



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**WORKING BOOK**



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**A G E N D A**

1. Opening of the Congress
2. Roll-call of delegates and establishing the quorum
3. Appointment of Scrutineers for the period of the Congress
4. Report by the President and by the Secretary General on behalf of the ECA Board
5. Sports report by Technical Delegates
6. Video presentation for 2023-2024
7. ECA Sports Programme – for approval
8. ECA Financial Report 2023-2024 and Report by the Auditor
9. ECA Economic model
10. Fixing the Annual Subscription Fee for the next two years (2025-2026)
11. ECA Development Programme
12. Establishing the Budget for 2025/2026
13. ECA Name change
14. Proposals for the ECA Statutes Changes - received from NF
15. ECA Athletes committee
16. Recreational and Educational Programme
17. ECA Board elections
  - List 1:
    - a) Election of the ECA Vice President
  - List 2:
    - a) Election of the ECA Board members
18. Elections of the Continental Representatives to the ICF Board
19. Closing the Congress



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 1**

**Opening of the Congress**

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**ITEM 2**

**Roll – call of delegates and establishing the quorum**

<b>PRESENT FEDERATIONS:</b>	
<b>SIMPLE MAJORITY:</b>	
<b>2/3 MAJORITY:</b>	

**ITEM 3**

**Appointment of Scrutineers for the period of the  
Congress**

<b>1</b>	
<b>2</b>	
<b>3</b>	



**XVII ORDINARY CONGRESS OF  
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BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 4**

**Report by the President and by the Secretary General  
on behalf of the ECA Board of Directors**

**ITEM 5**

**Sports report by Technical Delegates**

**ITEM 6**

**Video presentation for 2023-2024**



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 7**

**ECA Sports Programme**

**ECA CONGRESS**

MARCH 29 2025

BUDAPEST HUNGARY

**EUROPEAN  
CANOE ASSOCIATION**



ECA STRATEC PLAN

# SPORT PROGRAM 2025 - 2028

for approval



# TIMELINE



Definition of the working method



Information Communication



Setting up the working groups

Kick off meeting all

APRIL

MAY

JUNE

JULY

AUGUST

SEPTEMBER

OCTOBER

2023

Work continuation

drafting phase

Final draft

NOVEMBER

DECEMBER

JANUARY

FEBRUARY

MARCH

APRIL

MAY

2023/24

09 November

ECA Extraordinary congress  
Sport programme 1st draft presented

JUNE

JULY

AUGUST

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

2024

Feb 1 2025

ECA Board approval  
of the Sport program

Sport programme  
final drafting  
phase

Final Notices for  
Congress  
(45 days before)  
February 12

March 29, 2025  
ECA ordinary Congress  
SPORT PROGRAM  
Approval

12 December

Appointment of the  
ECA Technical  
Committee  
members and Chair

2025

JANUARY

FEBRUARY

MARCH



# ECA COMMITTEES



## **SPRINT**

Jovana  
STANOJEVIC



## **PARACANOE**

Robert  
WEISZ



## **SLALOM**

Colin  
WOODGATE



## **MARATHON**

Ruud  
HEIJSELAAR



## **WILDWATER**

Manuela  
GAWHEN



## **FREESTYLE**

Terry  
BEST



## **DRAGON BOAT**

Ulrike  
SCKRECK



## **STAND UP PADDLE**

Noemi  
HORVATH



## **OCEAN RACING**

Roberto  
LIBERATO



## **CANOE POLO**

Alberto  
BARONI



## **TOURISM**

Gabriele  
KOCH





## **MEDICAL**

Jane  
GIBSON

# SPORT PROGRAMME - GENERAL GUIDELINES

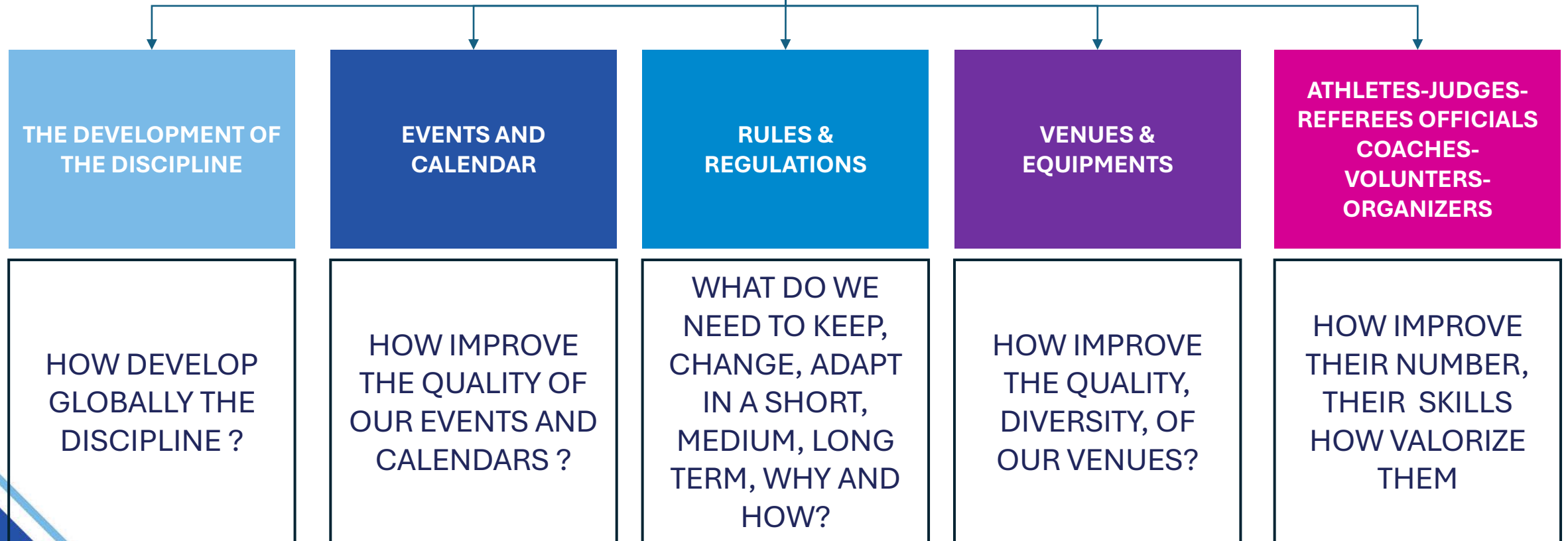
- 
- Consolidate our presence at the Olympic, Paralympic and European Games and other multi sport competitions.
  - Strengthen our international leadership.
  - Develop all our paddle sports
  - Aim for excellence in the organization and media coverage of our events.
  - Develop the number of nations and athletes in our competitions.
  - Train and promote the actors of our ecosystem - athletes, judges, officials, organizers...-
  - Strengthen cooperation between nations for performance.
  - Protect our athletes from sport deviances - doping..-
  - Reinforce the accessibility of our competitions for disabled people and develop Paracanoe.
  - Participate in the development of E-Sport.
  - Define a clear and transparent event allocation process that better associates the technical delegates.

