisionsbyrå AB



Mikael Brandstam
Approved public accountant

To the general assembly of

International Floorball Federation

Stockholm 15th October 2014

Report of the statutory auditor on the financial statements

As statutory auditor, I have audited the accompanying financial statements of International Floorball Federation (IFF) which comprise the balance sheet, income statement and notes for the year ended 31 December 2013.

Executive board responsibility

The Executive board is responsible for the preparation of the financial statements in accordance with the requirements of generally accepted accounting standards and the consolidation and valuation principles as set out in the notes. This responsibility includes designing, implementing and maintaining an internal control system relevant to the preparation of the financial statements that are free from material misstatements, whether due to fraud or error. The Executive board is further responsible for selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstance.

Auditor's responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with International standards of auditing (ISA). Those standards require that I plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers the internal control system relevant to the entity's preparation of the financial statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control system. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made, as well as evaluating the overall presentation of the financial statements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements for the year ended 31 December 2013 comply with generally accepted accounting standards and the consolidation and valuation principles as set out in the notes.

I recommend that the financial statements submitted to you be approved.

Brandstams Revisionsbyrå AB

Mikael Brandstam
Approved public accountant

International Floorball Federation

IFF



PLAN OF ACTION 2015 - 2016

PLAN OF ACTION FOR 2015-2016

1. General

As defined by the IFF General Assembly in Prague at the 2008 General Assembly, the International Floorball Federation (IFF) is an association consisting of associations existing to nurse and service its member associations, in order to further promote and develop the sport of Floorball on an international level. IFF is the approved sole international governing organisation for all different types of Floorball, and an ordinary member of SportAccord (prev. GAISF) since 2004, fully recognised by the IOC at the 123rd session in Durban, South Africa and consequentially a full member of ARISF Association of IOC Recognised International Sport Federations) since July 2011. IFF was approved as a member of the International World Games Association (IWGA) in 2013, strengthening our position in the International Sports Community.

IFF today consists of 58 member associations in total, out of which 39 countries are ordinary members. According to the IFF Statutes, a provisional member association will, after having been a provisional member for a period of at least four years, automatically receive the member responsibilities of an ordinary IFF member. The IFF strongly urges these member associations, if they fulfil the requirements stipulated by the IFF Statutes, to apply for ordinary membership in the IFF.

The IFF administration actively strives to support the provisional member associations to develop their operations in order to become ordinary members, and the 2014 General Assembly will approve additional ordinary members. The main objective, in advance of this IFF General Assembly, has been, apart to further increase the number of member associations, to strengthen the process of closing the gap between the IFF member associations and to prepare the whole Floorball Community for the upcoming IOC "Short list process" as decided by the IOC.

The basis for our existence for the first two decades has been to spread, grow and develop the sport globally and at the same time seek an official approval and recognition from the international sports community. In the second phase of our existence, after having successfully reached the recognition and membership of all the Major Global Sports Organisations (IOC, SportAccord, ARISF, IWGA, IMGA, FISU and WADA) the focus for IFF has changed and we need to be an active partner of the International Sport Community, bringing forward the ideas of Floorball to the community as a whole. It is now vital that all IFF members continue to strive for national recognition to their respective NOC and National Sports Confederations. The CB has proposed to the IFF General Assembly in Gothenburg 2014 to update a half-time revision of the strategic vision of IFF for the rest of the decade until 2020:

To continue to constantly develop as the internationally approved sole owner of the dynamic sport of Floorball building our own Brand identity, increasing the visibility and raising the awareness of the Sport. At the same time serving as an attractive sport for all and continuing to develop all its different forms and identities. Being a healthy organisation with sufficient human and financial resources, with between 75-80 national member

associations, having and organising their own national championships and continental confederations.

Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the Regional Games, the World Games and to reach the Olympic Games "Short List process" until 2020.

In the coming period, the main focus for the IFF will be to continue the preparations started to meet the present requirements of the IOC, for a possible inclusion on the IOC "Short list process" for the 2024 Olympic Games. As the IOC has by their president Mr. Thomas Bach started an extensive change program called the "Olympic Agenda 2020", which will only be decided in the Extra Ordinary IOC session in December 2014, there is no real knowledge of how the system for inclusion of new sports will look like. Therefore we need to prepare to meet the present requirements IOC has set, a process started already after the last IFF General Assembly in 2012. The IFF will continue to use the preparation of the IOC Short List bid, as a tool in the process to improve our policies, procedures and structures.

The success achieved with the inclusion of Floorball in a number of Multi-sport Games in the last year, proves that the whole operation of the IFF continuously has to be built around the same three pillars that were decided already in 2004, which has been the basis for the prominent success during the last 10 years. These being:

- the international lobby work in respect to increase the visibility of the sport and inclusion into the multi-sport games;
- the development work of increasing the number of, and strengthening, our member associations; and
- the marketing of the sport, building and spreading the brand of Floorball.

The firm belief of the IFF, is that the sport has approximately 4-6 years to really present its own strong international brand, making it possible for Floorball to become, firstly, a sport listed on the Short list, and then a sport on the Olympic Program in either 2024 or 2028. In addition we need to adapt the sport of Floorball to fit the requirements of the growing number of International and Regional Multi-sport Games.

If the whole Floorball community is not able to create and enlarge this brand space of Floorball, by using only one generic name - Floorball - it will not be the end of Floorball, but it will slow down the process to reach the level of international importance defined in our Vision for the rest of the decade. The development of international sport has proven that there are a number of examples where a rapidly growing sport has not succeeded to take the final steps. The main objective for IFF is to build and spread the understanding and the forms of cooperation achieved in connection to the Each One – Teach One project and its bi-lateral Mentor – Mentee initiatives, with the member associations, whose primary working field is always national, but there can be no development of Floorball without a growing international brand space.

1.1. Strategic objectives for 2015 – 2016

The IFF is building its operational planning on a number of documents, which are all approved by the membership in the IFF General Assembly. The IFF Strategic Vision approved in 2008, which serves as the Guiding Lighthouse for the direction of our overall operation until 2020 on a long term basis, which will be updated at the IFF GA Gothenburg. This document the IFF Plan of Action, serves as the short term plan of what we need to do and how to reach the strategic objectives, whereas the IFF then works with a number of projects, like the IOC Short List project and the Each One – Teach One project.

One of the main short term targets the IFF needs to reach is to increase the number of member association, in order to meet the stipulated requirements, roughly 70-75 countries, to proceed in the process related to the IOC Short list. The IFF has to continue to focus on not only growing the membership outside of Europe, but also to work to bring the new members up to speed and to help closing the gap from the start. Different sources indicate that there are around 85-90 countries where Floorball is played in one form or another at the moment. The objective for IFF must be to collect these countries under its umbrella.

IFF has changed the approach to actively seek for new Floorball groups and work together with expatriates in order to gain faster entrance in a number of countries. The IFF CB will start a project to gain new member associations for the next two year period.

In order to continue to grow and flourish, and thereby reach our vision and the set objectives, the most important factor for IFF is, without doubt, the welfare of our member associations. The stronger our member associations, the more they can develop the sport on a national level and, in turn, the stronger the IFF will become. During the last 10 years, IFF has built, and developed, a wide set of operations, services and materials. The focus in the organisation can now be changed and, through a streamlining of the organisation, much more focus can, and will, be given to strengthening the operations of the members. This is in order to be able to build more healthy and sustainable member associations, which are then capable of bringing Floorball to the next level.

