



**Executive Committee Meeting
Munich (GER)**

November 23-24, 2024

Attendance list:

1. Pascal Tesch
2. Jacek Slupski
3. Hilary Philbin
4. Nuala McGarrity
5. Nikolay Mateev
6. Vincenzo De Bartolomeo
7. Vilem Madr
8. Irem Karamete – Baldini
9. Martina Zmaic
10. Zsolt Csampa
11. Julius Kralik

Absent:

1. Etienne Van Cann

Guests:

1. Balazs Nemcsik – Translator of Zsolt Csampa

AGENDA - COMEX MEETING (MUNICH, 2024-11-23/24)				
			Total	
		Timing	11:00:00	
DAY1				09:00
Welcome address of the President	Pascal Tesch	00:20:00		09:20
How the ExCom will work over the next 4 years				09:20
Checking of Confidentiality agreements and declaration of interests				09:20
Q&A of excom members regarding the Bureau + Ratification of decisions	Pascal Tesch	00:10:00		09:30
Important Mail	Pascal Tesch / Jacek Slupski	00:15:00		09:45
Financial matters	Nuala McGarrity	00:15:00		10:00
Pitch 1 - Ref Commission	Vilem Madr	00:15:00		10:15
Q&A	All	00:10:00		10:25
Report from Inspection visits	Julius Kralik	00:15:00		10:40
Q&A	All	00:10:00		10:50
Welcoming Mr Denzer, President DFeB	All			
Break + Break-out session 1		01:00:00		11:50
Discussion on break out session	All	00:45:00		12:35
Welcoming Mrs Geuter +Son		00:25:00		13:00
Lunch	All	01:00:00		14:00
Pitch 2 -Legal Commission	Etienne VanCann	00:15:00		14:15
Q&A	All	00:10:00		14:25
Pitch 3 - Semi Commission	Martina Zmaic	00:15:00		14:40
Q&A	All	00:10:00		14:50
Pitch 4 - Competition Commisison	Zsolt Csampa	00:15:00		15:05
Q&A	All	00:10:00		15:15
Break + Break-out session 2	All	01:00:00		16:15
Discussion on break out session	All	00:45:00		17:00
Pitch 5 - Program coordination	Hilary Philbin	00:15:00		17:15
Q&A	All	00:10:00		17:25
Visiting the competition	All	Dinner to be arranged accordingly		
Day2				09:00
Welcome address of the President	Pascal Tesch	00:05:00		09:05
Designation for U17 - 23/02 - 26/02/2025 - Antalya		00:05:00		09:10
Designation for U20 - 27/02 - 02/03/2025 - Antalya		00:05:00		09:15
Designation for U23 - 24/04 - 27/04/2025 - Tallinn		00:05:00		09:20
Designation for ECC -14/06 - 19/06/2025 - Genova		00:05:00		09:25
Administrative Rules + Rules in all age categories	Jacek Slupski	00:10:00		09:35
Contracts to be continued	Jacek Slupski	00:15:00		09:50

Q&A	All	00:10:00		10:00
Pitch 6 - Veterans Commission	Jacek Slupski	00:15:00		10:15
Q&A	All	00:10:00		10:25
Pitch 7 - Promontion and Marketing Commission	Vincenzo de Bartolemeo	00:15:00		10:40
Q&A	All	00:10:00		10:50
New Website for the EFC	Pascal Tesch	00:25:00		11:15
Q&A		00:20:00		11:35
Short Pitch of Safeguarding	Nikolay Mateev	00:10:00		11:45
Wrap up and chill out		00:25:00		12:10
Conclusion	Pascal Tesch	00:10:00		12:20

Day 1

Welcome address of the President

Welcoming all participants after excusing Etienne's absence for a personal urgency.

Explanations from the president after apologizing that the documents were not ready in time, ahead of the meeting:

How the ExCom will work over the next 4 years:

For the next meeting documents will be available one week ahead of the actual meeting date. The EFC-Teams platform is mandatory to be used to simplify the exchange.

The documents will be stored in MS Teams to avoid multiple versions of the same document. The president explained the sponsoring contract he had obtained some 10 years ago and that this would allow us to give everyone access without additional costs.

Hillary asked about the number of the Comex meetings in presence. Generally 3 presence meetings are foreseen: at Cadets and Juniors Championships, at Senior European Championships and in autumn. Nikolay announced that he would not stay with the EFC comex in case he would be elected with the FIE-Comex – this was considered in preparing the Meeting of Munich.

Checking of Confidentiality agreements and declaration of interests

Some forms were not yet signed, Jacek should send the forms to remaining persons for signature and that will be published also on the EFC webpage.

Q&A of excom members regarding the Bureau + Ratification of decisions.

With the exception of the meeting from 23.10, to close to the actual comex meeting for having the minutes ready all minutes were already ratified and published on the EFC Website. During the bureau meeting of 23.10 the agenda of the current meeting and a letter received from the Swedish Federation were discussed. This letter should be treated later during the session. Generally Pascal regretted that there were in the past different working groups lacking proper documentation and follow up. As in general decisions were badly documented. He told the comex that Hilary would have a tough job doing the inventory of existing projects and following up on them.