- 
- Develop events and activities that generate partnerships, sponsors and revenues.
  - Innovate and build the paddle sport of tomorrow

- 
- Gradually introduce sustainable development criteria into the awarding of our events.
  - Athletes' ambassadors of the environment cause in Europe for our paddle sports.

# THE DIAGNOSTIC OF THE DISCIPLINE

## SWOT analysis



# SPORT PROGRAMME by discipline

[SPRINT](#)

[SLALOM](#)

[PARACANOE](#)

[MARATHON](#)

[WILDWATER  
CANOEING](#)

[OCEAN  
RACING](#)

[CANOE  
POLO](#)

[FREESTYLE](#)

[DRAGON  
BOAT](#)

[STAND UP  
PADDLING](#)

- ECA Sport program for each discipline can be accessed by clicking the name of the discipline above or on ECA website under documents for each discipline (<https://www.canoe-europe.org/documents>)

# MEDICAL, ANTI-DOPING HEALTH and WELL BEING

MEDICAL

ANTI  
DOPING

HEALTH

WELL  
BEING

- ECA program for Medical, Anti-doping, Health and well being can be accessed by clicking the name above or on ECA website (<https://www.canoe-europe.org/Health-and-well-being>).

# QUESTIONS

In order to be more efficient during the Congress, and not having all discipline Technical Chairs present, ECA opens the possibility to ask questions and send your comments on each discipline Sport program and Medical program prior to arrival to Congress.

Please contact a discipline Technical Chair directly (please find contact details here: <https://www.canoe-europe.org/about-us/technical-committees-chairs>) with a copy to ECA Sport Manager at: [jstanojevic@canoe-eca.eu](mailto:jstanojevic@canoe-eca.eu)



# EUROPEAN CANOE ASSOCIATION





**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 8**

**ECA Financial Report 2023-2024 and Report by the  
Auditor**

1. ECA Budget 2023-2024 – realisation
2. ECA Balance sheet on 31 December 2024
3. Detailed transactions on all ECA Accounts
4. Explanation of the differences between plan and realisation
5. Auditor's report (to be sent to NF later, after finishing revision)



## BUDGET 2023-2024 REALISATION

	INCOME	€	
		PLANNED	REALISED
1	SPONSORSHIPS	10.000,00 €	15.000,00 €
2	MEMBERSHIP FEE	22.000,00 €	20.000,00 €
3	ICF SUPPORT	30.000,00 €	15.000,00 €
4	ICF DEVELOPMENT PROGRAMME	14.000,00 €	0,00 €
5	INCOME FOR TV RIGHTS	15.000,00 €	31.500,00 €
6	INCOME PAYMENT FOR MEDALS	10.000,00 €	17.218,52 €
7	INCOME FOR TRAVEL COSTS OF THE OFFICIALS AT ECH	30.000,00 €	63.584,36 €
8	INCOME FOR JURY TRAVEL COSTS	6.000,00 €	467,22 €
9	BANK INTEREST	1.000,00 €	321,66 €
10	FROM THE ECH MUNICH 2022 AND EG KRAKOW 2023	220.000,00 €	192.878,75 €
11	OTHER INCOMES-REFUND FROM FFCK	2.000,00 €	5.361,08 €
12	RETURN OF DEPOSIT FROM RESERVATION BM PARIS	0,00 €	685,00 €
13	INCOME FROM CASH ACCOUNT	0,00 €	2.197,60 €
	<b>TOTAL:</b>	<b>360.000,00 €</b>	<b>364.214,19 €</b>

	EXPENSES:	PLANNED	REALISED
14	ECA DEVELOPMENT PROGRAMME	130.000,00 €	36.296,78 €
15	ECA FLAGS	1.500,00 €	0,00 €
16	PINS AND PROMOTIONAL	2.000,00 €	0,00 €
17	MEDALS	20.000,00 €	0,00 €
18	RIBBONS FOR MEDALS	4.000,00 €	0,00 €
19	PRESIDENT TRAVEL EXPENSES (A.W)	5.000,00 €	3.270,88 €
20	PRESIDENT TRAVEL EXPENSES (J.Z.)	15.000,00 €	0,00 €
21	SECRETARY GENERAL TRAVEL	4.000,00 €	0,00 €
22	PRESIDENT OFFICE EXPENSES (A.W)	6.000,00 €	2.543,72 €
23	TECHNICAL INSPECTION COSTS	2.000,00 €	2.257,87 €
24	ECA WEB PAGE COSTS	4.000,00 €	2.310,30 €
25	PRESENTATION PLAQUE AND AWARDS	2.500,00 €	2.401,43 €
26	UNIFORMS / SHIRTS / T SHIRTS	7.000,00 €	0,00 €
27	ECA BOARD MEETING COSTS	11.000,00 €	9.842,18 €
28	CONGRESS EXPENSES	7.000,00 €	5.909,46 €
29	COST OF IT EQUIPMENT/TV COV.	2.000,00 €	1.629,63 €
30	TV PRODUCTION	6.000,00 €	11.403,19 €
31	TRAVEL EXP. OF THE OFFICIALS AT ECH	30.000,00 €	68.676,80 €
32	DEVELOP. MARKETING AND EXPERT SERV.	30.000,00 €	33.190,00 €
33	BANK AND TRANSFER TAXES	3.500,00 €	1.233,42 €
34	ECA ANNUAL MEETING WITH NF	4.000,00 €	0,00 €
35	EOC AND EUROPEAN GAMES COSTS	20.000,00 €	1.504,33 €
36	EMC MUNICH 2022	0,00 €	2.300,00 €
37	ESTATE VAT	10.000,00 €	16.226,64 €
38	ECA JURY COSTS	7.000,00 €	467,22 €
39	DEPOSIT RESERVATION BM PARIS	0,00 €	685,00 €
40	MS TEAMS	0,00 €	3.740,37 €
41	CONTINGENCY FUND	10.000,00 €	0,00 €
	<b>TOTAL</b>	<b>343.500,00 €</b>	<b>205.889,22 €</b>

