



2020 WOA General Assembly
22 October 2020
Agenda & Papers



**WOA General Assembly – 22 October 2020
Online @ 1200 CET**

AGENDA

- 1. Roll Call**
- 2. WOA President's Welcome**
- 3. Minutes and Matters Arising from 2015 General Assembly**
- 4. IOC Welcome**
- 5. NOA Membership Certification of Recognition**
- 6. Finance Report**
- 7. WOA Activity Report 2015-2020**
- 8. The Next Four Years**
- 9. Elections**
- 10. Constitution Update**
- 11. AOB**



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8. The Next Four Years (*report attached*)
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WOA General Assembly - Minutes

22 October 2015, Moscow

1. Roll Call

The roll call is attached as Appendix 1. 83 National Olympians Associations were represented at the General Assembly. The WOA Secretary General announced that a quorum had been met.

The WOA President outlined the procedure that was followed prior to the General Assembly to ensure that votes would only be given to NOA representatives who are Olympians as per the Constitution.

Rules about who can and how to give proxy votes were clarified.

2. President's Welcome

Joel Bouzou welcomed Olympians and guests to the General Assembly.

Joel reminded everyone of the commitments he made four years ago on his election in Lausanne. He recognised the support for WOA from the Olympic Family and the IOC.

Joel thanked everyone again for their investment and enthusiasm during the successful World Olympians Forum.

He said there had been a notable absence in that former WOA President Dick Fosbury had been unable to join the General Assembly. However, Joel said that Dick had sent a video message which was shown to the General Assembly.

Joel stressed the importance of the Executive Committee as the heart and soul of the WOA between General Assembly meetings and he emphasised the importance of the elections and also the important changes to the proposed new constitution which would result in better representation and accountability.

Joel's full speech is attached as appendix 2.

3. Agenda Approval

The WOA President reminded the General Assembly that the Agenda had been communicated prior to the General Assembly. Following discussion, the agenda was **APPROVED]**

4. Approval of minutes from 2011

The WOA President proposed the minutes and asked for comments or corrections. There were no comments or corrections to the minutes. The minutes were **APPROVED**.

5. Matters arising from 2011 GA

There were no matters arising that were not being dealt with on the agenda.

6. Consideration of members

Joel reported that there were seven countries that were at different stages in their application for WOA Membership. He stated that the proposal from the WOA Executive Committee was that:

Cambodia and Cape Verde, who have submitted all the necessary documents, should be granted full membership by the General Assembly today. He said that the two representatives present would have the right to vote in the elections.

Joel reported that while Brazil, Botswana, Morocco, Palestine and Sao Tome had not yet produced all the documentation for WOA membership it was recommended that they should be granted provisional membership and that their representatives present at the General Assembly would not be eligible to vote. Joel proposed that to avoid a four-year wait for full membership status, the General Assembly should approve them for full membership on the condition that they provide the necessary documentation. This was **APPROVED** unanimously.

7. President's Report

Joel presented his President's report to the General Assembly. The full report can be seen in appendix 3.

8. Secretary General's Report

Anthony Ledgard presented his Secretary General's report to the General Assembly. The full report can be seen in appendix 4.

9. Treasurer's Report

Patrick Singleton presented his Treasurer's report to the General Assembly. The full report can be seen in appendix 5.

The audited Financial Statements were proposed by Patrick and **APPROVED** unanimously.

10. IOC Sports Department Report

IOC Sport Director Kit McConnell presented the IOC Sports Department report to the General Assembly. The full report can be seen in appendix 6.

11. Elections

Joel reported that the election nomination process had been set up according to the constitution, that it had been communicated in advance and that deadlines had been respected by all candidates. He said that all candidates had been verified as Olympians and approved by the IOC Ethics Commission and that each candidate had agreed to sign the WOA Code of Conduct if elected.

Joel said that Frank Fredricks had been appointed to lead the scrutineer team. He reported that an electronic voting system would be used and that delegates will need to go out of the room to pick up their voting box.

He said that 5 NOA representatives present were not eligible to vote and that this has been communicated to those individuals in advance. He reiterated that proxy votes could only be given by an NOA lead representative who is at the General Assembly but who is not an Olympian or could not be physically in the room to cast their vote.

Jan Boutmy (Netherlands Antilles) asked why Netherlands Antilles was not entitled to a vote. Mike Miller replied that as Netherlands Antilles doesn't exist as a country and so there is no NOC therefore there is also no NOA and therefore no vote. He said that Netherlands Antilles athletes will be represented by Netherlands.

Jan Boutmy replied that he had only been told that the NOA didn't exist on arrival in Moscow. Joel said that Jan had been informed in advance of the General Assembly and that the Executive Committee had decided to invite him personally as an observer at WOA's expense in honour of his years of service to Olympians and the Olympic Movement.

Marlon Williams (US Virgin Islands) proposed a motion to take candidates for election from the floor because he said sufficient time was not given to NOAs to propose candidates. Joel responded that the process has been done according to the constitution and that the timelines set were appropriate and fair. The motion was seconded by Cedric Harris (Dominica). Following discussion, the motion was put to the vote. There being 17 votes for and 38 against the motion was **NOT APPROVED**.

The voting process and technology was outlined by Mike Miller, WOA CEO. This included a test vote. All candidates were given 90 seconds to speak or play a video. Two candidates withdrew from the Executive Committee Member vote in advance of the election – Alper Kasapoglu and Miroslav Cerar.

The vote results were as follows:

President

- 66 Y
- 9 N

Re-elected: Joel Bouzou FRA

Secretary General

- 74 Y
- 11 N

Re-elected: Anthony Ledgard PER

Treasurer

- 67 Y
- 13 N

Re-elected: Patrick Singleton BER

Vice Presidents (two to be elected)

- George Andreadis (GRE) 11
- Amadou Dia Ba (SEN) 35
- Alper Kasapoglu (TUR) 31

Elected: Amadou Dia Ba SEN and Alper Kasapoglu TUR

Executive Committee Members (4 to be elected)

- Natchaba Adouna (TOG)
- Prince Henry Amike (NGR)
- George Andreadis (GRE)
- Igor Boraska (CRO)
- Nadia Cruz (ANG)
- Nancy Hogshead-Makar (USA)
- Joslyn Hoyte-Smith (GBR)
- Grace Jackson (JAM)
- Tatiana Lebedeva (RUS)
- Carlos Lima (SUI)
- Freida Nicholls (BAR)
- Victor Peicov (MOL)
- Ernesto Perez (ESP)
- Malav Shroff (IND)
- Paul Urbain (BEL)
- Pernilla Wiberg Bjerke (SWE)

First round

Natchaba Adouna TOG, George Andreadis GRE and Carlos Lima SUI received the least votes (0) so were removed for the next round of voting



Second round

Nancy Hogshead-Makar USA, Joslyn Hoyte-Smith GBR, Victor Peicov MOL received the least votes (2) so were removed

Third round

Paul Urbain BEL received the least votes (4) so was removed

Fourth round

Grace Jackson JAM, Prince Henry Amike NGR received the least votes (5) so were removed

Fifth round

Igor Boraska CRO received the least votes (7) so was removed

Sixth round

Pernilla Wiberg Bjerke SWE, Ernesto Perez ESP received the least votes (10) so were removed

Vote of acceptance for the remaining four candidates.