Important Mail

Received an email about allegations against one European Referee [REDACTED]. The position of the Bureau was that we cannot change the past, but that the EFC will carefully monitor the functioning of RC delegates in Championships to avoid any suspicion of manipulation. Nikolay commented that there was a special independent investigation in that matter made in the USA with the conclusion that no proves were found.

Vilem added that during Championships the draw of referees will be strictly done by computer. Pascal noted that he discussed and agreed with Vilem, that the log file with justification of the changes will be published. The referee delegates must clearly put the justification in writing. Just telling "change" will not be considered sufficient.

Some clubs complained about not receiving the price money from ECCC. Nuala answered that it is not true, the transfer for two payments to Dormagen were carried out on 24 November.

Pascal mentioned journalists enquiring about the candidacy of Alisher Usmanov, these were redirected to the FIE.

Another letter came from Denmark dealing with agreements allegedly made with Giorgio Scarso, as there is no proper documentation we will further investigate.

Pascal reported about the letter from the SWE federation (Per Palmstrom). Receiving the position of the EFC Legal Commission and the FIE Legal Commission also considering that the EFC is not in position to take an official position in an FIE matter. This was communicated to Per Palmstrom.

Financial matters

Pascal noted that as a general rule it was decided that any document to be treated in the Comex meeting should be available no later than one week before the meeting. The exception would be the financial report concerning the cash flow, as it is changing day by day.

The comex accepted this approach.

Nuala informed about the flow of changes in the EFC account. Main income are EFC licenses and levy from the competitions. The budget as voted by the congress was presented again with some adjustments reflecting the actual situation – without changing however the total amounts, just by shifting money from the reserve.

Pascal remarked that the special situation regarding the EFC budget is connected with the fact that the budget for 2025 was approved by the Congress, whilst the new president and the Board were elected afterwards, therefore the new board will always have to deal with a budget that was predefined, leaving very little margin for own moves.

The budget presents a deficit of +/-60000€ that is mainly due to the investment in a new Website. The changes operated were mainly the re-instating of the President's assistant, and a shift for more resources to the solidarity program, where the EFC now makes significant contributions while the program was initially promoted as "zero costs".

Zsolt complained about having a Budget in deficit – a situation that would be illegal in his country.

Pascal and Vilem explained that the Budget had been approved with the same deficit during congress and that it is only an operational deficit and that the EFC has the required reserves to do this investment.

The modification of the budget plan 2025 was approved with one No.

Pitch 1 – Ref Commission

Vilem presented his program for the next season including his master list. ([cf annex 1](#)) He would like to make every member of the RC to be a delegate at some EFC Cadets Circuit competitions and to be at least one time a delegate in the European Championships. The plan of seminars for one year will be published. He asked the Comex to agree with inviting 3 candidates for the Commission to join the work as members of the working group at some activities of the RC.

The Comex agreed.

Q&A

Martina asked about the procedure of the selection of referees for the European Championships. Vilem explained, that for that purpose the Master list is used. Then she asked the opinion of RC concerning the video used in the FIE exams, which are showing the most difficult actions from Olympic Games. Irem welcomed promised cooperation with Athletes Commission where in the next future some members will be U23.

Pascal closed this point thanking Vilem for an excellent preparation.

Report from Inspection visits

Julius informed that 3 inspection visits are supposed to be performed. The first will be held on 14-15 December 2024 in Antalya, which was preceded by an online meeting with the organizers on 21 November 2024. At this meeting was discussed different point of the prepared Invitation for the delegations. Some open questions will be answered within next 10 days as much as possible. Regarding U23 Championships in Tallinn the OC informed that the venue is now ready for the visit. Similar situation is in Genova, where the reconstructions of the venue finished and the test was held with another sport, the OC will indicated the suitable date for the inspection visit.

Q&A

Nikolay suggested to held 1 month before Championships an online meeting. At this meeting also SEMI, Medical, Protocol and Referees Commission will be invited.
The comex agreed.

Welcoming Mr Denzer, President DFeB – Mr Denzer apologised for not coming because of unexpected important appointment in his work.

Break + Break-out session 1 - Improving the competitions

Pascal defined questions to be dealt with in two smaller groups.

First question: How we can measure if the competition is good.

The second question: Where do you see the main challenges in the competitions

The third question: Do we address the needs of the athletes

Discussion on break out session1

Before reporters of respective groups started their conclusions, Pascal explained that he had deliberately phrased the question the way they were. Who is we already triggered the members and indeed this is important as any question can be viewed from a different angle. The same is with the challenges ... and when we did not yet answer the two first questions time is over and we have no more time left to address the needs of the athletes. The main challenge will be to do this.

The first group answered to the first question that the evaluation of the competition could go on upon surveys among different groups of participants. Hillary added to that conclusion that for simplifying the procedure the opinions of the participants could be demonstrated by pushing buttons “good”, “medium” or “poor” as it is used at the airports. The second question can be answered using the feedback results from the surveys realized as described at the question one. The third question can't be answered without effectuating the surveys and handling the challenges identified in surveys. Then only the answer if the needs of athletes were met can be offered. Hillary added that some challenges were already identified, such as transport problems, “the first day of competitions” and some others. In summary the main conclusion would be that from reports describing mistakes and errors we should learn for improving the future events. Pascal underlined that at the point regarding the issue of the

“first day” should be strictly differentiate the concrete failure with transport, internet access with results, if referees are not transported to the venue on time – that is not acceptable, and should never repeat. Irem noted that the evaluation of good or poor can be very subjective depending, which group of participants is answering the survey, therefore it is very important how the questions in the survey are formulated.