The results of the IFF Associations' Audit has resulted in a vast and for IFF historic development project with the implementation of the Each One – Teach One (EOTO) project, with the bi-lateral Mentor –mentee initiatives. The role of IFF will be to steer and coordinate the bi-lateral initiatives, in order to spread the learnings and speed up the overall development. The effect of the EOTO project will be evaluated by the IFF Central Board for the IFF GA in 2016.

IFF will still continue running the Floorball Development Seminars, as a way of bringing together more countries, but is equally willing to offer country-specific projects. IFF will continue to make country-specific workshops to develop the member services of these associations (competition and education), especially in order to help the associations fulfil the requirements of the Licence system for participation in IFF Events. The forms of cooperation will vary from material support to joint development clinics and seminars. IFF needs to approach especially the regions where Floorball is not very well represented like the Middle-East, South America and Central Asia. A section of Lobbying will be included in the Seminar program

The IFF CB will start, based on the experience of the implementation of the IFF Licence system for the WFC 2014, to build a 2.0 version of the IFF Licence System for participating in the Events.

The lobbying work of IFF has been very successful so far, with the full recognition of the IOC and receiving an undisputed place in the world of sport through the acceptance of Floorball in the Multi-sport Games. The IFF strategy has so far been to aim for any possible multi-sport event, but in the coming period, a careful return on investment analysis has to be made in order to determine where we shall concentrate our efforts. Now the participation in the World Games, the SportAccord Urban Games and regional games, makes it necessary to pinpoint the resources of our activities whether to enter new Multi-sport Games. IFF will produce a set of introduction letters for national associations to their respective NOC's and IOC members. IFF will develop a package for National Associations to approach known celebrities to become Floorball Ambassadors in their respective countries.

The focus will have to change from seeking for a place in the games, to in which way Floorball can enhance the games and what we can bring to the events. The effort has to be directed both towards the international community and also towards working closely with the member associations, for example, the Asia Oceania Floorball Confederation (AOFC), in order to promote and develop Floorball in the region, securing the participation in the SEA-Games. After the SEA Games 2015 in Singapore, IFF and the regional member associations needs to secure the continued presence of Floorball in the coming SEA Games in Kuala Lumpur Malaysia 2017. This makes it possible to have a foot in the door for the Asian Games 2018 in Jakarta Indonesia. The target should be to help the development in the Asian and American regions to support the possibilities to be included in the Regional games.

IFF has created an International Lobby Folder, supported with introduction letters to the IOC, NOC's, NSA's, SO and Masters Organisations to help the member associations to introduce the sport to their relevant organisations. IFF will send the Lobby Folder to all IOC members and in the IFF Organiser Handbook a section of lobbying in connection to the Events shall be included.

The field in which IFF needs to develop much faster than what has been the case today is in the field of marketing. IFF has and will be able to secure a range of Floorball Material Equipment sponsors, but the big question is to gain a Major Company as sponsor for the IFF, in order to enhance the IFF market value. In the process of building the Floorball Brand we need to enhance the use of the IFF Corporate Identity in our Events and simultaneously keep the same look and feel of all IFF Events, which has helped branding Floorball.

The target for the coming two year period is to on one hand increase the revenue of the sales of our marketing rights and at the same time enhance the visibility of our sport. This requires that the IFF will actively seek a solution for how to sell our marketing rights for the future, regardless if it is through a sales company or an in-house marketing manager. In addition to this the IFF Core Country Marketing Network Group is preparing a proposal to build a Combines Sales Initiative to attract larger sponsors for Floorball. In addition IFF will research the possibilities to start the production of a quarterly Floorball TV Magazine to

promote to the TV and web broadcasters. In addition there will be a Public Service Announcement (PSA) statement build to market the sport.

Even as the approach to sell the marketing rights jointly with the organiser of the IFF Events, with the Local Organiser Committee, has clearly proven to be a fruitful one and has calmed the turbulence around the sale of the events. It has however not increased the marketing income for the IFF. New forms of sales systems have to be evaluated, together with the organisers of the major events.

The chosen strategy to actively increase the visibility of our events in TV and provide a constant web-TV service is also essential in the future. The more active use of the social media channels is essential for our future and we will have to look at ways to also commercialise our presence in the social and mobile media. By increasing the TV and Internet-TV exposure to support the growth of our Events marketing and sponsorship demand, we will be able to support the increased growth of the Sports visibility.

IFF will strive to develop the activities inside the organisation and towards the member associations to promote the positive values of sport, described inside the IFF Good Governance Policy, including fair play in a game without match fixing and a doping free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kind of intolerance or violence.

2. Administration

The IFF administration, consisting today of five full time employees and the use of seasonal trainees, has continued to increase the number of services and operations during the last eight years. The growing number of competitions, and the increased demand for services provided to the stakeholders, requires that the IFF administration, if it is to be able to uphold and further enhance the service level to our members, needs to develop both in numbers and quality. There is a discrepancy between the need to increase the number of employees and the missing funds of realising this. In connection to the development of the Champions Cup for 2015 – 2017, there are discussions ongoing that the CC-stakeholders would together with IFF finance a CC product manager, which will be employed by the IFF.

Since the General Assembly in 2004, the IFF office has been located in Helsinki, Finland and the IFF has in 2012 signed an agreement with the Finnish Floorball Federation has offered to provide IFF with office facilities until the end of 2016, and thus the IFF Office will, for the period 2013 – 2016, stay in Helsinki. The CB shall in 2016 start, if needed, the preparations in order to relocate the office.

The growing work load of the IFF administration will require different measures in the coming years. One solution is to use in-house interns to work in the different fields of the activities. The IFF Office will also continuing seeking opportunities to employ different trainees and civil workers on a project basis. Another approach is to start outsourcing certain duties like the increasing social media presence has been done already and the utilisation of the IFF YouTube channel. Since the IFF office has been financially self-funded for over twelve years, and the turnover of the budget has increased fairly slowly

during the last six years, IFF needs to look more carefully on our revenue generation, in order for IFF to live up to the promised service level.

By the end of 2016, the aim is to have an effective and productive administration of at least seven employees, consisting of a Secretary General, Competition Manager, Competition Coordinator, Information/Anti-doping Manager, Office Coordinator, Development Coordinator and a Marketing/Development Coordinator. The additional resources shall be directed in the fields of marketing/TV and development. On a regular basis, the IFF will inform our member associations about the different fields of responsibilities of the employees via the IFF web page and through our Newsletters.

The task for the Office is to get our member associations better familiarised with our education and information materials, as well as our regulations and how best to follow them, especially in connection with the playing of Friendly Internationals and the use of competition related services.

3. Central Board

The Central Board of the IFF will continue to improve its efficiency by allocating specific areas of needed responsibility to the Committees, the Functions, the Office and, if required, to special working groups. This will give even more time for the CB to concentrate on the top level strategic and political questions, in order to determine what is best for World Floorball, and to help spread and develop Floorball worldwide. The tested approach with dividing the CB meeting into a working session on a few strategic questions the first day and having the meeting the second day has proven to be very successful.

The role of the Central Board has been lifted to a more strategic level, working with the overall political questions and direction of the movement, whereas the Executive Committee (ExCo) shall take a larger role in the tactical questions and the Office carries the operational responsibility of the operations. When, and if, the financial situation permits, the administration will be strengthened during the period between the General Assemblies in order to meet with the IFF Vision and Missions.