- 68 Y
- 10 N

Elected: Nadia Cruz ANG, Tatiana Lebedeva RUS, Freida Nicholls BAR and Malav Shroff IND.

Joel thanked Frank Fredricks for assistance during the election and congratulated the elected candidates whose positions will take effect after the General Assembly.

12. Proposed New Constitution

Joel Bouzou stressed that this was a very important item for consideration by the General Assembly. He thanked the WOA Constitution Committee led by Pernilla Wiberg Bjerke who drafted the proposal with support from the WOA administration team, the IOC and an international law firm based in London.

NOAs had been asked to submit comments by 19 October. There were no comments from the General Assembly.

Joel reminded the General Assembly that a two thirds majority vote was required to approve the proposed constitution. He said that if passed the new constitution would come into effect after the General Assembly.

Joel Bouzou asked the General Assembly to vote on the new constitution. By show of hands there was a unanimous vote in favour which meant the new constitution was **APPROVED**.

13. Projects for 2016

Joel presented the Projects for 2016 report. He stressed that WOA projects were based on the WOA's dual mission of Service to Olympians and Service to Society and were in alignment with the IOC's Agenda 2020. He said that projects were agreed each year with the IOC and then funded by the IOC. He said that WOA works with Olympic Family partners and others to build and run projects and that those projects then need to be activated on a national and local level through the National Olympians Associations.

Joel said that the main project areas going forward would be life transition for Olympians, post career health and fitness and financial support for Olympian-led projects that support Olympians or benefit their local communities. He said that WOA would continue to celebrate the contribution of Olympians to bringing the values of the Olympic movement to life.

14. AOB

WOA honorary positions

Joel Bouzou notified the General Assembly that the former IOC President Juan Antonio Samaranch would henceforth be referred to as the founder of the WOA rather than Honorary President. He said that HSH Prince Albert II of Monaco had agreed to continue in his role of WOA Patron. Joel said that IOC President Thomas Bach had approved both positions.

World Olympians Forum and General Assembly

Francis Dove-Edwin thanked the executive committee for delivering the World Olympians Forum and proposed that in future the WOF be separated from the General Assembly and that the General Assembly should be moved to after the Olympic Games.

Joel Bouzou clarified that as part of the newly approved Constitution the General Assembly would move to after the Olympic Games. He agreed with the idea of having the events separated but acknowledged the difficulty in finding funding for two separate events.

Communication

Tony Ledgard reminded everyone of the importance of submitting their contact details and also asked NOAs to encourage Olympians to sign up to the Olympian.org e-mail address.

Final comments

Joel Bouzou once again thanked the Russian hosts, congratulated the new members of the Executive Committee and thanked the former Executive Committee members for their hard work. He called a meeting of the new Executive Committee following the General Assembly where the first order of business would be for the members to sign the WOA Code of Conduct. He thanked all the attendees and congratulated the NOAs for their work over the past four years in supporting the needs of Olympians and involving Olympians in projects that helped spread the Olympic values and benefited their local communities.

Close: 13.51



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WOA Finance Report

Presented by WOA Treasurer Patrick Singleton OLY

Five more years of clean audits have been communicated annually to NOAs

Due to the robust financial processes we introduced in 2014 we have had four more years of clean audits. PwC has been engaged as the independent auditors for the past seven years, producing reports that have been shared with NOAs on an annual basis and are included again in the Appendix. The audit report for 2020 will be produced and communicated in 2021 following the close of this financial year.

WOA budget financed by IOC has continued to grow in line with WOA impact

Those robust processes, clean audits and the success of our projects and programmes such as Target Ebola, Olympic Day promotion and NOA projects funded by WOA grants has led to even stronger financial backing from the IOC. We developed a four-year budget in line with the WOA Strategic Plan which outlined the creation of new projects and the expansion of existing programmes. This resulted in an 85% increase in our annual programmes budget. On top of that, we have received an extra \$2,000,000 from the IOC which helped fund the ORC in Rio 2016, Games time programmes for Olympians in PyeongChang 2018, the Olympians Long-Term Health Survey, the World Olympians Forum 2019, this General Assembly and OLY House Tokyo 2020.

Our increased resources have been directed towards NOAs and Olympians

The growth in WOA funding has been focused on delivering increased services to NOAs, to facilitate the best connection and programmes for the Olympians in your countries. Central to this has been the introduction of Development Officers, the staging of the World Olympians Forum in 2019, the delivery of Continental NOA workshops and meetings, the launch of the NOA Guide and the expansion of the Grants programme. Other new funding has been used to support and recognise Olympians directly through the development and celebration of OLY in partnership with Olympic Movement stakeholders, the creation and promotion of benefits for Olympians and the ongoing growth of Games-time hospitality and programmes.

The WOA Grants programme was expanded with more money for NOAs

WOA has so far paid out nearly \$350,000 in grants to NOAs. We have expanded the amount and types of grant funding available. All NOAs can receive the annual \$1,000 NOA Administration Grant we started in 2014. And in 2017 we introduced the \$5000 Olympian-led project grants. So far 38 Service to Society and Service to Olympians grants have been awarded to NOAs funding Olympian-led projects on all five continents. Please speak to our Administration team for more information on how to apply for the various WOA Grants.

The global Covid-19 situation is affecting WOA budget

The impact of Covid-19 touches the IOC along with IFs, NFs, NOCs, OCOGs as well as all other sports agencies and organisations operating within the Olympic Movement. In April 2020, following an IOC consultation process, all department budgets, including the WOA budget, were reduced by 30% for both 2020 and 2021. We had to cut some activities and put some planned developments on hold. Decisions were based on preserving all NOA Grant funding, the existing Development Officer support to NOAs and the growth and engagement of the OLY network. We will be applying for increased funding as soon as feasible.



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WOA Activity Report 2015-2020

Presented by WOA Secretary General Tony Ledgard OLY

WOA has significantly increased our support services to NOAs

In the past five years we have purposefully improved our support for you. We hired two Development Officers, one in Asia and one in the Americas, helping you set your strategic plans, apply for grants, engage with your members and promote links with your NOCs to get their added support. We instituted Continental workshops and meetings, created the NOA Guide filled with best practice templates and launched the NOA Service to Society and Service to Olympians grants programmes.

We've grown our global connection with NOAs and Olympians

Our digital reach has been significantly improved through our growing OLY and NOA databases and our closer links with IOC's Athlete 365. This has led to a big uptake of WOA opportunities and high participation in WOA surveys and campaigns. In person engagement has grown through increased investment in our Games-time programmes, the World Olympians Forums and the Continental meetings. Across Rio 2016 and PyeongChang 2018 WOA interacted with over 6,000 Olympians and their guests. At the 2019 World Olympians Forum we held a joint day with the IOC's International Athletes Forum bringing together 400 Olympians and Athletes to share information and build lasting relationships.