For that purpose Pascal proposed to set an interdisciplinary working group with Zsolt, Athletes Commission member, SEMI Commission member, Media and Referees Commission member.

The comex agreed.

Possibly some other people can be invited to join the WG. The output can be tested in Antalya, Tallinn and Genova for possible adjustments.

Pitch 2 -Legal Commission+ - cancelled because of absence of Etienne due to his family issue.

Pitch 3 - Semi Commission

Martina informed that they are looking for adding unofficially 2 members not selected originally for the Commission because 6 members seems to be too few. There are some ideas about innovations and how to bring new actions and activities at the weapon control procedure. Pascal noted that Julius and Nikolay during the inspection visit to Antalya should negotiate permanent presence of an interpreter for good communication with the staff put in place by the OC. Also seminars will be prepared by SEMI Commission for fencers and coaches.

Q&A

Vilem remarked that at some EFC CC competitions no weapon control is provided, the organizers should reminded to take care and ensure that in all CC competitions the weapon control will carried out. Pascal proposed to send randomly one SEMI representative to chosen CC competition to check how the weapon control is effectuated on the expenses of the EFC, not on that of the organizer. The delegate of the RC should continue to report besides others also if the weapon control was effectuated. Pascal asked Martina to prepare for the time of Antalya in cooperation with Zsolt and Irem a proposal for better handling of the weapon control procedure. Julius informed about recent incident at the training of veterans in foil where broken blade went through FIE marked pants. All material was sent to the FIE SEMI Commission and a report to Allstar for the investigation about originality of that equipment.

Pitch 4 - Competition Commission

Zsolt informed that the members of the Commission wish to bring some suggestions for increasing the efficiency in competitions. They plan to review related regulations and the Handbook. They referred to same questions as those appeared today during the break session. They would like to create a system of note of evaluations in cooperation with the delegates of RC. In December is planned a meeting of the Commission oriented to updated FIE Rules implementation.

Q&A

Pascal reminded Zsolt about the necessity to submit on tomorrow's meeting the designation of DT delegates for Antalya and other European Championships.

Break + Break-out session 2 Future of the commissions and Work Groups

Pascal had tasked Hilary with organising this part, Hilary took over chairing the group

Hilary explained that – in the following agenda item – she would be describing how our programme of project activities will be co-ordinated. However, in advance of that, we should use this breakout session to discuss 2 relevant topics:

- 1) How we can work at our best to deliver our projects and
- 2) What projects should be included on our programme of work.

We therefore discussed these 2 topics in our breakout groups, with feedback after each of the 2 topics.

Discussion Topic 1

- What changes would you recommend regarding our commission structure?
For example – more or fewer commissions, the number of people on a commission, any proposed structure changes to a commission (such as a Co-ordinator or Minute Secretary)
The discussion can include anything that you think might increase our effectiveness and/or efficiency when working towards our objectives.

Feedback on Topic 1

Vilem: proposed the creation of special WG for inclusion of veterans movement and historical fencing group, to extend the work in the commission by not elected persons and about chairs of commission to keep on with the current model with the respective members of the Comex due to not transferable responsibility of elected members.

Pascal added: maybe the role of a secretary of the group could be considered as a CEO of the group, but still the responsibility and the last word will stay with elected commission's member.

Vilem continued mentioning the fact that the national federations are not capable reading many pages with reports from Comex meetings, therefore it would be useful to organize once a year a meeting with federations where in simplified way would be presented key issues and decisions to the public. Pascal proposed to proceed at this suggestion with the approach of Girgio Scarso, opening some Comex meeting(s) for the public as observes.

Nuala joined Vilem in the question of a need at increasing the number of commission's members to 8. Also she agreed with the rule that the chair of the commission should be exclusively a Comex member because of the responsibility legality. Nikolay added the importance that commission's members should be dedicated to the work, and not to be just a member. Pascal proposed to apply the same rule as it is in Comex: 3 not justified participation in the commission's activity (meetings) would disqualify the membership in the commission. That should go for the Congress approval: to increase the number of members and also apply the rule about the obligation of the presence in meetings.

Discussion Topic 2

- What would you like to be included in our 4-year programme of activities?
- At the end of this 4-year period what would you like to have achieved?

Feedback on Topic 2

That should be matter of appropriate regulations, guidelines, and hand books. To be clear how to react on unexpected situations.

Make better understand ability of the work by federations.

Make more spectacular the fencing and make it better understandable and accessible by the public.

Sponsoring.

Find the way for a cooperation with Veterans movement

Historical fencing is growing, thus to get better connection with.

Competitions standard, rankings, European Championships in each age category at the same level

Transparent functioning of the EFC, Comex, Commissions.

Finances according to Luxembourg law

Cooperation between different commissions

Finally, Hilary presented the work in a working group with Velichka regarding new rules for OG qualification system, which needs to be tested and Julius proposed two available events suitable for that purpose: in January 2025 in Sofia EFC FFE tournament (epee and sabre competitions) and/or Antony in February (foil). Pascal proposed to Comex to mandate the group composed from the side of the EFC by Zsolt, Hilary, Irem and Julius to find the way of the work.