The Central Board will have three to four meetings per year, out of which at least two are organised in connection to IFF Events, but the CB will need to look over the scheduling of these, since the possible demands might require a change in the meeting calendar.

The IFF Executive Committee (ExCo), consisting of the President, the Vice President, the AOFC President, one other member and the Secretary General, will handle and prepare the upcoming issues for the CB and take decisions where they are needed, in order to increase the efficiency. The past legislation has fully proven the necessity of such a body. The IFF President and the Secretary General bear the responsibility of developing the contacts to the International Sports Community for the CB.

The IFF CB will delegate the IFF Disciplinary Committee to revise the IFF Juridical Regulations in relation to the statutory changes to be approved by the IFF General Assembly 2014.

4. The Committees and functions

The Central Board will continue on the chosen line to have only a limited number of operational Committees, i.e. the Athletes Committee (ATC), the Medical Committee (MC), the Referee Committee (RC) and the Rules and Competition Committee (RACC). The objective is to look over the tasks of the RC and the RACC and see if there is a possibility to develop the way the committees are structured and how they are working.

The other fields of activity are organised into Ad Hoc groups for Marketing, Lobbying and Development, lead by a CB member. In addition to this IFF operates with functions, such as Development, Equality, Information, Marketing, Materials and ParaFloorball functions, which have already been in operation. The responsibilities of the committees and functions will be allocated by the Central Board. Additionally, the CB will ask the Secretary General to appoint the relevant employee to act as the secretary of the committees.

The Athletes Commission (ATC) was reorganised after the 2012 General Assembly with the election, confirmed by the IFF CB, of the Commission Chair who now has an ex-officio position on the IFF CB. Representatives from the ATC are now included in both the Referee Committee and the Rules and Competition Committee and this will continue for the next two years. ATC members will also continue to contribute to the Athlete's Blog on the IFF website and a key program that they will work on is the development of the IFF Athlete Career Program. We aim to increase the visibility of the ATC members and draw on their Floorball experience to act as role models and Floorball mentors.

The Medical Committee (MC) will continue to focus its work on analysing and following the requirements set by WADA, administrating the IFF TUE procedure, developing the in- and out of competition testing program and the Anti-doping education. The MC has initiated the collection of Injury Information in the IFF Events, which will make it possible in the future to map the injury risk and help in giving preventative education to our members. IFF has started a project with the UKK Research Institute of a project using the available data.

The Referee Committee (RC) will continue to implement its plan for a five year program, up to 2015, to create a world class referee community, including the needed level of top class international referees and observers. The IFF RC will update their five year program for 2020 during the coming years. The RC will put extra focus on the process of recruiting and educating new international referees and observers from more countries. The RC will continue to cooperate on a more concrete level with the national referee committees and produce the needed guidelines and education materials. The goal is also to have long term plan for the increased number of female referees. The work with-in the IFF Referee Development Group will continue because the positive experience so far. In addition the work in order to understand the development of the game better will have to be started together with the Floorball Coaches.

The Rules and Competition Committee (RACC) will continue to focus on dealing with the changing requirements the fast development of our sport sets on our regulations and competition structure. The main task remains the ongoing evaluation of the Adult's as well as Junior's WFC playing system and the streamlining of the IFF Competition and Organiser Regulations. In addition the RACC will work on the projects included in the EOTO Project Action Plan to provide services in the field of organising tournaments and series.

5. Competitions

The Adult World Championships will be played for Women in Tampere, Finland in December 2015, and for Men in Latvia in December 2016. IFF will continue with the regional qualifications, which are played in February. The new qualification system that requires the participation of all countries registered for the event, apart from the organiser, has proved both successful and popular and will definitely continue.

The U19 World Championships will continue to be played with an A- and B-division in 2015 for Men in Helsingborg, Sweden and in 2016 for Women in Belleville, Canada. This women's event will be the first time that an U19 WFC Final Round tournament has been played outside of Europe and will require careful work to ensure the full participation of all of our members to this event.

For the Men's U19, the number of direct qualified teams has been reduced to 9, and discussions will continue to consider reducing this further as new teams will participate.

The appointment of organisers for the IFF competitions follows the specific schedule used on how to appoint organisers, meaning that a first letter asking for organisers will be sent 72 months prior (six years) to the competition and the appointment will be made 48 months (four years) prior to the competition. The bids for the organisers will be done using the IFF Event management Tool and its Bid Evaluating tool.

The Champions Cup, which IFF introduced as a new top club competition in 2011, will in the period 2015-2017 be played as a three day event but still with 6 + 6 teams for both Men and Women with the national champions of the Czech Republic, Finland, Sweden and Switzerland together with the winner of the EuroFloorball Cup (EFC) and one second team of the organising country. The Champions Cup Steering Group will elaborate with the development of the Champions Cup and the task of the CC Product manager. The objective for the new form of the Champions Cup is to increase the visibility of the Event, increased number of Spectators and a financial viable organisation of the Event.

IFF will continue to organise the EuroFloorball Cup Final round, which is played every year in October with 6 + 6 teams for both Men and Women, meaning that regional Qualification Rounds shall be played in August. The EFC is organised for the 5th and lower ranked teams and interest in the EFC had faded a little, with there being no qualification event played in 2013, however, there was renewed interest in 2014 that saw 9 teams participate in qualifications and there is already interest shown by organisers for qualifications in 2015 which is encouraging. The EFC competition will continue as it is for the next two years, with an eye being kept on the participation levels.

6. Participation in International Events

The strategic evaluation of which Multi-sport Games to seek inclusion in, will have to take place after the decision of the IOC Extra Ordinary session in December 2014. During the

coming two year period, IFF will work with the following multi-sport events and the International organisations:

World Games:

IFF is cooperating with the International World Games Association and the Wroclaw World Games 2017 Organisation Committee in order to prepare for the Event in 2017. The IFF needs to follow the process of appointment of the World Games 2021, in order to secure the participation of Floorball.

Universiade:

The 7th World University Championships will be played in 2016 in Porto, Portugal, organised by FISU in conjunction with the Portugal University Sports Council and the Porto University.

IFF will participate in the FISU Forum 2016 in Montpellier, France and continue the collaboration agreement between the two parties.

Master Games:

The International Master Games Association has approved Floorball as a sport on the program of the 2015 Winter Master Games. But due to the move of the Games to Canada, IFF is looking forward to the European Master Games to be held in 2019.

SportAccord multi-sport events:

Floorball has been included as a sport on the SportAccord Urban Games. Discussions are continuing on where and how the Games will be organised.

Regional multi-sport events:

The process and work to include Floorball on the programme of the South-East Asian Games 2015, in cooperation with the Singapore Floorball Association and the AOFC, was successful and Floorball will be a medal sport in the SEA Games 2015. The aim is to have 4-5 of the SEA Games countries participating.

The IFF will work together with, and support the development of Floorball in, the following International Sports Organisations and their Events:

- International School Sports Federation (ISF)

7. The Rules of the Game

The work with the Rules of the Game - Edition 2018 (valid from July 1, 2018) will start in January 2016.

8. Anti Doping work

IFF has, as a signatory of the WADA Anti-doping Charter, an obligation to develop the Anti-doping work in order to stay compliant with the WADA Code. This requires a lot of work in connection to the new World Anti-Doping Code 2015. The objective will be the practical implementation of the World Anti-Doping Code 2015, including the implementation of the new WADA International Standards for e.g. Testing and Therapeutic

Use Exemptions and focusing more on Anti-Doping Education, as this has been set as a requirement to reach WADA Compliance. As part of that, both the IFF and the member associations need to increase their efforts in the field of Anti-doping work.