Recognition and celebration of Olympians has been boosted

WOA launched the OLY post nominal letters in November 2017 to provide Olympians with lifelong and public acknowledgement of their hard work and dedication. Over 13,500 Olympians are now registered. Monthly OLY presentations have been delivered in partnership with government leaders, NOAs, NOCs and IFs to celebrate Olympians and maintain their vital ongoing connection with the Olympic Movement. We launched Olympians for Life and the WOA Service to Society Grants programmes to further highlight Olympians unique ability to share the Olympic values with communities all year round.

Our new programmes support Olympians at all stages of their lives

WOA is focused on providing support to Olympians for a positive life beyond sport. We recently announced 152 Olympian scholarships with the University of London. To help protect and improve Olympians long-term health WOA commissioned the first ever global Olympians health study which attracted 4,735 participants. This will quantify the areas of concern and produce data driven recommendations for multiple stakeholders to bring about change. WOA also piloted mentoring programmes with nine NOAs to help Olympians through life transition when they retire from sport.

WOA has grown our influence in the Olympic Movement to benefit NOAs

We successfully integrated our administration team into the IOC Sports department and have built strong internal partnerships with the IOC Medical & Scientific department, Commercial department, Olympic Foundation for Culture and Heritage and NOC Relations department which has led to IOC funding of our health survey, Airbnb sponsorship of OLY House Tokyo 2020, the OLY Arts programmes in PyeongChang 2018 and Tokyo 2020 and closer relations between NOCs and NOAs. WOA Executive Committee members sit on IOC Commissions and we regularly speak on Olympians issues at IOC, ANOC, GAISF and other Olympic Family events.



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The Next Four Years 2021-2024

Presented by WOA President Joel Bouzou OLY

We will build the future together with you

After the General Assembly we will update the WOA Strategic Plan for the next four years directly involving you, the NOAs. The next four years will be difficult to predict with the uncertainty over covid-19. Our number one priority will remain the same: to build the strength of our NOAs so that you can support your members and communities during these unprecedented times. We will hold more Continental workshops and meetings, host the third World Olympians Forum and consult with you to ensure we meet your needs.

We will ensure Olympians are at the heart of the Olympic Movement

We are valued by the IOC, we are members of GAISF and are regular speakers at the ANOC General Assembly, SportAccord and the IF Forum so we can more effectively ensure that the needs of Olympians are properly considered by the IOC, IFs, NOCs and other Olympic Movement stakeholders. We will play an active role in the IOC's consultation process as it builds on Agenda 2020 with its new roadmap to 2025. We will build new lobbying partnerships to ensure the IOC, IFs and NOCs establish or grow programmes to support Olympians life transition, long-term mental and physical health and educational and employment opportunities. And we will set up an Environment Committee to help Olympians strongly advocate for environmental causes and play a leading role in environmental actions.

We will create new support services for NOAs

The stronger you are, the stronger the WOA is and the better able we are to support Olympians and society. We will increase WOA Grants providing more money and resources for you to run your associations and your projects. We will bring our support services closer to you by hiring Development Officers covering Africa, Europe and Oceania adding to the existing Development Officers in Asia and the Americas. We will continue to develop the NOA Guide, so you have more tools to help you build your programmes and support your members. And we will build our engagement with the IOC's NOC Relations Department so that your NOCs are encouraged to work closely with you, as we are with the IOC.

We will expand Olympian opportunities and benefits

We will create new partnerships to bring more opportunities and benefits for Olympians along the lines of our successful collaborations with the World Academy of Sport, which led to the AFEC assessors opportunities and the Post Graduate scholarships for Olympians, with EY which led to work placements for female Olympians, with the Yunus Foundation which led to the IOC's Olympian and Athletes Business Accelerator and with Airbnb which led to the Olympian Experiences programme. We will expand our popular Games-time benefits for Olympians. And, we will commission more research into Olympians health and provide data driven recommendations.

We will increase recognition and connections for Olympians

15,000 Olympians now use OLY and the Olympian.org email address. We aim to double that number over the next four years through proactive campaigns with the IOC and at Games-time and through more OLY Presentations with government leaders, IFs and NOCs. We will launch the OLY community on LinkedIn and create OLY groups based on profession. We will continue to highlight the community projects of Olympians through Olympians for Life and WOA Grants, forming stronger relationships with the Olympic Channel and other media platforms to inspire others.



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Appendix 1 – General Assembly roll call

Angola (ANG)	Nadia CRUZ
Argentina (ARG)	Maria Julia GARISOAIN
Aruba (ARU)	Roswitha LOPEZ
Australia (AUS)	Leon WIEGARD
Barbados (BAR)	Freida NICHOLLS
Belgium (BEL)	Paul URBAIN
Belize (BIZ)	Colin THURTON
Bermuda (BER)	Patrick SINGLETON
Bolivia (BOL)	Roberto NIELSEN REYES K.
Botswana (BOT)	Glody DUBE
British Virgin Islands (IVB)	Dean GREENAWAY
Burundi (BDI)	Dieudonne KWIZERA
Cambodia (CAM)	Vath CHAMREUN
Canada (CAN)	Christian FARSTAD
Cape Verde (CPV)	Ismenia FREDERICO
Chile (CHI)	Sebastian KEITEL BIANCHI
Colombia (COL)	Mauricio RIVAS NIETO
Comores (COM)	Ahamada HAOUATA
Croatia (CRO)	Igor BORASKA
Dominica (DMA)	Cedric HARRIS
Ecuador (ECU)	Jorge DELGADO PANCHANA
Equatorial Guinea (GEQ)	Bernardo ELONGA MOLICO
El Salvador (ESA)	Salvador SALGUERO
Finland (FIN)	Emma TERHO
France (FRA)	Jean-Philippe GATIEN
Gabon (GAB)	Kingbo ODETTE
Germany (GER)	Claudia BOKEL
Ghana (GHA)	Michael NUNOO
Great Britain (GBR)	Joslyn HOYTE-SMITH
Greece (GRE)	Ioannis PALIOS
Guatemala (GUA)	Christa SCHUMANN LOTTMANN
Guinea (GUI)	Ibrahima Calva FOFANA
Guinea-Bissau (GBS)	Fernando ARLETE