Programme coordination

Hilary outlined how our projects will be co-ordinated. There will be one central spreadsheet, regularly updated by Hilary, which will list details of our Comex projects and working groups (but will not include the normal activities or minor projects undertaken within each Commission). This topic will be a standing item on the agenda of all our main meetings, where we will discuss any items that are due for review.

Details for each project or working group will include:

- Project or Working Group name
- Project or Working Group Leader
- Team members
- Project definition
- Project deliverables
- Comex approval date
- Budget & approval date
- Project end date
- Comex review date(s)

Hilary stressed the need to establish a good starting point, which will include:

- Identifying our existing projects and working groups from the previous 4-year cycle (2020-2024) and agreeing which of them are still 'live'
- Supplying any information that is missing from these 2020-2024 items, and reviewing/updating them as appropriate
- Adding in our new projects and working groups at the start of this 4-year cycle (2024-2028)

Hilary will circulate a draft spreadsheet in advance of our next meeting, in preparation for a full discussion to establish our starting point.

Hilary also stressed the need for a file-naming convention for all our Comex documents. Hilary will discuss this with Jacek, and will make a recommendation at our next meeting.

Day 2

Welcome address of the President

After welcoming all participants he informed that due to the fact that 3 persons (Zsolt, Nikolay and Jacek) have transfer arranged to the airport, we would need to finish earlier and as a consequence we have to update the agenda for today. He proposed to remove the Pitch 6 - Veterans Commission. Comex members agreed with the President's proposal.

Designation for U17 - 23/02 - 26/02/2025 - Antalya

Designation for U20 - 27/02 - 02/03/2025 - Antalya

Designation for U23 - 24/04 - 27/04/2025 - Tallinn

Designation for ECC -14/06 - 19/06/2025 - Genova

DT Members

President of the Competition Commission Zsolt Csampa informed that he still needs to consult all proposals with Competition Commission members and after that he will send to President and Secretary General for Comex approval. Comex agreed on the proposal.

SEMI Delegates:

President of the SEMI Commission Martina Zmaić presented candidates to be delegated for Championships in 2025:

C&J European Championships – Antalya:

1. Stefan Clausen (SWE)
 2. Xavier Michel (FRA)
- Reserve: Desmond Gilhooly (IRL)

U-23 European Championships – Tallinn:

1. Desmond Gilhooly (IRL)

Senior European Championships – Genova:

1. Margherita Gnocato (ITA)
 2. Piet Wauters (BEL)
- Reserve: Desmond Gilhooly (IRL)

Comex approved the proposal.

Referees Delegates:

C&J European Championships – Antalya:

1. Martina Ganassin (ITA)

Cadet European Championships – Antalya:

2. Reka Balogh (HUN)

U-23 European Championships – Tallinn:

1. Ilgin Güçlüer Sürekcigil (TUR)
2. Mikhail Paghiev (MDA)
3. Denis Ostrovski (EST) – local – no financial contribution to the EFC

Senior European Championships – Genova:

1. Vasil Milenchev (BUL)

Comex approved the proposal.

Safeguarding Officers:

President of the Safeguarding Commission Nikolay Mateev presented candidates to be delegated for Championships in 2025:

C&J European Championships – Antalya:

1. Biljana Kuzmanovska-Nikolovska (MKD)
2. Irena Suljic (CRO)

U-23 European Championships – Tallinn:

1. Teodora Visnjic (SRB)
2. Cecilia Brunetti (ITA)

Senior European Championships – Genova:

1. Georgina Usher (GBR)
2. Milena Lachowicz (POL)

Comex approved above proposals.

Medical Delegates:

President of the Medical Commission Nuala McGarrity presented candidates to be delegated for Championships in 2025:

Cadet European Championships – Antalya:

1. Tigchelaar Siebren (NED)

Reserve: Peter Somogyi (HUN)

Junior European Championships – Antalya:

1. Emile Colling (LUX)

Reserve: Peter Somogyi (HUN)

U-23 European Championships – Tallinn:

1. Peter Somogyi (HUN)

Reserve: Natalia Mrozinska (POL)

Senior European Championships – Genova:

1. Alessandro Pagliaccia (ITA)

Reserve: Tigchelaar Siebren (NED)

Comex approved the proposal.

Administrative Rules + Rules in all age categories

Jacek Slupski presented changes in the Administrative Rules:

He proposed to add procedure of publishing invitation for the EFC tournaments:

PUBLICATION OF INVITATION

1. Invitation for all tournaments organized under EFC flag must be sent from organizer to the EFC no later than 2 months before the tournament starts.
2. If there are no objections and the invitation does not contain errors, EFC will publish the invitation on the EFC website within 48 hours.
3. If an error occurs in the invitation, EFC sends the invitation back to the organizer for corrections which must be done within 48 hours. After reviewing updated invitation by the EFC, invitation must be published promptly.
4. After publication of the invitation on the EFC website, organizer cannot withdraw the tournament, except force majeure.

In case of cancellation of the competition less than 2 months prior to the scheduled date the tournament will be assigned by the Executive Committee to a different organizer and in such situation the original organizer is obliged to cover costs of the plane tickets and accommodation of delegations having bought nonrefundable or non-changeable tickets and non-refundable hotel rooms, upon presentation of the corresponding receipts.