ECA HEADQUARTERS COSTS			
EXPENSES:		PLANNED	REALISED
42	TELEPHONE COSTS	1.000,00 €	975,45 €
43	STATIONERY COSTS	2.000,00 €	1.956,22 €
44	POSTAGE COSTS	1.000,00 €	687,20 €
45	COPY COSTS	1.000,00 €	657,65 €
46	OVERHEADS	2.000,00 €	1.441,94 €
47	ECA ACCOUNT MANAGING COSTS	3.600,00 €	6.619,24 €
48	ADMINISTRATIVE EXPENSES	5.000,00 €	4.800,58 €
49	OFFICE STAFF EXPENSES	20.000,00 €	17.496,00 €
	<b>TOTAL</b>	<b>35.600,00 €</b>	<b>34.634,28 €</b>
	<b>TOTAL EXPENSES+OFFICE EXPENSES</b>	<b>379.100,00 €</b>	<b>240.523,50 €</b>

**EUROPEAN CANOE ASSOCIATION  
BALANCE SHEET 2023-2024**

**US\$ - PA-BA (INVESTED)**

DESCRIPTION	INCOME	EXPENDITURE	TOTAL
Balance 1 January 2023	\$49.679,47		
Bank interest 1-4 2023	\$101,27		
<b>BALANCE IN PA-BA (INVESTED) 31 December 2024</b>	<b>\$49.780,74</b>	<b>\$0,00</b>	<b>\$49.780,74</b>

NOTE: Bank interest from May2023-May 2025 to be added on 2 May (830 US\$)

**EUR PA-BA (INVESTED)**

DESCRIPTION	INCOME		TOTAL
Balance 1 January 2023	188.383,59 €		
BANK INTEREST 1-4 2023	384,00 €		
<b>BALANCE PA-BA 31 December 2024</b>	<b>188.767,59 €</b>	<b>0,00 €</b>	<b>188.767,59 €</b>

NOTE: Bank interest from May2023-May 2025 to be added on 2 May (3.149,56 €)

**EUR - PBZ**

DESCRIPTION	INCOME	EXPENDITURE	TOTAL
Balance 1 January 2023	79.001,42 €		
INCOME	332.714,19 €		
EXPENSES		223.670,53 €	
<b>BALANCE PBZ 31 December 2024</b>	<b>411.715,61 €</b>	<b>223.670,53 €</b>	<b>188.045,08 €</b>

**EUR € - TV IN EUROPE**

DESCRIPTION	INCOME	EXPENSES	BALANCE
Balance 1 January 2023	15.697,82 €		
INCOME 2024	31.500,00 €		
EXPENSES (2023-2024)		16.852,97 €	
<b>BALANCE 31 December 2024</b>	<b>47.197,82 €</b>	<b>16.852,97 €</b>	<b>30.344,85 €</b>

**EUR € - CASH IN HAND**

DESCRIPTION	INCOME	EXPENSES	BALANCE
Balance 1 January 2023	777,35 €		
Transfer from National currency Account (30.000 Kn)	3.981,68 €		
Transfer to ECA Account		2.197,00 €	
CASH EXPENSES			
<b>BALANCE CASH ON 31. December 2024:</b>	<b>4.759,03 €</b>	<b>2.197,00 €</b>	<b>2.562,03 €</b>

**EUR OVERALL**

DESCRIPTION	INCOME
<b>BALANCE PBZ 31 December 2024</b>	<b>188.045,08 €</b>
<b>BALANCE PA-BA 31 December 2024</b>	<b>188.767,59 €</b>
<b>BALANCE CASH 31 December 2024</b>	<b>2.562,03 €</b>
<b>BALANCE TV IN EUROPE 31 December 2024</b>	<b>30.344,85 €</b>
	<b>409.719,55 €</b>

**GBP - PRESIDENT ACCOUNT (GB)**

DESCRIPTION	INCOME	EXPENDITURE	TOTAL
Balance 1 January 2023	-£123,35		
INCOME	£5.000,00		
EXPENSES (1.1.2023.-30.6.2023.)		£4.876,65	
<b>BALANCE PBZ 31 December 2024</b>	<b>£4.876,65</b>	<b>£4.876,65</b>	<b>£0,00</b>

## NATIONAL CURRENCY ACCOUNT - Kn (PBZ)

	INCOME	EXPENSES	BALANCE
Balance 1 January 2023	2.103,58 kn		
transfer to Account in EUR (279,19 €) on 1.January 2023.		2.103,58 kn	
<b>Balance on 31 December 2024:</b>	<b>2.103,58 kn</b>	<b>2.103,58 kn</b>	<b>0,00 kn</b>

## OVERALL ACCOUNTS SITUATION ON 31 DECEMBER 2024

Balance US\$ 31 December 2024		US\$	49.780,74
Balance EUR 31 December 2024		EUR	409.719,55
Balance cash EUR 31 December 2024		EUR	2.562,03