Guyana (GUY)	Michael PARRIS
Hungary (HUN)	Pal SCHMITT
India (IND)	Shiva KESHAVAN
Italy (ITA)	Gianfranco BARALDI
Ivory Coast (CIV)	Isaac ANGBO
Jamaica (JAM)	Vilma CHARLTON
Japan (JPN)	Koji MUROFUSHI
Jordan (JOR)	Samer KAMAL
Kenya (KEN)	Robert OUKO
Latvia (LAT)	Ingrida AMANTOVA
Liberia (LBR)	George B GOULD
Lithuania (LTU)	Lina Inga KACIUSYTE
Madagascar (MAD)	Rosa RAKOTOZAFY
Malawi (MAW)	Chimwaza DYTON
Mali (MLI)	Abdoulaye TRAORE
Mauritius (MRI)	Eileen Karen FOO KUNE
Mexico (MEX)	Carlos HERNANDEZ SCHAFLER
Moldova (MDA)	Victor PEICOV
Monaco (MON)	Pascal CAMIA
Mongolia (MGL)	Damdin TSEND
Montenegro (MNE)	Andrija POPOVIC
Namibia (NAM)	Frank FREDERICKS
New Zealand (NZL)	Katherine CALDER
Nicaragua (NCA)	Walter MARTINEZ HERNANDEZ
Niger (NIG)	Mumouni KIMBA
Nigeria (NGR)	Henry AMIKE
Paraguay (PAR)	Leryn FRANCO
Peru (PER)	Ricardo Antonio DUARTE MUNGI
Puerto Rico (PUR)	Abderraman BRENES LAROCHE SANTOS
Russia (RUS)	Galina GOROKHOVA
Senegal (SEN)	Niokhor DIONGUE
Sierra Leone (SLE)	Francis DOVE-EDWIN
Singapore (SIN)	Mark CHAY
Slovenia (SLO)	Miroslav CERAR
Somalia (SOM)	Abdi AHMED
South Africa (RSA)	Tyler BOTHA



South Korea (KOR)	Minsock SONG
Spain (ESP)	Ernesto PEREZ
St. Kitts and Nevis (SKN)	Bertram HAYNES
St. Lucia (LCA)	Dominic JOHNSON
Sweden (SWE)	Gunnar LARSSON
Tajikistan (TJK)	Zebiniso RUSTAMOVA
Turkey (TUR)	Alper KASAPOGLU
Turkmenistan (TKM)	Shohrat GURBANOV
U.S Virgin Islands (ISV)	Marlon WILLIAMS
Uganda (UGA)	Moses MUSONGE JR
United States (USA)	Gary HALL SNR
Ukraine (UKR)	Sergey BUBKA
Venezuela (VEN)	William WUYKE
Zimbabwe (ZIM)	Abel CHIMUKOKO

Appendix 2 – WOA President's Welcome

Chers Collègues Olympiens,
Chers Invités,

Bienvenue à l'Assemblée Générale de l'Association Mondiale des Olympiens. Ceci est le moment où nos associations nationales - vous – pouvez vous exprimer sur le travail que vos élus ont accompli au cours des quatre dernières années et sur notre orientation pour les quatre prochaines années.

Il y a quatre ans à Lausanne, je me tenais en face de vous et avais pris un certain nombre d'engagements. J'avais dit que l'AMO ferait son retour et serait à nouveau opérationnelle - et nous l'avons fait.

J'avais dit que nous regagnerions le soutien de la famille olympique et du CIO - et nous l'avons fait. J'avais dit que nous tiendrions un forum pour discuter des sujets les plus importants pour vous et vos membres - et nous l'avons fait. Hier fut un énorme succès et je tiens à vous remercier encore une fois pour votre investissement et votre enthousiasme.

Yesterday we discussed many topics, heard from experts and Olympians from all over the world, shared experiences and learnings and signed a very important declaration. We re-pledged ourselves to our mission and purpose – Service to Society, Service to Olympians.

Today is about seeing what we have done since our last meeting to try to achieve those aims and then to decide the best way to achieve those aims in the next four years.

There were many notable Olympians in attendance but also one notable absence – our previous past President Dick Fosbury. Unfortunately, Dick was unable to be with us here in Moscow – but he wanted you to know that he wished us well in our endeavours

To successfully run a modern organisation, to best be able to support you and your members, to ensure that there is proper representation and accountability, the WOA needs a modern, fit for purpose constitution. We will be discussing that later.

While the management team run the organisation on a day to day basis, the heart and soul of the WOA in between General Assemblies with the authority of the General Assembly vested in it – is the Executive Committee.

That is why the elections which will take place today are so important.

And that is why we are suggesting changing the process in the proposed Constitution – to ensure greater accountability through Executive Committee members elected by the Continents and accountable to them throughout the four-year cycle.



So, I wish you all the best for today's deliberations.

Our first order business is to agree the order business for the General Assembly. You were previously sent the draft agenda and you will find it in your printed pack.

I would now like to commend the agenda to you for acceptance.

All in favour please raise your hands.

Thank you

Appendix 3 – WOA President's report

Chers Olympiens, Chers Collègues, Chers Amis,

Ces quatre dernières années sont passées très vite pour l'AMO. Nous avons accompli beaucoup de choses en travaillant ensemble. J'ai été très heureux de la façon dont le Comité exécutif a travaillé dans l'unité pour faire avancer l'AMO, de la façon dont beaucoup de nos Associations Nationales, nos Membres, vous, avez partagé vos histoires avec nous, avez travaillé avec nous sur des projets et avez répondu à nos demandes d'information et d'aide. Nous avons créé une base solide sur laquelle construire. Nous avons mis en place de bons systèmes.

Nous avons établi des programmes dont bénéficient à la fois les Olympiens et la Société. Nous avons sécurisé nos actifs, sécurisé notre financement et re-construit notre relation avec le CIO.

Il a fallu du temps et beaucoup d'efforts pour y parvenir.

Près de deux ans pour faire face aux problèmes du passé, pour se réapproprier notre base de données, notre site Web, notre service de courrier électronique Olympians.org.

Pour retrouver notre financement par le CIO et ensuite l'augmenter.

Pour réajuster nos buts et projets autour de l'Agenda 2020.

Pour mettre en place un management professionnel, une gouvernance moderne et une organisation financière solide.

Je suis fier de ce que nous avons accompli jusqu'à présent.

For the first time we have been able to invest direct into you, the National Associations, through the annual \$1,000 grants which you can use for your administration, or to hold meetings or to keep in contact with your members.

We have tried to be as flexible as possible so that you can use the grants to help your associations and your members.

For the first time we provided free tickets for groups of Olympians to go on group outings at the Winter Games in Sochi, to enjoy each others company, to bond, to make new friends, to re-connect with old friends and to enjoy Olympic sport.

For the first time we united the Olympian family to help save lives through our highly successful TargetEbola campaign working directly with Olympians from the USA, Great Britain, Sierra Leone and Liberia and receiving support from Olympians all over the world, from IFs and from NOCs.

And for the first time for both the WOA and the IOC and under the chairmanship of the former IOC Medical Director Doctor, Patrick Schamasch, we have begun to look at health and fitness issues for athletic post-career Olympians with a view to finding the research gaps and coming up with concrete proposals which will help Olympians lead better, healthier lives when they retire from active competition.

I am proud of what we have done. But that is only the beginning. The base is set, now we must continue to build on it. There is so much we can do in the next four years. Both for Olympians and for the communities in which we live.

For Olympians, one of the biggest issues is life transition.