After discussion Comex approved above text.

Comex also discussed the penalty fees and decided to add below changes to the penalty fees:

- Entry of each fencer after the deadline 50,00 EUR*
- Entry of each referee after the deadline 100,00 EUR*
- Entry of each team after the deadline 200,00 EUR*
- Registration of a fencer through the EFC service portal and non-participation in the competition. In case of force majeure, the fee is not charged 200,00 EUR*

All aforementioned changes will be applicable from January 1, 2025.

Jacek Slupski presented a new version of the rules dedicated to age categories (U14, U17, U23). Since there are topics which ally for all age categories Julius Kralik proposed to create one document for all age categories. Comex approved the proposal. Julius to create one document and publish on the website.

Contracts to be continued

In order to guarantee the smooth operation of the EFC, President proposed to amend all contracts with current service providers by December 31, 2025.

Q&A

Zsolt asked whether there is a budget to sign the contracts with all service providers. Pascal explained that this was exactly why he proposed one year as this budget was approved by the congress.

President asked Nuala to present again the budget approved by the Congress for 2025.

After the discussion Comex approved President's proposal.

Pitch 6 - Veterans Commission – This pitch was cancelled as the SG needed to depart earlier (description in welcome address of the President from day 2).

Pitch 7 - Promontion and Marketing Commission

President of the Promotion and Marketing Commission presented his working plan: ([cf annex 2](#))

New Website for the EFC

Pascal presented the idea of the new EFC website. He also informed that the Budget approved by the Congress for the website is 50 000 EUR.

He informed that he proposes to publish open tender. Current webmaster Julian Seidl will be Project Manager. **In that case monthly payments for Julian will be increased by 500 EUR.**

He proposed also to elaborate the tender Committee composed by

1. Vincenzo De Bartolomeo
2. Julius Kralik
3. Pascal Tesch

Legal Commission to review the tender and contract with the winning company.

The comex approved the proposal.

Short Pitch of Safeguarding

Comex decided to send invitation letter to MF-s to provide application forms of male candidates who could be delegated for all European Championships in 2025. After consultation with MF-s and in case there are male candidates, second aforementioned delegates will be replaced by male officers. Thee decision will be taken after the deadline for providing names of candidates.

For the future Comex discussed to delegate Safeguarding Officers for Championships persons who complete the dedicated on-line course in SUI. The costs of the course is 590 CHF. The comex decided that every candidate of the commission not yet holding a certificate would be allocated a 200€ participation from the EFC after they successfully passed the exam.

Wrap up and chill out – this topic was skipped.

Since we finished the topics ahead of time, Hilary asked Pascal if we can proceed with Pitch 6 "Veterans Council"

Jacek made a short presentation with main tasks of the working plan ([cf annex 3](#)).

Conclusion:

President asked all Comex members about their feedback after the first Comex meeting in the new form. All Comex members were satisfied and appreciated a fruitful and valuable meeting in a respectful atmosphere even during situations of disagreement.

Vilem Madr mentioned that there are changes in the list of referees for C&J in Antalya and he will send the new list to Secretary General to be approved by the Comex.

Hilary proposed that such physical Comex meetings should be held much earlier as on-line meetings are not so effective.

There were no others topic and President Pascal Tesch closed the meeting.

REFEREES COMMISSION

STRATEGY AND WORKING PLAN
2024/2025





AMBITION

„We have the team of competent referees in Europe, who continuously improve and provide the best service on the piste. We communicate openly in a safe environment.“



OBJECTIVES AND GOALS

END OF SEASON 2024/2025

OBJECTIVE/GOAL	SUCCESS INDICATORS AND MATRICS
NEW REFEREES	<ul style="list-style-type: none">• To have at least 10 new C licence referees in each weapon• To have at least 5 new referees first time designated to ECH• To have at least 70% success rate on FIE exam• To have proposal for FIE exam procedure modification
LEVEL OF REFEREEING	<ul style="list-style-type: none">• To complete referees list for all ECH at least 3 months in advance• All ECH with no official complain from any national federation
ON-BOARDING OF COMMISSION	<ul style="list-style-type: none">• To have at least one ECC U17 for all commission members• Designation of ECH Referee delegate at least for 3 (out of 4) new members
REFEREES / RC EDUCATION	<ul style="list-style-type: none">• Completed at least one seminars for C licenced and Master list referees• Completed standard feed-back form for referees for all ECH and its evaluation• Published plan and scope for all seminars for the next season
EFC COOPERATION	<ul style="list-style-type: none">• Exchanged and communicated shared goals and requirements with EFC Athlete Commission and EFC Coaches Council