The amount and quality of education given to the athletes on both an international and national level has to increase in the future. IFF will continue with its educational and awareness program - *"Say NO to Doping"* - which will be run at the major events. In the WFC 2014 IFF will conduct an Athlete Outreach Education Campaign to all teams participating.

9. Development Work

The basis for the success of International Floorball is based on the development of the IFF, the National Associations and the Floorball Family as a whole. This is directing the overall IFF development work.

The key to the development work of the IFF lies in the services rendered to the members and new countries. IFF will continue to organise a number of different level Floorball Development Seminars and Clinique's based on the request from the member associations or new groups. The process with the EOTO project is steering the development direction toward the Closing the Gap in the operations, activities and thus leading in the end to a closing of the gap also on the field of play. This will at the same time increase the interaction between the member associations and the interaction between the associations and the IFF. The IFF role is to act as the facilitator in the EOTO bi-lateral mentoring projects carried out by the countries during the next two years and to evaluate the process for the IFF General Assembly 2016.

The IFF needs to continue growing, both in number of player as well as in the number of member associations, as this is one key factor for increased visibility, awareness and increased market value of the sport. IFF will continue to work with finding new countries and work together with other parties to spread the sport to especially Latin- and South-America, Africa and Asia.

The cooperation between the IFF and the Floorball manufacturers has, since 2001, been directed through the IFF Development Board, which consists of representatives from the biggest Floorball material manufacturers and the IFF. The Development Board's main task is to focus on what types of technical changes are needed for the Floorball Material. The Development Board is also making proposals to the IFF concerning the revision for the IFF Material Regulation version 2016. The other task of the DB has been to find ways for how the manufacturers and IFF can cooperate in different ways to promote Floorball worldwide. The usage of the surplus from the material approval system is being discussed in the DB, but decided by the IFF. The process of the changes of the actual technical requirements continues, and eventual changes take place every second year, next time in 2016, with proposals sent in by manufacturers in February 2015.

The IFF has re-signed the contract with the technical institute SP, in Sweden, for the coming two year period, concerning the administration of the material testing of new

material and the material on the markets in the stores. SP has ratified the technical institute of ITC in the Czech Republic for testing purposes.

10. Information services

The IFF website, www.floorball.org, will continue to be the main source of the information flow from IFF to its member associations. The aim is to continue to have a broad base of news feeds from the Floorball world, use the RSS feeds of the Floorball community and to distribute more information from the member associations. IFF is continuing with the development of co allocating the Champions Cup Events page on the IFF web page. In addition to this the co allocating of the WFC web pages will be done starting from the WFC 2015 in Tampere Finland.

IFF will invest resources to follow the growing use of the social media, i.e. Facebook, Twitter, YouTube, Instagram and Flickr, which is a very rapid, and cost-effective, way to distribute news. IFF has its own Facebook and Twitter channels, Photo gallery on Flickr, as well as two IFF Channels on YouTube. The social media pages are also easily accessed from the IFF web page. IFF will continue following the development of the communications tools, especially in the social media channels, in order to develop our own tools and channels accordingly. IFF will in cooperation with the organiser evaluate the use of Event specific Social Media channels and the possible launch of new channels.

IFF is using email-based Newsletters to address interesting topics and updates on the IFF Events throughout the Floorball world, as well as the ordinary news service. The minutes from the CB meetings are published on the website and the most interesting topics from the CB meetings are collected in a separate webpage news and Newsletter.

IFF is continuing the use of our fan-based mobile application for the Main Events, which was introduced for the WFC 2012. The objective with the mobile application is to serve as an easy-access platform for fans to follow their teams and participate in the Event. The idea is to use this for the main events, incorporating the future organiser in the build-up of the application for each event. IFF is looking over the possibilities to commercialise this application in the coming years.

As a part of building the brand of Floorball, IFF has participated in the SportAccord SportsHub project on YouTube, where IFF now have two own channels for the IFF Video archive for all televised and streamed matches from the IFF Events. These Floorball videos can be freely used by the whole Floorball family. The aim is to have the member associations providing videos for the YouTube IFF Channels, in order to spread the sport. IFF is working in order to be able to secure the live streaming of all Major IFF Events (Adult WFC, U19 WFC, CC and EFC Final round) over the internet. The IFF member association are entitled to stream their own events free of charge on the IFF channels.

The Information function will start the implementation of the Social Media plan during the next two coming years and updating the guidelines and handbooks for the use of Social media and information as a whole.

The Information function is partly responsible for the publication of new educational and marketing materials together with the related functions.

11. Equality

IFF launched the GoGirls! Floorball project at the Associations Meeting in Czech Republic 2013. The project was developed with the assistance of the EuroFloorball Tour countries (CZE, FIN, SWE, SUI) and aims to help the promotion of girl and women's Floorball. To begin, the IFF has provided materials for use by players, coaches, parents, local organisations, clubs and National Associations that give ideas of practices and projects that can be implemented. The main aims of the project are to increase the number of females in Floorball, teaching them how to play, and keeping them playing. The project focuses not just on players, but also female coaches and referees.

Projects and promotions will be held in conjunction with the Women's WFC qualification events in January / February 2015, and in the lead up to the Women's WFC 2015 in Finland, the IFF will work closely with the local organisers, with the key idea at the moment being a coaching course for women held during the event. The work of the GoGirls! Floorball project will continue in 2016 with the Women's U19 WFC to be held in Canada. Some members, such as Iran and Austria, have already used the programme to help promote women's Floorball and the IFF encourages all National Associations to use the materials provided by the IFF and implement programs that are suitable for their particular development stage.

12. ParaFloorball

IFF is actively cooperating with the Special Olympics organisation, preparing for the Special Olympics World Winter Games 2017 in Austria after having been approved as an official sport.

In addition, IFF is supporting the International Electric Committee for Wheelchair Hockey (Floorball), which has organised a number of international competitions of a sport played with Floorball material and adapted Floorball Rules. The IECWH is seeking recognition from the International Paralympic Committee and inclusion in the Paralympic Games.

IFF is also cooperating with the committee for Manual Wheelchair Floorball, which is seeking membership of the IWAS.

13. Economy

IFF will continue to work in order to find a Title and a Main sponsor for the federation, but the rest of the marketing rights will be distributed with the organisers of IFF events.

IFF will, during the period 2015–2016, in relation to the requirements of the Licence system, have to continue to follow up on the issue of the outstanding debts of the IFF member associations. The situation of a number of IFF members are starting to become alarming not only for the IFF, but for the National Associations as well.

The Budgets and Financial Reports will be published on the IFF web site.

As in the past, IFF will look for a healthy finance and strive for a breakeven financial result.