**INCOME-EXPENSES THROUGH ALL ACCOUNTS CONVERTED IN € 2023-2024**

**INCOME**

	Account in €	TV in EU acc	TOTAL	PLANNED	DIFFERENCE
1	SPONSORSHIPS	15.000,00 €	15.000,00 €	10.000,00 €	5.000,00 €
2	MEMBERSHIP FEE	20.000,00 €	20.000,00 €	22.000,00 €	-2.000,00 €
3	ICF SUPPORT	15.000,00 €	15.000,00 €	30.000,00 €	-15.000,00 €
4	ICF DEVELOPMENT PROGRAMME		0,00 €	14.000,00 €	-14.000,00 €
5	INCOME FROM TV RIGHTS	31.500,00 €	31.500,00 €	15.000,00 €	16.500,00 €
6	INCOME PAYMENT FOR MEDALS	17.218,52 €	17.218,52 €	10.000,00 €	7.218,52 €
7	TRAVEL COSTS OF THE OFFICIALS AT ECH	63.584,36 €	63.584,36 €	30.000,00 €	33.584,36 €
8	INCOME FOR JURY TRAVEL COSTS	467,22 €	467,22 €	6.000,00 €	-5.532,78 €
9	BANK INTEREST	321,66 €	321,66 €	1.000,00 €	-678,34 €
10	FROM EG KRAKOW AND EMC MUNICH 2022	192.878,75 €	192.878,75 €	220.000,00 €	-27.121,25 €
11	REFUND FFCK BORD MEETING COSTS	5.361,08 €	5.361,08 €	2.000,00 €	3.361,08 €
12	RETURN OF DEPOSIT BM PARIS	685,00 €	685,00 €	0,00 €	685,00 €
13	CASH RETURN TO ACC OUNT	2.197,60 €	2.197,60 €	0,00 €	2.197,60 €
	<b>TOTAL:</b>	<b>332.714,19 €</b>	<b>364.214,19 €</b>	<b>360.000,00 €</b>	

# EXPENSES

	Acc in €	TV in EU acc	TOTAL	PLANNED	DIFFERENCE	
14	ECA DEVELOPMENT PROGRAMME	30.847,00 €	5.449,78 €	36.296,78 €	130.000,00 €	93.703,22 €
15	ECA FLAGS			0,00 €	1.500,00 €	1.500,00 €
16	PINS AND PROMOTIONAL			0,00 €	2.000,00 €	2.000,00 €
17	MEDALS			0,00 €	20.000,00 €	20.000,00 €
18	RIBBONS FOR MEDALS			0,00 €	4.000,00 €	4.000,00 €
19	PRESIDENT TRAVEL EXPENSES (A:W)	3.270,88 €		3.270,88 €	5.000,00 €	1.729,12 €
20	PRESIDENT TRAVEL EXPENSES (J.Z.)			0,00 €	15.000,00 €	15.000,00 €
21	SECRETARY GENERAL TRAVEL			0,00 €	4.000,00 €	4.000,00 €
22	PRESIDENT OFFICE EXPENSES (A.W)	2.543,72 €		2.543,72 €	6.000,00 €	3.456,28 €
23	TECHNICAL INSPECTION COSTS	2.257,87 €		2.257,87 €	2.000,00 €	-257,87 €
24	ECA WEB PAGE COSTS	2.310,30 €		2.310,30 €	4.000,00 €	1.689,70 €
25	PRESENTATION PLAQUE AND AWARDS	2.401,43 €		2.401,43 €	2.500,00 €	98,57 €
26	UNIFORMS / SHIRTS / T SHIRTS			0,00 €	7.000,00 €	7.000,00 €
27	ECA BOARD MEETING COSTS	9.842,18 €		9.842,18 €	11.000,00 €	1.157,82 €
28	CONGRESS EXPENSES	5.909,46 €		5.909,46 €	7.000,00 €	1.090,54 €
29	COST OF IT EQUIPMENT/TV COV.	1.629,63 €		1.629,63 €	2.000,00 €	370,37 €
30	TV PRODUCTION		11.403,19 €	11.403,19 €	6.000,00 €	-5.403,19 €
31	TRAVEL EXP. OF THE OFFICIALS AT ECH	68.676,80 €		68.676,80 €	30.000,00 €	-38.676,80 €
32	DEVELOP. MARKETING AND EXPERT SERV.	33.190,00 €		33.190,00 €	30.000,00 €	-3.190,00 €
33	BANK AND TRANSFER TAXES	1.233,42 €		1.233,42 €	3.500,00 €	2.266,58 €
34	ECA ANNUAL MEETING WITH NF			0,00 €	4.000,00 €	4.000,00 €
35	EOC AND EUROPEAN GAMES COSTS	1.504,33 €		1.504,33 €	20.000,00 €	18.495,67 €
36	EMC Munich 2022	2.300,00 €		2.300,00 €	0,00 €	-2.300,00 €
37	ESTATE VAT	16.226,64 €		16.226,64 €	10.000,00 €	-6.226,64 €
38	ECA JURY COSTS	467,22 €		467,22 €	7.000,00 €	6.532,78 €
39	DEPOSIT RTESERVATION BM PARIS	685,00 €		685,00 €	0,00 €	-685,00 €
40	MS TEAMS	3.740,37 €		3.740,37 €	0,00 €	-3.740,37 €
41	CONTIGENCY FUND			0,00 €	10.000,00 €	10.000,00 €
	<b>SUM EXPENSES</b>	<b>189.036,25 €</b>	<b>16.852,97 €</b>	<b>205.889,22 €</b>	<b>343.500,00 €</b>	

**ECA OFFICE EXPENSES**

	Acc in €		TOTAL	PLANNED	DIFFERENCE
42 TELEPHONE COSTS	975,45		975,45 €	1.000,00 €	24,55 €
43 STATIONERY COSTS	1.956,22		1.956,22 €	2.000,00 €	43,78 €
44 POSTAGE COSTS	687,20		687,20 €	1.000,00 €	312,80 €
45 COPY COSTS	657,65		657,65 €	1.000,00 €	342,35 €
46 OVERHEADS	1.441,94		1.441,94 €	2.000,00 €	558,06 €
47 ECA ACCOUNT MANAGING COSTS	6.619,24		6.619,24 €	3.600,00 €	-3.019,24 €
48 ADMINISTRATIVE EXPENSES	4.800,58		4.800,58 €	5.000,00 €	199,42 €
49 OFFICE STAFF EXPENSES	17.496,00		17.496,00 €	20.000,00 €	2.504,00 €
<b>SUM OFFICE COST</b>	<b>34.634,28</b>		<b>34.634,28 €</b>	<b>35.600,00 €</b>	
<b>TOTAL:</b>	<b>223.670,53</b>		<b>240.523,50 €</b>	<b>379.100,00 €</b>	

Explanations of the differences in the Budget for 2023/2024 between planned and realisation:

<b>No:</b>	<b>REASON:</b>
2	Some Federations failed to pay annual subscription fee in 2023/2024, but after reminder, they will pay the fee in 2025.
3	One of the Invoices for support of the work of Continental Federations (15.000 €) sent to the ICF has been paid in January 2025
4	Refund of the Expenses of the Development programme for 2023/2024 is in negotiation with the ICF
5/30	<p>5 Even TV in Europe has rights for 2024 only (because of the participation of the sprint and slalom disciplines to the EG Krakow 2023) income for the TV rights was higher than expected.</p> <p>30 These expenses include costs of the commission to company "TV in Europe" that is in charge for selling ECA TV rights and travel costs of Mr. David Goldstrom for technical meetings with TV producers</p>
6	As at the European Championships we have more disciplines in 2023/2024 income from refund of the costs of medals is bigger than planned
7/31	Expenses for the travel costs of the Officials have been higher than planned, so refunds are higher, too.
8/38	Most of the Jury travel costs have been paid directly to Jury members, so income and expenses are lower than expected
9	As investing period in PABA Bank will finish on 2 May 2025, it was agreed not to transfer interest till that date. After expiring of the period deposit and interest will be transferred to the new ECA Account (according to the information from the Bank expected amount of interest to be added to the deposit on 2 May is 830 US\$ and 3.149,56 €)
10	Rest income from OC EMC Munich 2022 is paid in 2023 (150.000 € - with reduction of the German Estate Taxes) Income from EOC for participation to the EG Krakow 2023 was 50.000 €).
11	FFCK has refunded costs of the ECA Board meeting in Paris in 2023, previously paid by the ECA
12/39	Deposit for reservation of the hall connected with the ECA Board meeting in Paris was refunded back to the ECA Account

13	Unused cash for covering the costs was returned back to the ECA Account
14	Planned amount for the development activities is lower than decided by the Congress due to the redefining the targets and establishing the new expert group that will be in charge for this type of activities and activities will be continued as decided by the ECA Extraordinary Congress in 2024
15-17	As in stock was enough medals and flags there was no need for ordering
19-22	As travel costs of President Zoungrana and Secretary General were covered by their NF, planned costs are much lower then expected
37	As by the Croatian law all payments for the services have to be taxed by 25% rising of the costs caused and higher amount of planned amount for the Croatian Estate Taxes
Other:	Other costs for the period 2023/2024 are in the planned frame





**XVII ORDINARY CONGRESS OF  
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**ITEM 9**

**ECA Economic model**



**XVII ORDINARY CONGRESS OF  
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**ITEM 10**

**Fixing the Annual Subscription Fee for the next two  
years (2025-2026)**

Date : 12/02/2025

Instruction for	<input checked="" type="checkbox"/> Décision	<input type="checkbox"/> Discussion	<input type="checkbox"/> Information
<b>CONGRESS 29 MARCH 2025</b>			

Presented by : Jean ZOUNGRANA

Topic : MEMBERSHIP FEES

### ECA statutes,

*10.3. The Congress shall be held for the following purposes:*

*10.3.4. to approve the Membership Fee for the following two years;*

The congress decided the membership fees for 2025 and 2026. The board's proposal is to align membership fees with the two years budget, namely 2025-2026, to provide greater consistency between the ECA's 2025-2026 strategic plan and the provisional budget.

### The ECA MEMBERSHIP FEES 2025-2026

#### 3 Categories

- Category 1: low membership fee
- Category2: Medium membership fee
- Category3; Full membership fee

#### Classification

Define by the board – relying on ICF classification

CLASSIFICATION	ICF FEES	ECA CURRENT FEES	PROPOSAL for 2025 – 2026 FEES
<b>FULL</b>	<b>1 800 €</b>	<b>250 €</b>	<b>1 000 €</b>
<b>MEDIUM</b>	<b>300 €</b>	<b>250 €</b>	<b>250 €</b>
<b>LOW</b>	<b>120 €</b>	<b>250 €</b>	<b>100 €</b>





**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 11**

**ECA Development Programme**

# DEVELOPMENT PROGRAMME

2025-2026

# EUROPEAN CANOE ASSOCIATION



# 5 AREAS

1

## THE ECA

Develop the ECA as a continental federation.

2

## MEMBER FEDERATIONS

Develop globally and structure the paddle sports within our federations.

3

## COMPETITIONS & EVENTS

Provide quality competitions and events and expand our audience.

4

## HIGH PERFORMANCE

Supporting federations, athletes and coaches towards high performance.

5

## PADDLE SPORTS FOR ALL

Develop paddle sports for all.

# 1-THE ECA



## OUR VISION

An ECA with a good administrative organization, a headquarters, a stronger economic model and with good relations with ICF and other continental federations.



## OUR PRIORITY

Develop the ECA as a Continental Federation.  
Maintain the link with the ICF and the Continental Federations.



## WHAT

1. Define a strategic plan.
2. Strengthen the management and administration of the ECA and provide a headquarters to develop its activities.
3. Transform the economic model of the ECA to generate more revenues.
4. Develop cooperation with ICF and other continental federations.



# 1-THE ECA

## PRIORITIES

### 1. Define a strategic plan.

### 2. Strengthen the management and administration of the ECA and provide a headquarters to develop its activities.

### 3. Transform the economic model of the ECA to generate more revenues.

### 4. Develop cooperation with ICF and other continental federations.

## 2025 / 2026

- Submit the sports program to the congress for approval.
- Build the ECA development plan 2025-2026 for ECA congress.
- ECA name change for “PADDLE EUROPE”.
- Create a working group for the sustainable programme
- Build the sustainable programme in conjunction with NFs
- Prepare the congress 2027
- Implement ECA name change
- Organize ECA ordinary congress 2025.
- Installing the new ECA headquarters in France.
- Develop partnership with NFs for ECA satellite offices
- Recruit a part time or full time CEO.
- Recruit committees' members for all the committees
- Structure and organize the missions and work of the Board members and ECA staff after the 2025 congress to implement ECA strategic plan
- Recruit staff member for ECA administration and define its missions
- Recruit an employee for ICF Hungary office as proposed by ICF
- Create a finance committee
- Stabilize the structure and organization of the ECA
- Organize training on the use of Microsoft Teams for our members to improve our efficiency
- Define our partnership strategy and action plan
- Organize a time for discussion on the ECA economic model during the congress
- Develop naming fees for our events
- Define ECA hosting fees strategy for our 2028 events
- Explore ICF-ECA partnership for TV rights and define our strategy
- Define new membership fees for 2025-2026 for congress approval
- Take stock of membership fees and define membership fees for 2027-2028
- Implement new strategy for TV rights and live streaming
- Contribute to the ICF development project through dedicated funds
- Participate to the ICF governance review
- Collaborate with ICF and our NFs for the organization of ICF Events and training camps in Europe
- Define a partnership with WRF – world rafting federation – for common European events.