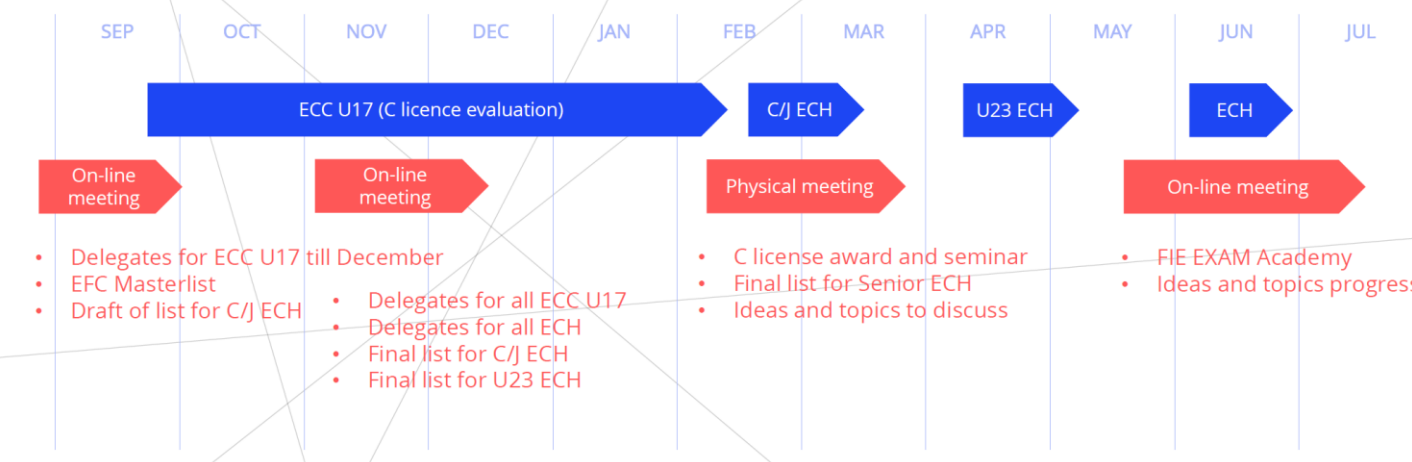


DESIGNATIONS AND OBSERVATION

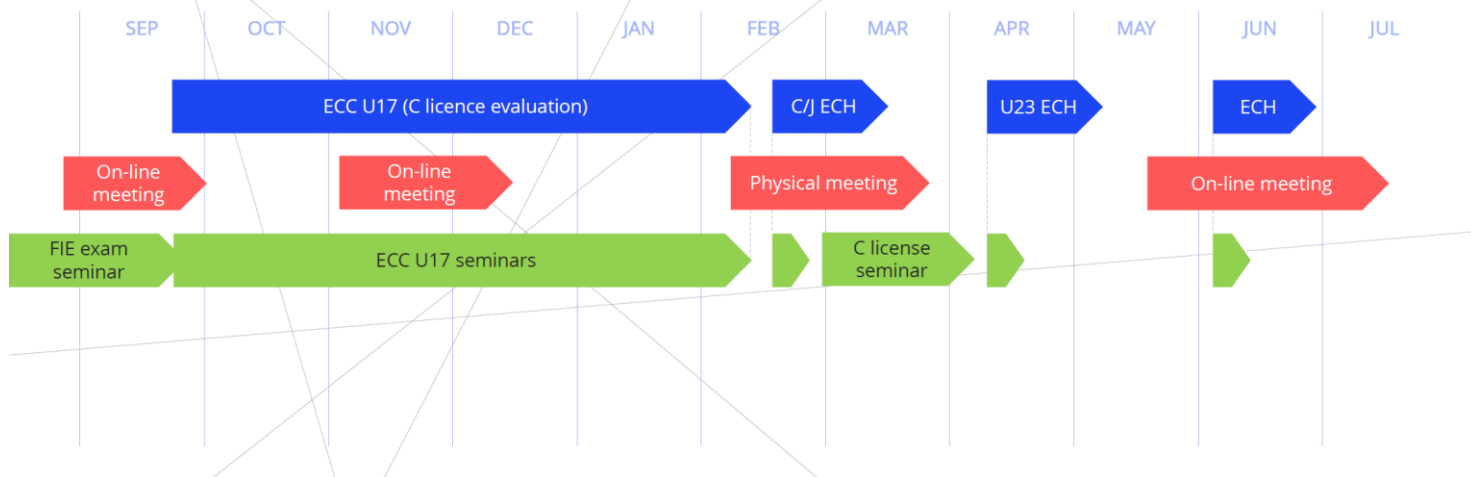


MEETING PLAN

BUSINESS AS USUAL



SEMINARS AND EDUCATION



TOPICS AND IDEAS



EFC REFEREE SEMINARS

Regular plan and scope of seminars, definition of attendees + possibility of registration via Service Portal.