BUDGET PROPOSAL 2015 and 2016

Proposed by the IFF Central Board to the General Assembly 13.12.2014

COSTS		Result 2013	GA 2012 Budget 2014	Budget 2015 Proposal	Budget 2016 Proposal
Cost Centre					
10	Central activities	17831,62	15 000	17 800	17 800
11	Office	646016,18	668 000	656 500	710 000 ¹⁾
12	CB	48934,47	50 500	38 000	39 000
13	ExCo	10750,87	10 000	8 500	8 500
14	General Assembly/Associations meeting	4862,36	9 500	8 500	8 500
15	External Meetings	21242,17	22 300	21 000	21 000
16	IOC 50 Road Map	2442,87	4 000	28 200	28 200
17	Parafloorball	2498,18	9 000	5 000	5 000
18	Equality function	0,00	7 500	7 500	7 500
19	Athletes Commission	0,00	10 000	9 000	9 000
20	WFC	123138,92	195 000	100 000	105 000 ²⁾
21	U19 WFC	27317,64	29 500	21 000	25 000
22	EFC	33437,80	41 000	36 500	36 500
23	Champions Cup	73797,45	80 000	90 000	90 000 ²⁾
25	WUC	0,00	15 000	0	10 000
29	Anti-Doping	30918,80	30 000	27 000	29 000
40	RACC	474,55	29 000	22 900	23 000
50	RC	17963,30	36 000	42 500	29 000
60	Development	29677,74	48 000	35 000	35 000
70	Material	120525,76	110 000	121 600	122 500
80	Marketing	12082,43	33 000	25 000	25 000
81	TV	96,11	13 000	2 000	2 000 ²⁾
82	Internet TV	0,00	6 000	0	0 ²⁾
83	Information	42346,62	53 000	26 000	28 000
89	Medical committee	135,14	6 700	6 500	6 500
91	DC	40,03	1 000	1 000	1 000
92	AC	0,00	1 000	1 000	1 000
TOTAL		CHF 1 266 531	1 533 000	1 358 000	1 423 000
1) Based on 6 employees 2015 and 7 employees 2016					
2) TV/Internet-TV costs are mostly allocated to actual cost centre					
INCOME		Result 2013	GA 2012 Budget 2014		
Account					
3011	Transfers	75300,00	105 000	100 000	100 000
3012	Participation fees	226000,00	236 000	236 000	237 000
3013	Organizers fee	75500,00	179 000	95 000	139 000
3015	Part.fees - non-competition	0,00	0	0	0
3019	Temporary play	1450,00	5 000	5 000	5 000
3210	Membership fees	164000,00	155 000	175 000	180 000
3219	Fines	12750,00	5 000	10 000	10 000
3250	Sponsors & advertisements	115037,26	200 500	160 000	160 000
3260	TV	103593,05	75 000	85 000	100 000
3270	Internet TV	0,00	8 000	0	0
3300	Office support	167586,50	189 400	120 000	120 000
3310	Development support	29090,10	53 100	30 000	30 000
3510	Sales	3048,69	10 000	10 000	10 000
3860	Material approval income	275582,98	300 000	300 000	300 000
3861	Material exemptions	643,02	3 000	3 000	3 000
3899	Other incomes	6776,76	9 000	29 000	29 000
8020	Interest	114,78	0	0	0
8080	Exchange rate gains	228,69	0	0	0
TOTAL		CHF 1 256 702	1 533 000	1 358 000	1 423 000
Estimated Result		CHF -9 829,18	0	0	0



INTERNATIONAL FLOORBALL FEDERATION (IFF)

*Recognised by the IOC
Ordinary member of SportAccord*

Helsinki, November 9th, 2014

Nominations and motions by the Member Associations for the IFF General Assembly 2014

In accordance with the IFF Statutes the following Nominations and Motions have been sent in to the IFF, at least 60 full days (14.10.2014) before the General Assembly:

Nominations:

IFF Appeal Committee:

Chairman

- Mr. Lasse Granqvist, Sweden (re-election) nominated by SIBF

Members:

- Mr. Tom Hedkrok, Finland (re-election) nominated by SSBL

- Mr. Kjell Hovland Olsen, Norway (re-election) nominated by NBF

Substitutes:

- Ms. Aiga Staltmane - Veksa, Latvia, (new) nominated by LFS

- Mr. Ron Spence, Canada (new) nominated by CUFF

IFF Disciplinary Committee:

Chairman:

- Mr. Ismo Haaponiemi, Finland (re-election) nominated by SSBL

Members:

- Ms. Linda Noppa, Sweden (re-election) nominated by SIBF

- Mr. Tomas Vaculik, Czech Republic (re-election) nominated by CFbU

Substitutes:

- Mr. Rudolf Buri, Switzerland (re-election) nominated by SUHV

- Mr. Rainer Martiskin, Australia (re-election) nominated by AFA

- Mr. Anthony MacNeil, Canada (new) nominated by CUFF

- Mr. Artis Krauklis, Latvia (new) nominated by LFS

IFF Ethics Commission – proposed by the IFF CB for confirmation of the IFF GA:

- Mr. Poul-Erik Höyer, Denmark

- Ms. Carol Roberts, Canada

- Ms. Sylvia Schenk, Germany

- Mr. Lasse Granqvist, Sweden

Motions:

No motions put forward from the Member Associations

John Liljelund
secretary general

International Floorball Federation

IFF



IFF STRATEGICAL VISION

2009 – 2020

Management Summary

Half-Time Revision Update 2014

Prepared by the IFF CB
for the 12th IFF General Assembly in
Gothenburg, Sweden

THE IFF STRATEGICAL VISION 2009 – 2020

MANAGEMENT SUMMARY – HALF-TIME REVISION UPDATE 2014

1. INTRODUCTION

The International Floorball Federation (IFF) Central Board (CB) decided in 2007 to start the work to build a Strategic Vision for the IFF for the upcoming decade until 2020. The Strategic Vision was approved by the IFF General Assembly in Prague 2008 and now in 2014 the IFF CB felt that there is a need to evaluate the present situation and secondary to update the direction, for the Strategic Vision of IFF.

The CB decided to update the Management Summary of the IFF Strategic Vision 2009 – 2020 and present that to the IFF General Assembly 2014 in Gothenburg, Sweden.

The International Floorball Federation (IFF) has run World Floorball for **almost 30** years, mostly with little or no opposition or assistance, relying in the beginning on the support of the three founder nations – Finland, Sweden and Switzerland. Over the past **six** years the interest in the game has grown tremendously and there are now active groups all over the globe, on all continent's who are acting in the best interest of world Floorball. This document is trying to find a mutual way to develop Floorball based on all the different needs in the IFF member countries.

As an indicator of the IOC provisional recognition received in 2008 and the full recognition in 2011, the operations and services of the IFF have both increased when it comes to the quantity of operations and the quality of our services. The reason for this being the set strategic target to reach the Olympic Games. The IFF organisation has become more solid, with a much clearer direction for all of our operations, having all the stakeholders focusing towards the same objective. As a part of this process the focus has been to enhance the operations of the IFF Member Associations, by providing them with additional and more targeted services and information.

The implementation of the Each One – Teach One Project for the development of the Member Associations has dramatically changed the situation we are in, since it started as an initiative of the Member Associations in the IFF Associations Meeting 2011. The environment for development has changed as there are more and more nations actively taking part in the development of the Sport, as IFF has also changed their working approach.

The fact remains that IFF has to ask itself why it exists, what it believes in, where it wants to be in the future and how it is going to get there. The purpose of this process, the chosen strategy and the vision and mission of IFF, **which is acting as our Guiding Lighthouse**, is defined as: “the direction and development of Floorball worldwide during the coming decade”.