With our new, closer relationship with the IOC we can work more in unison with the IOC Athletes Commission and the Athletes Career Programme. But jobs are just one part of life transition. For some there is the need of basic education, never mind university degrees or job experience. That is why we have been looking at trialling high school level education programmes with the World Academy of Sport.

For others there is the trauma of finishing one life and beginning a new one.

We want to test out a buddy system pairing an older retired Olympian with one who is just about to retire or has just retired so that they have someone to talk to, to give them the wisdom of their life transition experiences, their successes and failures, and the route out of their post-Games depression. And I have already spoken about the medical issues and the high hopes we have for our medical committee.

All of these could make a real difference to the lives of Olympians once they retire from active competition.

To your members.

We want to expand and fine-tune the National Olympians Association's annual grant system.

It is important that we continue to invest in our National Associations, that we grow our investment in you because it is you and your associations who will activate the programmes on a local level that we agree and set-up on an international level.

You run the projects in your communities, you run your social gatherings and annual meetings, you look after your members as best you can.

You ensure that they are good ambassadors for the Olympic Movement and the real life embodiment of Olympism. And the job of the WOA is to help you be as successful as possible in what you do for your members and your communities.

Gender equality is an important issue for your members. For while there is now gender equality in sporting terms at the Olympics that is not reflected in the elected officials and senior management of sport at all levels.

Which means that female Olympians, half your members, are missing out on the opportunity to give back to their sports and their sports are missing out on their expertise. That is why we are proposing equality of representation on the Executive Committee from the Continents.

And that is why we need to work as part of our Life Transition Programmes to help female Olympians break through into the male dominated world of sports administration. And as we are on the subject, we want to ensure that the WOA has good governance and proper representation and accountability.

Why? So that we can better serve you, our members.

In the current constitution the Executive Committee is elected by the General Assembly and is held accountable every four years. Last time there was no-one elected from Asia or Oceania and no women were elected.

Our proposal is that each Continent elects one male and one female member to the Executive Committee. Those members would be accountable to their Continent. They would have to canvass the views of their NOAs and report back to them on a regular basis.

All the time knowing that they could be recalled virtually at any time if they did not do their job properly.

That is accountability.

Your voice and the views and needs of your members need to be heard by those who are taking decisions on a daily basis that affect both your members and your future members. That is why we have worked so hard to strengthen our relationship with the IOC, the NOCs and the IFs.

We were included in the Agenda 2020 process and in the new IOC Commission structure. We are working more closely with a number of IOC departments. We have been invited to speak at the ANOC Congress.

And one of the big reasons for having the Forum was to ensure that your voice was heard by those in the Olympic Family who make the decisions.

We are now trusted partners of the IOC. We need to continue to build on those relationships so that we can better represent you and your members and ensure that the needs of Olympians at all stages of their lives are met by the IOC, NOCs and IFs.

It is not good enough for Olympians to be used when they can win medals or sell tickets or sell products and then to be discarded and forgotten about when they retire. To lose their support systems when they need them most. We must continue to prove our worth so that we can ensure investment in time and money in projects that benefit your members.

So that your members can help those less fortunate than themselves through the power of sport, through the Olympic ideals, and through greater alignment with the IOC and their NOCs at both the strategic and operational levels.

To help with that I am very pleased to be able to tell you that the IOC has agreed to fund three full time WOA staff who will be based at the IOC headquarters in Lausanne working closely with the IOC Sports Department. Working full time on your behalf and on behalf of your members. This is a similar model to those NOAs who work so well in partnership with their NOCs, whose NOCs fund staff for their NOAs or provide the time of their own staff.

We need to ensure closer working relationships between NOCs and NOAs. I know sometimes there are tensions. I know that some NOCs and NOAs just don't get along. But we are all stronger when we work together. We have the same aims. And when we are integrated we have more chance of serving our members and serving society properly.

So in the next few years we need to keep working to build those relationships, to work closely with NOCs and their Athletes Commissions, to unlock NOC funding and expertise which can be used to benefit your members. And that can only happen when there is a close and mutually respectful relationship between the IOC and the WOA.

A relationship that now exists thanks to the hard work of the past four years and the trust that the IOC has in the current WOA Board and our senior management.

We want to build on the success of Sochi to ensure that there is always a first class Reunion Centre for Olympians at all editions of the Games.

Planning for Rio is well advanced. We have a great location at the iconic Flamengo Club just opposite the rowing and canoeing venue.

And we have great partners in EY who are sponsoring the ORC. And for the first time we will be part of the official IOC transport system.

Which is a huge signal to everyone that the WOA is an integral part of the Games and the Olympic Family. We heard you tell us yesterday what you want out of the Games time experience. And we will work with the IOC and the Organising Committees to try to make that a reality. We also want to make the group outings with free tickets for Olympians an ongoing reality and for there to be more recognition of retired Olympians both during a Games and at all other times.

One small but, I think, significant project we have been discussing with the IOC but which I would like to see become a reality which goes right to the heart of recognition for what you



did and what your members do for the Olympic Movement is to have agreement for a post-nominal letter designation for Olympians, like those used by governments, universities, trades and the military.

We believe that all Olympians should be awarded the use of an OLY descriptor so you could sign your name and be known as Joel Bouzou OLY. That way everyone would know what you have done, what you have achieved and what is your place in the pantheon of sport.

Its simple, its easy to set up and it would give real prestige and be a real benefit to you and your members.

Benefitting your members is only half the story. We must also ensure that we do not lose sight of the power we have to make the world a better place. To fulfil the other half of our Mission of Service to Society. We have been building relationships with a number of organisations. In the next four years we need to make those relationships and our campaigns as successful as the TargetEbola campaign was.

Peace, healthy and active lifestyles, giving youth a chance through sport. Those are the big themes for the next four years. WhiteCards for Peace, World Fit, Olympic Day, Sport for young refugees and Olympians Inspired projects in your communities.

Those are the projects we will concentrate on building, which we hope you will activate in your own countries.

Every year we will agree the specific projects and the necessary funding with the IOC, to ensure that this links with wider Olympic Agenda 2020 projects and structures. We will strengthen the partnerships and seek to help you unlock funding in your country.

We will work with you. But it is up to you to activate those projects in your country. We will provide you with the tools, but you and your members will need to do the local activation. As so many of you already do and which we feature on our website. Please tell us your stories.

There are so many good stories of Olympians all around the world doing so much good. Stories that never get told. Well, we have the platform on our website and through our social media. Use us to tell the world about what you and your members are doing.

The new Olympic Channel will also provide a platform to share the inspirational stories of Olympians, not just as athletes, but also in their post athletic careers.

You have done so much.

We have done so much.

But there is so much more to do.

So much more that we can do.



We need to continue to strengthen the WOA. To make it a stronger voice for Olympians. To make it a better support for you and your members. To make it a more effective tool to help create a better world.

I tried to sum up the main points of the past four year's progress in the recent newsletter I sent to you and which is in your General Assembly packs.

Lets continue to work together to build on that solid foundation in the next four years.

Together, united, working as one, we can make it happen. We can help build a better world. For Olympians. For those less fortunate than ourselves. For everyone.