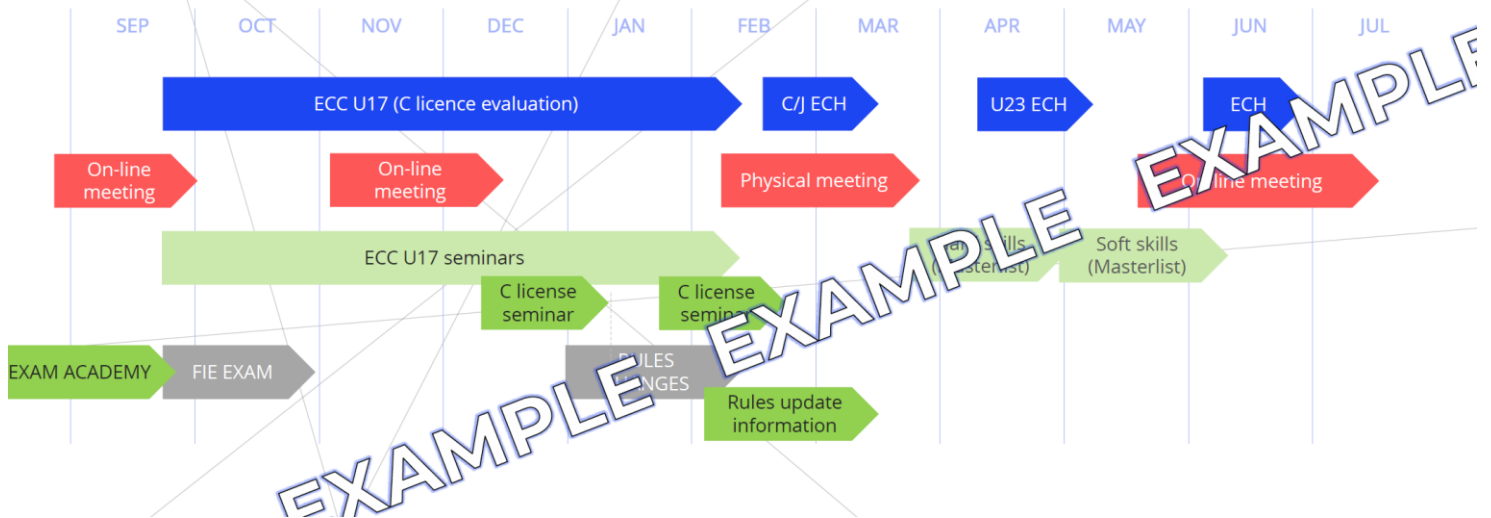
- hard skills (rules and actions) / soft skills + defined costs
- Seminars before the ECH
- C licence seminar
- Learning from short videos
- EXAM Academy (before the exam)

DELIVERABLES AND METRICS AT THE END OF THE YEAR

We have plan and strategy for all seminars (including soft skills), we have defined education for C licence referees (including planned joined workshop among ECC Delegates) and preparation of candidates for FIE exams (success rate is more than 70%). All kind of seminars were held or planned in next season.

SEMINARS AND EDUCATION

TOPICS AND IDEAS



EXAMPLE EXAMPLE EXAMPLE

TOPICS AND IDEAS



FIE EXAM IMPROVEMENT

Discussion about FIE referee exam procedures and nominations of referees by national federations.

Identification of the ways to increase candidates success rate; goals are not successful

- Visible success disparity in video and other parts of exam
- Unequal opportunity in applications (limit of attendees vs max. number of applications per country)
- Missing qualification requirement for candidates

DELIVERABLES AND METRICS AT THE END OF THE YEAR

We have proposal for exam improving from EFC Referee Commission, we had joined discussion with FIE Referee commission and we propose Working group on this topic to FIE COMEX if necessary.



EFC REFEREES AWARD

Showing the best european referees examples, best refereeing performance recognition.

The award have to unite, not divide; based of the principles

- Non initial ranking needed
- Evaluation of people involved in competition
- Money price is not best and only compensation possible

DELIVERABLES AND METRICS AT THE END OF THE YEAR

Proposal of EFC referee award for EFC COMEX starting from next season, based on mentioned principles.



ERASMUS+ EXCHANGE

We want to discuss possible project to exchange the referees on national level. Foreign referee on national championships help to develop level of refereeing, helps address independence in relation to results.

DELIVERABLES AND METRICS AT THE END OF THE YEAR

We have national federations interested in such project, we have timing of ERASMUS+, created scope and identified person to know the process of application.

WORKING GOUPS AND GOALS

TOPIC	GROUP INVOLVED	DELIVERABLES AND GOALS
1 EFC REFEREE SEMINARS	EFC Referee Commission	We have plan and strategy for all seminars (including soft skills), we have defined education for C licence referees (including planned joint workshop among ECC Delegates) and preparation of candidates for FIE exams (success rate is more than 70%). All kind of seminars were held or planned in next season.
2 FIE EXAM IMPROVEMENT	EFC Referee Commission + Luke Deamer (GBR)	We have proposal for exam improving from EFC Referee Commission, we had joined discussion with FIE Referee commission and we propose Working group on this topic to FIE COMEX if necessary.
3 EFC COOPERATION	EFC Referee Commission + Mirna Borosak (CRO)	We exchanged and communicated shared goals and requirements . We have the plan if further cooperation is needed. We created, sent and evaluate questionnaire for national referees commissions.
4 EFC REFEREES AWARD	EFC Referee Commission	Proposal of EFC referee award for EFC COMEX starting from next season, based on mentioned principles.
5 ERASMUS+ EXCHANGE	EFC Referee Commission	We have national federations interested in such project , we have timing of ERASMUS+ , created scope and identified person to know the process of application.

FOR APPROVAL



Working groups proposal

FIE Referee Commission propose to invite candidates listed below to the topics „EFC COOPERATION“ and „FIE EXAM IMPROVEMENT“.

- Luke Deamer (GBR)
- Mirna Borosak (CRO)

After the EFC COMEX approval the **candidates have to accept** request to join in mentioned topics.

ANNEX 2

European Fencing Confederation
PROMOTION & MARKETING COMMISSION

Executive Committee Munich – November 23-24, 2024

Promotion and marketing are two strategic tasks of our Confederation for many reasons.