2. PURPOSE

The focus has after the approval of the Strategic Vision been to enhance and develop the way we work together in harmony with our member associations and it has proven to be essential for the welfare of Floorball development worldwide. Up to now IFF has already become the undisputed and internationally recognised International Federation for Floorball. There is still a lot of work to be done, but the best way for IFF to be recognised as a true authority and leader is by serving all its stakeholders and partners in the best way possible, which has been the guiding principle for the last six years. In addition to what is included in the IFF Statutes the purpose for the existence of IFF is defined in the following original Mission Statement.

IFF's core mission is to promote, develop and most of all nurse and service our stakeholders and further protect World Floorball at every possible level of the game and finally to spread the knowledge based on the principle of unity, equality and solidarity and to deal with all questions relating to World Floorball.

IFF is an association consisting of associations, existing for the associations, based on the principle of representative democracy and its governing body of all types of World Floorball. Floorball is the priority in everything we do.

3. VISION

The basis for our existence for the first two decades has been to spread, grow and develop the sport globally and at the same time seek an official approval and recognition from the international sports community. In the second phase of our existence, after having successfully reached the recognition and membership of all the Major Global Sports Organisations (IOC, SportAccord, ARISF, IWGA, IMGA, FISU and WADA) the focus for IFF has changed and we need to be an active partner of the International Sport Community, bringing forward the ideas of Floorball to the community as a whole.

The fact that we have reached some of the multi-sport games (World Games, Urban Games, South-East Asian Games, European Master Games and Special Olympics) now forces us to more concentrate on building the quality of the Floorball operations, not necessary only on the quantity. As a part of this analysis it is important to be aware that the focus has been changed towards closing the gap between the existing countries, in order to have a solid product to offer to the sporting world. A part of our success has been adopted the means and methods of the different Social Media channels.

The overall challenge will now be in the later part of the decade to increase the visibility of the sport and therefore to rise the general awareness of the sport among the general public. In 2008 there were a lot of wants and needs guiding our activities, now in 2014 we are together setting new goals for the rest of the decade.

We need to grow the number of members and players at the same time as we need to keep the Olympic Dream as the Guiding Lighthouse of all our operations, as this has been the goal all Floorball stakeholders have been able to easily gather around, giving us many important results and shaping the Brand of our Sport. We still need to keep track of the changing Olympic environment in mind, as the IOC is looking over their “Olympic Agenda 2020”.

The strategic vision, for the **rest of the** decade, is defined as follows in the IFF Vision statement:

*To **continue to constantly develop** as the internationally approved sole owner of the dynamic sport of Floorball **building our own Brand identity, increasing the visibility and raising the awareness of the Sport. At the same time serving as an attractive sport for all and continuing to develop** all its different forms and identities. Being a healthy organisation with sufficient human and financial resources, **with between 75-80** national member associations, having and organising their own national championships and continental confederations.*

*Floorball is adaptable to be played on a global level taking into consideration all the different infrastructural conditions, according to the standardised game rules, with a WFC played with participants from five continents, based on the qualifications and being on the program of the **Regional Games**, the World Games and **to reach the** Olympic Games “**Short List process**” until 2020.*

4. PHILOSOPHY AND GUIDING VALUES

We can achieve our vision if all persons working for World Floorball adhere to what IFF stands for, believes in and what our cultural values are. IFF shall pursue its objectives based on and honouring amongst others the following values:

- Equality and respect of all stakeholders and acceptance of different needs and orientations
- Internationalism and solidarity
- Democratic and transparent leadership in the way of conduct
- Ethical, fair and clean competitions
- Promote healthier life and **environmental and** social values

5. HISTORY AND KEY TRENDS

It is important that all our member associations have a sound knowledge about the history of the IFF in order to understand the past and the direction of our actions and decisions. Based on this mutual understanding it is possible to build a strategy for the future together. One of the most important reasons for forming IFF, was the need to organise international competitions and then to promote Floorball worldwide.

The steady growth of the member nations, the popularity of the IFF competitions, the increasing branding and marketing of Floorball, the increasing co-operation with the international sports

community and the proactive development work in spreading the sport demanded an increasing dialog with our stakeholders. During this time still a lot of operational work was done by volunteers in IFF, so there was a need to become more professional needing an expansion of the personnel and infrastructure resources. This led to a change of policy; focusing more on three main topics; development, marketing and political work towards the sports world as well as strengthening the organisation.

Since the organic growth of Floorball has been very rapid and Floorball still continues to grow, it has started to change during the last decade. First the growth was only on the horizontal axis, spreading Floorball across regions and countries. The second phase has started the development also on the vertical axis, where the quality of the operations has been in focus especially during the last six years.

The following key trends will continue to form the development of Floorball worldwide:

- The IFF organisation will grow and take responsibility for additional services to our member federations.
- In order to secure the horizontal and vertical growth of Floorball, IFF needs to adopt policies to master this polarisation among its members to close the gap between countries.
- Demographical changes in society, with an increase in an alternative leisure pursuit in non-commitment activities, computers and internet.
- The way people value sport organisations will change, moving from being a member to becoming a client.
- There will be a commercial need to have more games, longer series and the risk for rivalry between national and international competitions increases, as well as rivalry between participation in our International Events and Regional/Continental Games.
- The way media will follow sports will change, which is problematic for Floorball still seeking acceptance and visibility on the traditional broadcasting market.
- There will be an ongoing battle for facilities to play sports in the future, where Floorball will have to adjust to the situation, in order to exist – finding new forms and places to play where ever it has space and chance.
- The Top level professional sports continue to polarise into market driven entertainment and other top sport, leading to a differentiation between competition sports and polymorphic playing for fun.
- The National Clubs are showing interest to grow and develop faster with competing priorities than their National Associations in some of the countries.

6. STRATEGICAL OPTIONS (CONCLUSION)

Our objective is to work closely together with our member associations to support and strengthen each of them in their own organisational and sports development within their country, in order to spread and develop the sport of Floorball.

We aim, together with our stakeholders, to perform the following:

- Protect and promote Floorball as a sport, where the Brand message is the same all over the world.
- Involving our member associations more in the general discussions, for example during the **IFF Associations meetings**, which will help us to understand the problems and challenges of the members and through the commitment of all stakeholders enhance the development of Floorball worldwide.
- Further develop our development programme to give specific and targeted aid and assistance, in order to help the member associations accurately on their different development levels **and support the bi-lateral EOTO projects**.
- Support and strengthen the different forms of grassroots Floorball along with the top level competition sport, **providing means for growth in the sub-equatorial world**.
- Increase the participation in the game, regardless of age, gender, religion, race, social background **or physical and mental abilities**.
- Promote the positive values of sport, including fair play **in a game without match fixing** and a doping free sport, giving our athletes the chance to perform in an environment without racism, hooliganism or other kind of intolerance or violence.
- Run an anti-doping programme, in order to preserve the ethics of the sport, keeping in mind the health of the players and ensuring that all participants have equal chances in the games.
- Organise successful competitions for adults and youth, equally for men and women, acting as the spokesperson for the global Floorball family.
- Achieve additional media visibility **in both traditional and Social Media** and commercial success, in order to be able to give better service to our stakeholders and develop the sport.
- Continue to build good and lasting relationships with the other international sport federations and political parties.
- To continuously improve the service provided to our stakeholders in all areas of our activity and to be an avant-garde international federation, where all officials are proud of belonging to the IFF family.