That is why the modern Olympics were founded by Pierre de Coubertin.

That is why we were formed.

That is our mission and our goal.

A better world for all.

And the best way to achieve that is by working closely with the IOC and with your National Olympic Committees, and by implementing the Olympic agenda 2020 inspired WOA programmes.

Thank you.

Appendix 4 – WOA General Secretary's report

Dear colleagues, i will start my remarks in Spanish...

Queridos amigos, queridos deportistas Olímpicos, es para mí un honor está aquí con Ustedes pero aun me llena más de felicidad poder leer la documentación oficial, los carteles y toda la papelería no sólo en Inglés y Francés pero también en Español. Hoy el español, al igual que el francés e Inglés es también el idioma oficial de la Asociación Mundial de Atletas Olímpicos.

It has certainly been an interesting four years. As you are aware, we have had to deal with several issues from the past...

Today, we have managed to deal with those issues and we are very happy to tell you that now you have an association you can feel proud of. Today, the World Olympians Association has an honored status within the Olympic Movement.

Our aim throughout the past years has been to get our systems and processes in place so that we could better serve you, our members, Olympians. We want to give you all the necessary tools so you can better serve your members. Olympians together can Serve Society and make the world a better place.

We did an online survey and asked you how we could help. The top request was help with finance. Patrick, our Treasurer who has done a great job, will deal with that in his report.

Your second priority was to improve communications. And this falls in my area.

Four years ago we had no control over our member database, we had no control of our website, we had no control on our email system and we had no control of our social media. After a very uncomfortable and long process, today we are able to control our systems and communicate with you effectively and regularly.

El esfuerzo valió la pena.

During the Sochi Olympic Games we unveiled our new logo, our new website and our new improved Olympian.org email system. Our website has been showcasing all the good work you and your members do in order to spread the spirit and power of Olympism.

Our revitalized website is a now a powerful platform for your associations and your members to illustrate your achievements. It is your website - please use it to share and promote your efforts and activities. Send us your stories, send us your pictures, send us what you want to highlight to the world and the Olympic Family. We are now ready with the proper systems in place to help you spread your message.



I also feel very proud that today our website, and our overall communications, are expressed in three languages - English, French and now Spanish - the official language of 20% of the NOAs here. Our new communications tools reflect the diversity and universality of our members and this will definitely help us communicate better in the future...

...And now I can also read about all of your wonderful deeds in my native tongue.

Amigos Latinoamericanos, hemos logrado algo muy importante, y les quiero recalcar mi gratitud ya que esto no hubiera sido posible sin su con fianza hacia mi persona.

As well as improving the website, we also started publishing newsletters, in the three languages mentioned, so you can be better informed about the projects and activities of the WOA and member associations.

To further enhance our communications with you, the Olympic Family and the press, we hired the renowned communications firm Vero, the company that helped Rio win the right to host the Olympic Games next year, helped Rugby get back onto the Olympic Program and has many other notable successes in the Olympic Movement.

Vero manages our website, our twitter and our Facebook. They also write and issue our press releases, organize press conferences and advise on strategic policy.

Back in 2013, when we gained control of our member database, we found that it was completely inadequate and out of date. We have been working hard over the past few years to ensure we had your correct information so we could stay connected to you. The fact that so many of you are here is a good sign that our communications are working!

But we still need your help to build a stronger member database. If your email or phone numbers change, we need to know. Otherwise we cannot stay in touch with you.

We have also improved the Olympian.org email service. This exclusive service is available only to Olympians and is a great calling card for you in both business and your social life. We encourage you to use it as much as possible...

We previously had no control over the email service, we had no idea who was using it and we could not help if there were any issues.

Today our mailing system is managed by professionals. It's now based on the industry leading Microsoft 365, it works on all platforms, it integrates your calendar, emails and notes. And, most importantly, it works and it is completely reliable. Get your members to sign up. It's a great service for Olympians.

Talking about regular contact... Aside from electronic and phone communication we have also tried to see as many of you as possible in person to get your views and tell you about what we have been doing.

We jointly hosted a workshop for Asia and Oceania NOAs with the Korean Olympians Association during the Asian Games. We met with African NOA members and held a workshop with the ANOCA Athletes Commission. We were at the Pan Am Games in Toronto meeting with NOAs and NOCs and we have been in close contact with a number of the European NOAs.

But we want to improve contact with NOAs even more. And that's the reason behind one of the major changes proposed in the new draft Constitution. We set up a Constitution Committee under the chairmanship of Pernilla Wiberg to see if the current Constitution needed updating. The Committee included constitutional experts, representatives of all five continents and IOC Executive Board Member Anita DeFrantz.

Their decision was unanimous. The current constitution is riddled with contradictions and omissions and crucially does not provide for close enough representation for members between General Assemblies.

There have been groupings of NOAs in the Americas and Africa for years, but they are not recognized by the current constitution and there is no mechanism for structured feedback and dialogue. Europe, Asia and Oceania have no such groupings. The existing groupings are not official and not formal.

This has been addressed in the new draft which establishes new Continental Groupings for all five continents and includes all members, giving them the right to elect the Executive Committee.

Assuming at least two thirds of you agree in the debate later on, each continent will elect two representatives: one male and one female. Those representatives will join the three officers elected by the General Assembly and the five IOC appointees on the Board. They will be accountable to their Continent. They will report back and represent their Continent's views on the Executive Committee. And if they don't do their job properly then the Continent can recall them. That should help ensure even greater communication with you all and that your views are properly represented.

Perhaps an even greater omission in the current constitution is that it does not talk about the WOA serving the needs and interests of Olympians. Nothing, Nada. Half our Mission is missing. There is plenty of talk about Serving Society, which of course is important. But equally, we must help you look after the needs of your members and we must represent the interests of Olympians within the IOC and the Olympic Family. That is addressed in the new Constitution.

We need a Constitution that is fit for purpose in the modern era. We need to reflect the new, closer working relationship with the IOC within our Constitution and we need to help ensure gender equality in sports administration as well as on the field of play. For all those reasons and more, I hope you will give the new Constitution your full support.

And speaking about support... We want to support the interests of Olympians as much as we can. That's why we set up the Medical Committee to look into post-career health and fitness issues for Olympians and make recommendations and produce guidelines that will help your members lead healthier and more productive lives.

I mentioned the survey we did when we asked you how we could best help you build your NOA. We also did a survey asking you what you wanted at Sochi during the Winter Games. That led to us changing our usual offering and introducing outings to sporting events for Olympians who were already in Sochi. We ran five trips, for groups of twelve Olympians. Free tickets to top class sporting action. And a chance to bond and share experiences at the skiing, skating and other events. It was a huge success which we wish to build on in Rio.

Talking about Rio 2016... In partnership with EY, we have procured a great venue for Olympians to use during the Games - the iconic Flamengo Club which is opposite the Olympic Rowing Centre. It will be a drop-in centre for Olympians to meet old friends, make new acquaintances and a place for meetings, events and parties.