In fact, promoting our discipline to increase the number of members and the general interest of the civil society that surrounds us is vital for our organization.

Marketing and promotion are linked by a fundamental bond: **the needs our movement.**

Without a good marketing policy we cannot make a good promotion, so with our marketing policy we must define our objectives and consequently the promotional activities.

It will be important that the work carried out by all the Commissions is organically linked in the promotion and marketing's program to publicize noteworthy events.

The link between the two initiatives is in the **communication: Incoming and outgoing.**

Inform and be informed, this is the motto that I believe to adopt in the commission.

Regarding to seek and find a sponsorship we must be honest with ourselves: we have difficulties for various reasons and we all must work together to overcome these problems.

In short, our Confederation must therefore focus on the needs of its members and promote policies that may be of interest to sponsors.

These are the goals, the proposals and the strategy for reach them that I want to bring to your attention.

My document is divided in five parts (Marketing's goals and proposals – Promotion's goals and proposala and summary)

Part I/A–Marketing's Goals

In the first part of it, I focus my attention on the EFC Brand, the communication and to search for sponsor.

It's crucial that The EFC Brand is present on all official material of the competitions and at least the one/two roll-ups with EFC logo must stand at the edge of the final/podium

I think it's essential to move on one tight relationship/collaboration with the national **Federations' press office** because all EFC news posted on our website have to be published on the each national Federations website; events not only competitions but also our initiatives (like the program for referee training, or solidarity program and so on).

To promote our events, it's important to get a relationship with the territory where the competition takes place for starting a mutual collaboration.

Regarding to seek for some sponsors it's fundamental to get better a "product fencing" that could be interesting for important companies.

I think to realize a collaboration with the **Competition Commission** regarding the "quality control" standards; implementing regular evaluations and feedback after the events with EFC Delegates, federations, organizers and participants to improve event's quality.

In the future we can think to introduce the "**certified by EFC**"

Part I/B –Marketing's Proposals

Organize webinars with the referents of the National Federations; we have to give to Organizing Committees common guidelines to follow during the competitions regarding photos, results communications; EFC branding with the same standard has to be mandatory for all competitions.

Promote, ahead of the next Under 17/, Under 23 and Senior Championships, an information, communication and marketing campaign as pilot project that can become a standard model for all future European Championships.

Create a communications "*remote control room*" in the P&M team.

Sign a collaboration's agreements with the regions or cities, where the competitions are held, called "*land or city partners*".

Continue the "Fencing For Everyone" project revised in some of its aspects.

Part II/A Promotion's Goals

Goals of promotion are, first of all, to increase the numbers of EFC membership and the participants at the competitions and to fight drop out from our sport.

For this reason I think that our first step is to start collaboration with all European Federations to learn about the form of promotion they ride in their nations. You can see that I am consistent with the motto: **inform and to be informed**.

Other goals are to maintain the interest in fencing of very young fencers and to increase the number of young coaches especially those working in the smaller and young Federations

But I think that our attention and task have to focus also to promote fencing, promoting the values of fencing! Not less important is to raise our attention on current social issues (And to achieve this task the collaboration with **Equality and Diversity Commission** can be fundamental).

Part II/B Promotion's Proposals

Start an innovative fencing promotion project aimed for children aged between 6 and 10, and introduce special training for animators who will have the task of making our discipline known.

Because there are limitations in some Countries, this project could be called, for example, “ **Let’s play with fencing**”. We have to be able to show that fencing for them is especially a game and the “soft weapons” can enter the school and become a sport tools like balls, hoops and skittles. **We have to apply the ancient latins’ idiom “ ludendo docere” that means teaching by playing.**

Highlight its playful value and create a special Festival under 14 logo associated with the EFC.

Continue the positive experience of the solidarity program by involving the Federations interested in organizing the meetings planned.

Set up a working group “ **European Project**” for the design and implementation of projects to be submitted to the European Commission with greater attention to social topics like gender equality, well-being, healthy and lifestyles. . “**Erasmus sport Plus**” for example.

Promote the positive italian experience “**Pink ribbon project**” for helping in rehabilitation of the women operated on breast.

Encourage the adoption of eco-friendly event standards and practices as part of the EFC’s commitment to suitable sport.

Schedule, when it’s possible in agreement with the organizing commettes, the presence of the President or a member of the Commission in some “strategic” competitions. We can plan the presence at least before the start and on the first days of the competitions, during the European Under 17 Championship; the under 23 Championship and the Senior Championship and the festival under 14. Planning early these presences helps to save a lot of money.

Summary

- Organize one/two webinar (in March and July) with all European federations;
- Organize some meetings with the federations that organize the next European Championships (Turkey, Estony and Italy) to subscribe together a communication protocol with events and side events. We can call it “ **Road to European Championship in** ”;
- Appoint the working group for European Project (max 3 persons);
- Promote, start and plan the Solidarity Program for the next season;
- Create a specific brand for the “Festival of youth” and logo; promote and plan the initiative for this season’s event.



VETERANS COUNCIL

2024-2028



COMMISSIONS AND COUNCIL

TASKS

1. To activate the Council
2. Diagnosis of the current state
3. Questionnaire to MF-s about veteran's fencing
4. Start collaboration with the EVF
5. Organisation of the EFC veteran's tournament (s)

Drafted by: Jacek Slupski