International Floorball Federation IFF



IFF Good Governance Policy

Prepared by the IFF CB
for the 12th IFF General Assembly in
Gothenburg, Sweden

IFF GOOD GOVERNANCE POLICY IN FLOORBALL

Proposed to the IFF Central Board on 9th of November 2014

PURPOSE

This document is to provide guidance to all members and officials of the IFF, the officials of all the Member Associations and the Players participating in our Events and their entourage, concerning their personnel conduct and that of their Associations in its dealings in everything related to Floorball. The guidance is to provide an outline of acceptable practices in their dealings in all level of Floorball.

As defined in the IFF Strategy 2009 – 2020, IFF is an association consisting of associations, acting as the umbrella for all kind of Floorball and the organisations running and developing the sport. It is the responsibility of IFF to foster and continue to develop the Sport of Floorball. Having this responsibility towards the floorball community, we need to follow the principles of honesty, equality, integrity, fairness and transparency in all our activities. It is our task to be able to act in a correct way in all situations where the Association is put under challenge for misconduct, abuse or even fraud.

For this reason the IFF has drawn up this Good Governance Policy, based on the IFF Code of Ethics and the guiding values of the sport. It contains the guiding principles according to which we act and treat all our stakeholders. This Good Governance Policy supports us in our efforts to create transparency in our actions and to avoid corruption and any kind of abuse in our operations.

Everyone who is subject to this Policy is responsible to be familiar with its terms and shall comply with it.

§1. GENERAL GUIDELINES FOR OUR ACTIONS

- The work and expression we give of our actions are based on the way we conduct our operations and upon the behavior of our officials and organization.
- Within the framework of our administrative office, our actions are characterized by professionalism, honesty and integrity and based on fair play.
- Our decision-making processes are transparent and independent of any dishonest influence exerted by any outside partners, member associations or other stakeholders. Any person holding a volunteer or paid position must not in any respect be exploited for private purposes or personal advantages.
- All decisions made with-in the organization are documented accurately and published accordingly on the IFF web page – www.floorball.org.
- Our activities facilitate the sustainable development of our sport and we give equal consideration for social, ecological and economical criterias.

§2. GUIDELINES FOR PERSONNEL CONDUCT

§ 2.1. DEALINGS WITH OTHERS

- We respect the principles of the Code of Ethics and are guided by them.
- We are always to carry out the task(s) connected to our role on the basis of “Treat others as you want to be treated yourself”

- One is to treat and deal with their partner with respect, listen and always consider the best interests of Floorball
- No form of Discrimination or Harassment is to be tolerated in any action committed
- We protect the general right for everyone of individual privacy and the personal data of our co-workers and all personal data of other people entrusted to us and don't use it in any other context than what has been agreed to.

§3. GUIDELINES FOR OUR OPERATIONS

§ 3.1. GIFTS

- We disclose gifts and declare them to the respective manager or the supervisor, if the value is over 100 CHF, who will decide how to deal in the matter.
- We do not accept gifts that cause a conflict of interest or might jeopardise our integrity
- Never accept a gift in the form of cash, or its equivalent.
- Any fees that are received from any stakeholder for work done or as payment for participation or services provided in connection with the operations of the IFF are to be declared and handed over directly to the person responsible for the accounts with-in IFF.

§ 3.2. INVITATIONS

- We disclose all invitations we have received and declare them to the respective manager or supervisor, who will decide upon it.
- We accept and issue invitations only if they are connected with our duties involved in representing the IFF and there is no conflicts of interest arising from them.
- We do not allow ourselves to be accompanied by family members or partners at official events or to invitations without the agreement of the respective manager or supervisor.

§ 3.3. BRIBES & COMMISSIONS

- We do not allow ourselves to be bribed or accept any commission payments in any form.
- We refuse any undue advantages, which are offered, promised or granted to us for the purpose of a breach of duty or dishonesty.
- We do not offer to bribe any person or pay commissions in any form

§ 3.4. LOBBYING

- We conduct the representation of our interests exclusively in connection with specific and clearly defined projects.
- We shall conduct lobbying in an ethical way and not involve any bribes or commissions in the process.
- Lobbying shall be carried out for the interests of the Association and not any personal interests

§ 3.5. ASSOCIATION FUNDS AND ASSETS

- We only use the funds and assets of the Association for the benefit of the Association and its members
- We maintain full financial records of the Associations funds and assets and their use.
- Sponsorships received are to be used for the benefit of the Association and its members
- All sponsorships should follow the same ethical guidelines than of the Association and promote the Sport of Floorball.

- All financial transactions must be proven and recorded within the framework of correct, comprehensive book-keeping which is in compliance with the law.
- When IFF is providing financial support to its Member Associations, the use of these funds shall always be for the benefit of Floorball and must be clearly recorded in the accounts of the IFF Member Associations.
- Upon request, the concerned Member Associations will cooperate with experts designated by the IFF CB to audit the accounts regarding these resources. The IFF Member Associations will give these experts the information they need.

§ 3.6. CONFLICT OF INTEREST

- We avoid conflicts of interest as defined in the IFF Conflict of Interest Policy and if we are not able to avoid them we disclose them to the Association.
- As a member of the IFF Central Board, Committees, Commissions, functions, or the Office we do not take part in any decisions that we have a personal or financial interest in.
- We disclose any investments or financial connections with customers, suppliers, sponsors or other business partners of the Association.

§ 3.7. BETTING

- We do not take part anywhere in betting either directly or indirectly on games of Floorball
- We do not provide any inside information that we have received in our position outside the organisation, which could be used for betting purposes.
- We do not maintain any relationships with illegal bookmakers or betting companies.
- We do not, directly or indirectly, attempt to influence the course or result of a competition

§ 3.8. FAIR COMPETITION

- We do not strike any agreements with competitors regarding economically sensitive issues like offers, prices, terms and conditions of business and interest of sponsors etc.

§ 3.9. FRAUD

- We do not condone or tolerate any form of fraud or embezzlement of the funds or assets of the Association.
- We operate on a zero tolerance basis.

§ 3.10. CANDIDATES FOR ELECTION AND APPOINTMENTS

- All Candidates' need to respect the relevant IFF procedures in place and act accordingly
- All Candidates' have to run their campaign with honesty, moderation and respect for the other candidates and voters
- The Candidate's should not approach the voters, in an unappropriated manner, with the objective to affect their freedom of decision.

§ 4. GUIDELINES FOR DEALING WITH SPONSORSHIP & PARTNERS

- We take the Code of Ethics and the Good Governance Guidelines as the basis for all relations with sponsors and all other stakeholders.
- We work together with stakeholders that confirm that in their business activity they adhere to the respectively applicable legal provisions.
- We always make payments directly to the entitled parties. We do not make any transfers to accounts or in countries which are classified as problematic by the transferring financial institution.
- The Association ensures that all support payments and financial contributions for charitable purposes are not used for any corrupt or inappropriate purpose.
- We always make all agreements/contracts involving any transaction of financial assets/money in writing and signed by two persons by the IFF, in accordance to our Statutes.
- We always use open and documented bids for Event organisation that is sent to all concerned stakeholders, with a sufficient time to hand in their bid.
- If the term of contract ends and no prolonging of the IFF sponsorship deals are made in accordance with the existing contracts, we invite companies to an open bid for the IFF sponsorships.

§ 5. FILES AND DOCUMENTS CONFIDENTIALITY

- The work produced by employees and other persons and committees to whom/which the IFF Good Governance Guidelines applies are the property of the Association unless this is expressly specified otherwise.
- We protect the intellectual and material property of the Association and that of third parties.
- We do not use confidential information for personal gain
- We treat confidential information with confidentiality at all times unless approved by the Association to be disclosed.
- When the employment or working relationship ends, we return all documents containing confidential information to the Association
- In all the agreements IFF signs it is clearly defined, how a possible dispute shall be handled and the process for that.