But for the first time, and reflecting our new closer working relationship with the IOC, it will be a stop on the official Games transport network making it easier to get to and integrating us, for the first time, into the official part of the Games offering.

While we have sought to help your members, we have not forgotten about those less fortunate than ourselves, we have not forgotten our mission of service to society.

Working with charity partners Oxfam and Medisend International we responded to a call for help from our Sierra Leone Olympians and launched the Target Ebola campaign. We galvanised Olympians, IFs and NOCs around the world and delivered containers of much needed supplies to Sierra Leone and Liberia.

We also ran successful online campaigns to support the WhiteCards for Peace initiative of Peace and Sport and we ran our Countdown to Olympic Day, showcasing what you were doing to support this great IOC project and encouraging those who weren't already taking part to get involved.

We have also been working with the US charity WorldFit which is fighting the obesity epidemic among school children. WorldFit uses Olympians to inspire school children to get off their sofas and walk for forty minutes a day for forty days as a way into a new more active lifestyle. It's the brainchild of US NOA President Gary Hall who is here with us if you want



to find out more. And we are working with him to trial the programme outside the USA with a view to eventually making it a worldwide annual event.

As I said at the beginning, its been an interesting four years. With this united Board and strong management team, and with the support of the IOC and particularly the IOC Sports Department led by Kit McConnell and previously Christophe Dubi, we have been able to achieve much.

Also, our thanks go to Kaveh Mehrabi and Rebecca Wardell, two of the four Olympians based in the IOC Sports Department who we have been working closely with. And to be honest, it has been great working with our President Joel Bouzou, who is not only a great leader but a much better friend now.

There are several benefits to the integration with the IOC: closer alignment with Agenda 2020, better coordination with the IOC on athlete projects, improved communication with IOC departments, enhanced operational efficiencies, greater funding available for programs that have tangible benefits for Olympians.

To make us even stronger. To help us better help you. We need to hear from you. We need you to tell us what are your necessities and requirements, what your members need.

Tell us, and we will work to make it happen. Service to Society and Service to Olympians. That's what we are all about.

That's why we are here, muchos de nosotros lejos de nuestro hogar y dejando a nuestras familias, And that's what we will work our hardest to achieve.

Warm Olympic regards to all of you.

Muchas Gracias

Appendix 5 – WOA Treasurer’s report

Fellow Olympians.

It is a real pleasure to be here today and to be able to give you positive news about our finances, our accounting practices and our audited accounts.

Those of you who were at the General Assembly in Lausanne in 2011 will recall that the Financial report was rejected by the General Assembly as there were no audited accounts and there was a lack of confirmed information.

That is why I stood to become Treasurer. Because I wanted to ensure that that would never happen again. When I took over I discovered a dire situation. Our files were incomplete, our systems were sub-optimal, our funds were frozen and there were no quick fixes.

It took time, but with the help of a great team and the support of the IOC we have resolved all of those issues. Before detailing what we did I would like to introduce you to Etienne Hamoir, our financial brains. Etienne is a well respected Swiss accountant who has worked with the IOC on their accounts along with many International Federations and other sporting entities. He has brought credibility, stability, years of experience and contacts at the highest level. Thank you Etienne for helping us weather those early storms and getting us to where we are today.

Our first task was to put the WOA’s financial practices on a sound footing so that we could send you, our Members, audited accounts as is constitutionally proscribed. And so that we could run the WOA properly and as a result have our IOC funding unlocked.

The WOA Executive Committee agreed an updated set of financial practices which ensure that the constitution and modern business practices are followed fully. Three signatures are now needed to approve financial transactions. Three. One more than the two called for in the Constitution. Paperwork (invoices, receipts etc) must be filed before a payment can be made. A payment must be from an agreed budget line or it will not be approved.

The WOA was a financially nomadic organisation. The country of the president was where the accounts and bank accounts were kept even though we are set up under Swiss law. This led to confusion and differing styles of book keeping. So we moved the accounting function permanently to Switzerland. This has led to greater clarity, simplicity and accountability.

We also appointed PriceWaterhouseCoopers in Switzerland to audit our accounts. PwC is also the IOC auditor. We instituted a proper annual budgeting process, with the budget approved each year by the WOA Executive Committee after consultation with the IOC, who are responsible for 100 per cent of our normal funding.

With the process in place, the checks and balances restored and the appropriate expertise on side our major task was to have the 2008-2011 accounts audited. This was a painful and long running saga. It took many, many months to get enough information to allow KPMG Curacao, who were the WOA auditors then, to undertake an audit. We finally managed it and the audit was completed in November 2012.

It was a great result having an audit done but the result was far from satisfactory. The auditors were not able to offer an opinion on the accounts, because as KPMG said: “Given the set up of the recordkeeping of its operations and the absence of adequate (visible) segregations of duties and substantive documentation, we have been unable to perform sufficient audit procedures to obtain reasonable assurance on the completeness of liabilities, the completeness of revenues and related items as shown in the financial statements.”

No opinion from an auditor is not good. In fact, in auditor speak its pretty bad. In effect they were saying they couldn't vouch for the accuracy of the figures in the accounts one way or the other. But at least we got the audit done and could build for the future. The 2012 audit, done by PwC Switzerland was qualified as the opening balance could not be ascertained because of the incompleteness of the previous audit. Otherwise all was good. That was a step up. And the 2013 audit, without the legacy of the past as a burden, was our first totally clean audit for six years.

The WOA Constitution calls for the audited accounts to be presented to the General Assembly once every four years. But this Executive Committee thought that was not good enough, not transparent enough. So it decided that the audits should be sent out every year and has done so. You received the 2008-2011 and 2012 audits in 2013, the 2013 audit in 2014 and the 2014 audit recently.

And the draft updated Constitution calls for the audited statements to be sent to you, the members, every year. As it should be. We also had to reclaim our assets. The WOA had no control over its website, olympian.org email system or its database. We had to face off legal threats but in the end we had control of our assets which meant we could better serve you and your members.

Putting our financial and governance house in order led to the IOC unblocking our funding. And that meant we could begin to build programmes to help you help your members and those in need in your communities.

We launched the NOA Development Grants. An annual \$1,000 grant which you could spend however you felt was best for your organisation: On administration, on hired help, on running events or programmes, on paying for newsletters and other communications. The first time the WOA has ever invested directly in you, the NOAs. The take-up could be better [insert number] and there have been problems with sending money to certain areas. We will look at the system to see if we can improve it or if there is a better way to aid you financially.

We have invested in the WOA Medical Committee which is looking at post-career health and fitness and well-being for Olympians. We will commission research where needed and publish guidelines and recommendations for Olympians, NOCs, IFs and others.

We have had significant investment in the WOA from major institutions which have helped you and your members. When we were elected there was nothing in place for London 2012 and we had no money to create an Olympians Reunion Centre or anything else. But with the financial support of Sega we managed to provide an ORC and run the highly successful Olympians Gala at St James's Palace in London. It wasn't the best ever ORC, but we managed to get it up and running.