# 2- ECA MEMBER FEDERATIONS



## OUR VISION

A European continent with strong national federations.



## OUR PRIORITY

Develop globally and structure the paddle sports within our federations.



## WHAT

1. Develop cooperation and synergies between federations.
2. Support federations in their structuring and development.

## ECA SURVEY

ECA NFs Think that it is very important or important to

1-Develop cooperation and synergies between federations (93,9%)

2-Support federations in their structuring and development (76,5%)



# 2- ECA MEMBER FEDERATIONS

## PRIORITIES

1. Develop cooperation and synergies between federations.
1. Support federations in their structuring and development.

2025 / 2026

Organize collaborative events

- Use the European Championships calendar to organize collaborative events: Coaches meetings during the European Championships
- Encourage the development of joint projects: Erasmus + / Olympic Solidarity projects / Europaddle pass.
- Continue supporting federations in their projects, particularly in terms of infrastructure development projects or event organization.
- Support the NFs in their project with IOC world programmes – Development of National Sports System.



# 3- COMPETITIONS & EVENTS



## OUR VISION

Quality competitions and events followed by a large audience.



## OUR PRIORITY

Improve the quality of the organisation of our events and our communication.



## WHAT

1. Constantly improving the quality of our events.
2. Improve our communication to increase our audience and generate more revenues.



# 3- COMPETITIONS & EVENTS

## PRIORITIES

1. Constantly improving the quality of our events.

2. Improve our communication to increase our audience and generate more revenues.

2025 / 2026

- Review our bidding process
- Launch the tender for the ECA European championship 2028
- Review the contracts with the organizing committees and define the standard contracts for our events.
- Systematize the reports of the technical delegates on the European Championships.
- Seize the opportunity of the organized championships to train our volunteers and organizers.
- Define our strategy for TV rights and live streaming in partnership with ICF.
- Create a new web site to promote our contents
- Encourage the ECA committees and organizing committees to innovate alongside traditional formats (Eg multidiscipline championships and new events)
- Continue to set up online tools for organizers and highlight and share best practices.
- Define the calendar for 2028 – Competition allocation -
- Implement tools to assess the quality of the organization of our events



# 4- HIGH PERFORMANCE



## OUR VISION

Consolidate Europe's leadership at the international level.



## OUR PRIORITY

Support federations, athletes, coaches, officials towards high performance.



## WHAT

1. Support federations and develop synergies and partnerships between federations for high performance.
2. Develop the number and qualifications of our coaches, judges and officials.
3. Increase the participation of our NFs and athletes to European and international competitions.

## ECA SURVEY

ECA NFs Think that it is very important or important to

1-Develop synergies between the federations (93,9%)

2-Set up courses for coaches and officials (85,8%)

3-Develop training camps for the athletes (70,6%)



# 4- HIGH PERFORMANCE

## PRIORITIES

1. Support federations and develop synergies and partnerships between federations for high performance.
2. Develop the number and qualifications of our coaches, judges and officials.
3. Increase the participation of our NFs and athletes to European and international competitions.

2025 / 2026

- Coach and athletes solidarity and exchange programmes: study the feasibility of a coach and athletes exchange programmes within the ECA.
- Take the opportunity of the European Championships calendar to organize coach judges and official courses with our committees.
- Develop programmes through the Olympic solidarity
- Set up a European training center in Vaires sur Marne
- Develop European training camps to increase the number of nations and athletes participating in the various European championships.
- Define a programme and budget for the different discipline.
- Establish programs as part of Olympic solidarity



# 5- PADDLE SPORTS FOR ALL



## OUR VISION

Paddle sports accessible to all in Europe through our national federations.



## OUR PRIORITY

Develop paddle sports for all – Education – recreational - tourism – health and well-being.



## WHAT

1. Develop paddle sports for all.
2. Strengthen paddler training and safety knowledge.
3. Develop a recreational events calendar and strengthen communication on recreational, tourism, health and well-being activities.



## ECA SURVEY

ECA NFs Think that it is very important or important to

- Set up an Educational program (86,1%)
- To set up instructor courses for recreational, (76,4%) , health and well being ativities (67,6%)
- Develop paddle sport for all (65,6%)
- 78% of the NFs have a calendar of Recreational activities
- 74% of the NFs are interested in a European calendar of recreational activities

# 5- PADDLE SPORTS FOR ALL

## PRIORITIES

1. **Develop paddle sports for all.**
2. **Strengthen paddler training and safety knowledge.**
3. **Develop a recreational events calendar and strengthen communication on recreational, tourism, health and well-being activities.**

**2025 / 2026**

- Set up a recreational committee and define a project for the development of recreational activities within our NFs.
- Organize a workshop during ECA 2025 congress on recreational activities.
- Develop a common tool with Europaddle pass
- Create a European calendar for recreational activities
- Encourage the organizing committees of our European championship to reinforce the link between competition and recreational activities.
- Share the best practices within our NFs on inclusive actions: eg Thematic weeks: cleaning rivers, welcoming people with disabilities, fighting violence in sport, etc.
- Create new contents on our web site and social medias – river access – water trails places to paddle, security..-
- Study the possibility of creating a European label for major leisure events in Europe.
- Implement a calendar of recreational, tourism, health and well being activities.