§6. BREACH OF THIS POLICY

Persons subject to this Policy who breach it will be sanctioned, in accordance with the IFF Juridical Regulations.

Persons subject to this Policy who attempt, or agree with another person, to act in a manner that would constitute a violation of this Policy, shall be treated as if they had committed a violation, whether or not such attempt or agreement in fact resulted in a violation.

LEGAL NOTICE

The IFF Good Governance Policy was approved by the Central Board of the International Floorball Federation on 9th of November 2014 and comes into force on 17th of November 2014.

IFF GENERAL ASSEMBLY 2014 - Participants
Enclosure 12

		Name		Position
1	Australia	Mr. Michel Vesely	1	National Team Manager
		Mr. Daniel Dornak	1	National Team head coach
1	Austria	Mr. Werner daves	1	President
		Mrs. Heidi Leb	1	Secretary General
1	Belarus	Mr. Sergey Lahoika	1	Vice-Chairman
		Mr. Dmitri Kourenkov	1	Auditor
1	Belgium	Mr. Daniel Borg	1	National Team coach
		Mrs. Cecilia Wallte	1	
1	Canada	Mr. Ron Spence	1	Director of Sponsorship
		Mr. Anthony Macneil	1	Director of school development
1	Czech Rep	Mr. Daniel Novak	1	Vice-President
		Mr. Tomas Frank	1	Secretary General
1	Denmark	Mr. Thorbjörn Ovedal	1	President
		Mr. Kim Falgren Vilger	1	Vice-President
1	Estonia	Mr. Ain Lillepalu	1	President
		Mr. Tõnis Teesalu	1	Secretary General
1	Finland	Mr. Mika Kaltala	1	President
		Mrs. Mervi Kilpikoski	1	Head of the Association Activities
1	France	Mr. Jerome Joaille	1	President
		Mr. Gilles Bizot	1	Secretary General
1	Germany	Mrs. Elke Scholz	1	President
		Mr. Michael Lachenmaier	1	Secretary General
1	Great Britain	Mr. Ville Manner	1	President
1	Hungary	Mr. Gabor Fuzi	1	President
		Mr. Robert Jaczko	1	Secretary General
1	Iceland	Mr. Atli Thor Hannesson	1	
		Mr. Gunnar Gils Kristinsson	1	
1	India	Mr. Pradeep Singh	1	Secretary General
		Mr. Atul Gupta	1	Senior Vice-president

1	Iran	Mr. Ramezenali Davalo	1	President
		Mr. Ali Mohtashamamiri	1	Board Member
1	Israel	Mr. Evgeni Mogilevski	1	President
1	Italy	Mr. Jorgen Olshov	1	Secretary General
		Mr. Giorgio Battaini	1	
1	Japan	Mr. Tsutomu Watanabe	1	President
		Mr. Takanobu Yoshino	1	Chairman of international committee of JFF
		Mrs. Kazumi Fremling	1	Interpreter
1	Jamaica	Mr. Jason Daye	1	President
		Ms. Graciela Palomera	1	International Coordinator
1	Korea	Mr. Hwang Joo Kim	1	Secretary General
		Mr. Gum Sung Kang	1	Board member
1	Latvia	Mr. Ilvis Petersons	1	President
		Mr. Egils Sveilis	1	Vice-President
1	Liechtenstein	Mr. Reto Voneschen	1	
1	Netherlands	Mr. Richard van Duijvenbode	1	President
		Ms. Carljin Martens	1	Office employee
1	New Zealand	Mr. Sven Erik Sundin	1	Vice-President
		Mrs. Eva Sundin	1	
1	Norway	Mr. Erik Hansen	1	President of the NBF
		Mr. Jon Erik Eriksen	1	Vice-President of the NBF
		Mr. Tomas Jonsson	1	Secretary General
1	Philippines	Mr. Ralph Ramos	1	Board member
		Mrs. Micaela Ramos	1	
1	Poland	Mr. Marek Chomnicki	1	President
		Mr. Tomasz Wojciechowski	1	Vice-President
1	Russia	Mr. Andrey Bogdanyuk	1	Vice-President
		Mr. Konstantin Zhukovskii	1	Secretary General
1	Serbia	Mr. Predrag Veljovic	1	President
		Mr. Marko Rajcic	1	
1	Singapore	Mr. Sharil Ismail	1	
1	Slovakia	Mr. Daniel Granec	1	President
		Mr. Oto Divinsky	1	Vice-President

1	Slovenia	Mrs. Suzana Novak	1	President
1	Spain	Mr. Juan Antonio Roldan	1	President
		Mr. Miguel Prieto	1	Board Member
1	Sweden	Mr. Thomas Engholm	1	President
		Mr. Göran Harnesk	1	Secretary General
1	Switzerland	Mr. Daniel Bareiss	1	President
		Mr. Jörg Beer	1	CB Member
1	Thailand	Mr. Chaiyapak Siriwat	1	President
		Mr. Jason Choo	1	
		Mr. Stefan Dahlgren	1	
1	Ukraine	Mr. Igor Ivanechenko	1	
		Mr. Tamuz Hidir	1	International Coordinator
		Mr. Roman Lozinsky	1	Interpretor
1	United States	Mr. Vince Faso	1	
39		Mr. David Brown	1	
	IFF Committees			
	IFF AC	Mr. Lasse Granqvist	1	IFF Appeal Committee Chairman
	IFF Auditor	Mr. Mikael Brandstam	1	IFF Auditor
	IFF CB	Mr. Tomas Eriksson	1	President
		Mr. Filip Suman	1	Vice President
		Mrs. Monika Bakke	1	Treasurer
		Mr. Daniel Bollinger	1	CB Member
		Mr. Milan Rantakari	1	CB Member
		Mr. Stephen King	1	CB Member
		Mr. Magdalena Kotikova	1	CB Member
		Mr. Carlos Lopez	1	CB Member
		Mrs. Johanna Mikkola	1	CB Member
		Mr. Oliver Stoll	1	CB Member
		Mr. Martin Wolmhed	1	CB Member
	IFF Staff	Mr. John Liljelund	1	Secretary General
		Ms. Merita Bruun	1	Information Manager
		Mr. Veli Halonen	1	Office Coordinator
		Mr. Stefan Kratz	1	Competition Manager
		Mrs. Sarah Mitchell	1	Competition Coordinator

	IFF Guests			
	China	Mr. Zhou Han	1	
		Mrs. Chen Xin	1	
	U19 WFC 2015	Mr. Krister Azelius	1	
	WFC 2015	Ms. Jeanette Good	1	WFC 2015 Secretary general
		Ms. Tuulikki Kangasluoma	1	WFC 2015 LOC Chair
		Mr. Perttu Pesä	1	City of Tampere
	U19 WFC 2016	Ms. Tracey Legault-Davis	1	U19 WFC 2016 Secretary general
		Ms. Clara Quinn	1	U19 WFC 2016 Media responsible
	WFC 2016	Andris Dzenis	1	WFC 2016 Secretary general
	Floorball4All	Mr. Benjamin Lüthi	1	
	XFBall	Mr. Christer Olsson	1	
		Mr. Jerry Grey	1	
			107	