Sochi 2014 was a huge success. Thanks to the financial support from the IOC we held three standing room only events at the Olympic Club and the IOC Hotel. And for the first time we organised outings for Olympians to go see the skiing, skating and other events. Free tickets for groups of 12 Olympians. It was a huge success which we hope to expand in Rio.

Speaking of Rio, thanks to the support of EY (Ernst & Young) we will have an incredible ORC at the historic Flamengo Club just opposite the rowing venue. And today. And yesterday. We are here thanks to the kind generosity, hard work and massive financial contribution of the Russian Olympic Committee. We are here because of all the work we have done over the past four years to show that the WOA is capable, well run and is a positive asset to the Olympic Movement. You and your members have benefitted from these investments. To the tune of nearly \$2m us dollars. Most of this investment you won't find in the annual accounts because it is value in kind, other people spending money on our behalf. But it is there. It is real. And it doesn't come without hard work and dedication. Without investment on our part and on the part of the IOC. One of our biggest investments was to hire our first ever CEO and one who had huge IF, media and IOC experience. We needed someone who could help us restore our governance, improve our financial procedures, improve our relationship with the IOC and get our funding unblocked. Hiring a high profile CEO was a big investment. But it has paid off big time. Look at where we are today. Funding unblocked, funding increased, our reputation restored. The CEO's salary has been funded by the increased annual funding from the IOC. Mike joined at a time when our funding was blocked. He knew the situation. He proposed joining on the basis that he would not be paid until he had managed to get our IOC funding unlocked. In fact he would not be paid at all if we did not get our funding unlocked. He invested in us, in you, just like the others.

And just to go back for a second. That increased funding from the IOC. When we took office that was \$400k a year (if it hadn't been blocked). OA President Joel Bouzou managed to get that uplifted to \$500k a year. And when our CEO was brought on board that went up again for an average of \$700k a year. We all have a huge gratitude of thanks to give to the IOC, to Presidents Rogge and Bach and to the IOC Sports Directors Christophe Dubi and then Kit McConnell.



And now we are about to move into the next phase of our development. The CEO will step down having done his job and instead we will have three people paid for by the IOC (and outside our budget) who will be based at IOC HQ in Lausanne. That is a serious investment in the WOA by the IOC. Mike will stay on for at least a year as a consultant during the transition.

I'm conscious that I have already spoken for a long time. There is so much to say. I am proud of what we have done these past four years and with the odds heavily stacked against us at the start. I am here and Etienne is here if you have any questions. I commend my financial report and the audited accounts from 2008- 2011 and 2012, 2013 and 2014 for your formal acceptance. I have also provided you with an interim report for the first six months of this year. The books are balanced. The investments are paying off. The future looks financially sound. Thank you for your support.

Appendix 6 – IOC Sport Director’s report

Olympic Agenda 2020

The IOC received 1,200 ideas generated by 270 contributions, and 43,500 emails from various stakeholders from within the Olympic Movement (including WOA), as well as from various organisations and individuals from civil society (academics, NGOs, business, etc.). These ideas were shared with the relevant working groups

14 Working Groups

- WOA invited to make submissions to the IOC Agenda 2020 debate and in particular the Olympism in Action Working Group

40 Recommendations, 5 themes

Athletes remain at the centre of all 40 of the recommendations: athletes at the heart of the Olympic Movement

The support and protection of the clean athletes being at the heart of the IOC’s philosophy.

Detailed work plan approved by IOC EB (Feb 2015), and is being delivered through IOC Administration

Olympic Agenda 2020 Recommendation 18

Athlete Experience at Games Time

- Dedicated athletes’ experience section now included in candidature questionnaire for 2024
- Creation of a dedicated mourning place within the Olympic Village during the Olympic Games in Rio.
- Athlete experience at Opening and Closing Ceremonies

Supporting athletes on and off field of play

- Athlete Engagement Strategy developed
- Increase engagement with athletes on important topics related to their career on and off the field of play (anti-doping, prevention of injury and illness, prevention of harassment and abuse in sport, match-fixing and illegal/irregular betting, entourage, etc.).
- Athlete Learning Gateway development exploring possibility of academic recognition

- Olympic Athletes' Hub
- one stop shop to support athletes, providing all the information they need to prepare for Games and in transition
- provides an online community for Olympians at all stages of their lives (aspiring Olympians, Olympians and post-athletic career)
- IF strategy for developing the IOC ACP within IFs

IOC Sports Department

Key focus of the Sports Department is:

- Organising committees of both Olympic & Youth Olympic Games
- International Federations both on the Olympic Programme and IF Associations
 - 28 IFs on Summer Olympic Programme
 - 7 IFs on Winter Olympic Programme
 - 35 Recognised Ifs
- Recognised organisations: World Olympians Association
- Athletes: At the heart of the Olympic Movement. World Olympians Association is a key stakeholder for connecting with Olympians
- Diversity of staff in Sports Department: 25% Olympians, 75% female, 13 nations represented

WOA Integration – Management

- Working relationship is improved and strong
- Integration plan has been developed between WOA and IOC Sports Department with updated management plans in place
- This is to better serve Olympians in partnership with the WOA with projects aligned with OA 2020
- A weekly reporting mechanism between WOA and IOC Sports department has been established



- 3 full time staff paid for by IOC budgets leaving more money for WOA projects to support Olympians – savings on administration costs
- Integration will enable the WOA to have better communications with IOC departments = more efficiencies in operations
- Ultimately provide more support for Olympians

WOA Integration – Projects

Integration will see better alignment with Olympic Agenda 2020 projects: IOC athlete support projects

NOA support systems will be enhanced to ensure their ability to run local projects to support Olympians in their communities

WOA Medical Committee has been formed including a panel of experts to investigate health of athletes' post-athletic career and provide support in this area.

- Committee members include former IOC Medical Director Dr Patrick Schamasch as chair and current IOC Medical Director Dr Richard Budget
- First meeting took place at the IOC in March

WOA and IOC worked together to promote Olympic Day 2015 and combined efforts of NOAs and NOCs, highlighting collaborative projects. Important for NOC and NOA to work together and share resources for the benefit of Olympians. 2016 WOA is included in Olympic Day IOC toolkit

WOA will be promoted on the Olympic Athletes' Hub: an online community for Olympians

The new Olympic Channel will also provide a platform to share the inspirational stories of Olympians, not just as athletes, but in their post-athletic careers.

WOA secured the location for Olympians Reunion Centre (at the Flamingo Club across the road from the Rowing competition venue)

As a result of the integration:

- T3 transport stop at the Rowing venue has been re-named to Rowing/ORC (Olympians Reunion Centre)
- Coca Cola will support the ORC functions by providing IOC preferential rate for product
- Olympic Museum will have an exhibition in the ORC

Olympian Ambassadors: working with the WOA to identify and empower Olympians as ambassadors and mentors for Athlete programmes: e.g. Athlete Career Programme, Athlete Learning Gateway



2020 WOA General Assembly
22 October 2020
Agenda & Papers