# EUROPEAN CANOE ASSOCIATION





**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 12**

**Establishing the Budget for 2025/2026**

## BUDGET 2025-2026 PROPOSAL

INCOME		€
		PLANNED
1	SPONSORSHIPS	20.000,00 €
2	MEMBERSHIP FEE	76.800,00 €
3	ICF SUPPORT	30.000,00 €
4	ICF DEVELOPMENT PROGRAMME	42.000,00 €
5	INCOME FOR TV RIGHTS	60.000,00 €
6	INCOME PAYMENT FOR MEDALS	20.000,00 €
7	INCOME FOR TRAVEL COSTS OF THE OFFICIALS AT ECH	60.000,00 €
8	INCOME FOR JURY TRAVEL COSTS	3.000,00 €
9	BANK INTEREST	4.000,00 €
10	OTHER INCOMES	5.000,00 €
<b>TOTAL:</b>		<b>320.800,00 €</b>

EXPENSES:		PLANNED
11	ECA DEVELOPMENT PROGRAMME	60.000,00 €
12	ECA FLAGS	3.000,00 €
13	PINS AND PROMOTIONAL	2.000,00 €
14	MEDALS	25.000,00 €
15	RIBBONS FOR MEDALS	4.000,00 €
16	PRESIDENT TRAVEL EXPENSES	20.000,00 €
17	C.O. TRAVEL EXPENSES	4.000,00 €
18	TECHNICAL INSPECTION COSTS	2.000,00 €
19	ECA WEB PAGE COSTS	20.000,00 €
20	PRESENTATION PLAQUE AND AWARDS	2.500,00 €
21	UNIFORMS / SHIRTS / T SHIRTS	7.000,00 €
22	ECA BOARD MEETING COSTS	11.000,00 €
23	CONGRESS EXPENSES	7.000,00 €
24	COST OF IT EQUIPMENT	2.000,00 €
25	TV PRODUCTION	25.000,00 €
26	ITO TRAVEL EXPENSES AT ECH	60.000,00 €
27	DEVELOP. MARKETING AND EXPERT SERV.	76.000,00 €
28	BANK AND TRANSFER TAXES	6.000,00 €
29	ECA ANNUAL MEETING WITH NF	4.000,00 €
30	ESTATE VAT	5.000,00 €
31	ECA JURY COSTS	3.000,00 €
32	MS TEAMS	5.000,00 €
33	CONTIGENCY FUND	10.000,00 €
<b>TOTAL</b>		<b>363.500,00 €</b>

ECA HEADQUARTERS COSTS		
EXPENSES:		PLANNED
34	ADMINISTRATIVE COSTS	7.000,00 €
35	ECA ACCOUNT MANAGING COSTS	6.000,00 €
36	C.E.O.- PART TIME EMPLOYED	21.000,00 €
37	OFFICE STAFF EXPENSES	38.000,00 €
<b>TOTAL</b>		<b>72.000,00 €</b>
<b>TOTAL EXPENSES+OFFICE EXPENSES</b>		<b>435.500,00 €</b>



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 13**

**ECA Name change**

Date : 12/02/2025

Instruction for	<input checked="" type="checkbox"/> Décision	<input type="checkbox"/> Discussion	<input type="checkbox"/> Information
CONGRESS 29 MARCH 2025			

Presented by : Jean ZOUNGRANA

Topic : STATUTES CHANGE - ECA NAME CHANGE

## CONTEXT

The ICF Congress validated the rebranding and repositioning of the ICF to Paddle Worldwide.

## ECA Name

In order to move in the same direction as the ICF and have similar names, the ECA Board proposes to change the name of the ECA to “PADDLE EUROPE”.

Changing the name of ECA to “PADDLE EUROPE” requires a modification of the statutes.

### *ECA Statutes*

*The Ordinary and Special Business at the Congress:*

*10.10. All business transacted at a Congress shall be Ordinary Business, with the exception of the following which shall be transacted as Special Business;*

*10.10.2. any proposals originating from the Board or the Members to amend the Statutes*

*10.11. Ordinary Business shall require a Simple Majority of votes cast in order to be passed. Special Business shall require a Two Thirds Majority of votes to be passed.*

## The calendar

1. 2025 preparation of communication tools - Logos, website, social networks, ECA headquarters, ECA uniforms
2. 2026 – implementation ( events etc.)

## The ECA New name and Logo

Changing the name of the logo while maintaining the graphic element and typography.



SAMPLE 2 - MAIN



SAMPLE 2 - main with virtual website





**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 14**

**Proposals for the ECA Statutes Changes - received from  
NF**

Date : 12/02/2025

Instruction for	<input checked="" type="checkbox"/> <b>Décision</b>	<input type="checkbox"/> <b>Discussion</b>	<input type="checkbox"/> <b>Information</b>
<b>CONGRESS 29 MARCH 2025</b>			

Presented by : Peter KARAI

Topic : STATUTES CHANGES

## STATUTES CHANGE REQUEST

Following the statutes rule 10.8: *Congress Powers: Motions for amendments to the Statutes or any other Motions submitted by Members or the Board, must also be submitted to the CEO of the ECA at least 12 weeks before the opening day of the Congress.*

The Royal Belgian Canoe Federation wishes to propose an amendment to the statutes of the European Canoe Association

**It considers the current rule 15.3:**

***The Chair of each Technical Committee must be nominated by their Member NF and shall be appointed by the Board.***

As this is stated, we believe this is not the correct way to appoint the chairs and we would like to see a more objective way of appointing the chairs, more similar to the way ICF will appoint them, by voting by NF's at the congress.

Not only will the chairs be the first person the NF's have to work with whilst organizing a European Championships, but they will be the man person to work with whilst attending such Championship, so it is vital that they have someone that they want to work with.

The NF's have all right to decide the Chair that will write out the future and rules of the sport their athletes are involved in.

As this is stated, the old board would appoint people according to the old vision, whilst the newly elected board can have an ambition to go in a different direction.

We believe the chairs should be appointed in a similar time with the new board to get a streamlined vision of the future.

**We would like to see this rule changed to:**

***The Chair of each Technical Committee must be nominated by their Member NF and shall be chosen by the member federations during the congress and confirmed by the newly elected Board.***

Within this vision we are open to changes in the wording of the new rule, as this is only a proposition.



## BOARD ANALYSIS

The condition of the nomination of the chair of the technical committees within the ECA

According to article 15.3 of ECA statutes *The Chair of each Technical Committee have been nominated by their Member NF appointed by the Board.*

*The appointing of the chair have been made by secret ballot to ensure the fair conditions of the appointment.*

The differences between ICF and ECA statutes

*ICF:*

*Within the ICF the chair of the committee have a political role:*

- *The chair of the Olympic and Paralympic disciplines are member of the executive committee and the Board of Directors and have the right to vote.*
- *The chair of the committee the non-olympic disciplines are members of the ICF Board and have the right to vote.*

*ECA*

*Within the ECA the chair of the committee has a technical role:*

- *The chair of the committee is not a Board member.*

The request

**We would like to see this rule changed to:**

***The Chair of each Technical Committee must be nominated by their Member NF and shall be chosen by the member federations during the congress and confirmed by the newly elected Board.***

*Thus formulated, the request for a change of statutes would have the consequence*

- *Of having an impact on the agility of the governance of the ECA by providing the opportunity to appoint a committee chair only every two years. In the event of resignation or creation of a new committee, the ECA Board would have to wait for the following congress to appoint the chairman of the committee.*
- *The appointments would be made at the March congress for a sports season that begins in January and would not facilitate the preparation of competitions with committees that change during the season.*
- *The Board notes a legal uncertainty in the event of non-confirmation of the appointment by the new Board.*

**Board Decision February 01 2025**

***The Board is not in favour of the statute change.***



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 15**

**ECA Athletes committee**

Date : 12/02/2025

Instruction for	<input type="checkbox"/> Décision	<input checked="" type="checkbox"/> Discussion	<input type="checkbox"/> Information
CONGRESS 29 MARCH 2025			

Presented by : Peter KARAI

ITEM : ECA ATHLETES COMMITTEE

## ECA STATUTES

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### Athlete Representative

- 1.1. The Athlete Representative shall be approved by the Congress.
- 1.2. S/he will be nominated by the athletes, in processes which shall be determined and agreed by the Board.
- 1.3. The Athlete Representative shall serve for a maximum term of one four (4) year period.
- 1.4. The responsibilities of the Athlete Representative shall be detailed within a role description but shall include:
  - 1.4.1. to liaise with athletes involved in each discipline and share views within the ECA as required
  - 1.4.2. to serve as a member of the Board of Directors
  - 1.4.3. to assist the President and to represent the ECA at ECA events, championships and on other occasions as requested by the President.

## THE ROLE OF THE ATHLETES COMMITTEE

---

The role of the athletes committee is to

- Identify athletes' needs and promote their interests within the ECA
- To issue proposals or opinions to promote and develop high performance in all disciplines.
- To carry out all actions to promote and develop high performance, in accordance with the general guidelines defined by the ECA.
- To promote the rights of athletes, and to make recommendations to the ECA.
- To support the federations in setting up athletes' committees within them.
- To improve and intensify the exchange and networking of athletes in all disciplines.



- to provide their opinions and advice to the ECA technical committees and participate in meetings of technical committees when invited.
- To provide their opinion on the organisation of competitions in order to improve the organisational conditions for the athletes.
- To represent the athletes during the ECA championships
- Issuing opinions on the regulations of sports disciplines when requested
- Actively be involved in the meetings and work of the Medical, Health and well-being committee, issue opinions and convey advice to athletes
- Contribute to the promotion of athletes
- To reward the best performing athletes at the ECA Congress under the conditions defined by the Board.
- Explain ECA policy to athletes and implement any system allowing better dissemination of information and support for athletes

## THE ROLE OF THE ATHLETES COMMITTEE CHAIR

---

In accordance with the statutes of the ECA, the responsibilities of the Athlete Representative shall be detailed within a role description but shall include;

- to liaise with athletes involved in each discipline and share views within the ECA as required;
- to serve as a member of the Board of Directors
- to assist the President and to represent the ECA at ECA events, championships and on other occasions as requested by the President.

The role of the athlete representative is also

- Promoting the values of Olympic and Paralympic sport and the ECA.
- To ensure a dialogue, on behalf of the ECA, with the ICF Athletes' Commission.
- Promote ECA to its partners.
- Liaise with NFs Athletes' Committees.

## ATHLETES COMMITTEE COMPOSITION

---

The athletes committee will consist of:

- 2 representatives (1 male + 1 female) for the Canoe Sprint, Canoe Slalom and Paralympic disciplines (altogether 6 members);
- 2 representatives (1 male + 1 female) for the non-Olympic disciplines.
- A national federation cannot have more than one member within the athletes committee but can propose one male and one female candidate for each position – slalom – Sprint – paracanoe – non Olympic disciplines.



## CONDITIONS

---

The Candidates to the Athletes' Committee

- Must be at least eighteen (18) years of age.
- Must be an active athlete at the time of the election. An active athlete within the meaning of the electoral procedure is an athlete who has participated in the European Championships during the previous Olympiad.
- Must have never received any sanction in relation to the World Anti-Doping Code nor in any case connected with betting and manipulation of competitions. Must have participated at international level or have done so within the previous four years.
- They have never been sanctioned by the ECA, The ICF or by their national federation.

## APPOINTMENT OF THE ATHLETES COMMITTEE MEMBERS

---

A call for applications is made to the NFs to appoint the members of the committee according to a timetable defined by the Board.

A federation cannot have more than one member within the athletes committee but can propose one male and one female candidate for each position – slalom – Sprint – paracanoe – non Olympic disciplines.

### Olympic and paralympic disciplines:

The athletes are elected by the athletes participating to the European championships.

- SLALOM: Vaires – FRA - May 14-18, 2025 – 2 representatives, one male one female
- SPRINT: Racice – ROU - June 19-22, 2025 – 2 representatives, one male one female
- PARACANOE: Racice – ROU - June 19-22, 2025 – 2 representatives, one male one female

### Non-Olympic disciplines

The athletes of the non-Olympic disciplines are appointed by the athletes committee and approved by the Board. 2 representatives, one male one female from 2 different non-Olympic disciplines.

### Athletes committee chair

The athletes committee chair is elected by the members of the athletes committee among its members.

### Elections:

In case of a tie,

- For the election of the athletes representatives, the Olympic, the world and the European titles won by the athletes will be taken into account.
- For the election of the chair of the athletes committee, the process is repeated until majority achieved.



# CONGRESS INSTRUCTION

## THE CALENDAR

ECA ordinary congress  Presntati on	Call for applicati on for all disciplin es	SLALOM	SPRINT & PARACANO E	Athletes committ ee proposals for non- olympic disciplin es	Board approval non-olympic disciplines representati ves	Athletes Chair election by the athletes committ ee	Congress Approval
		Vaires	Racice				
		FRA	ROU				
29 mars 2025	April 2025	May 14-18	June 19-22	July	September	Septemb er	March/A pril 2027
		Elections  Slalom representati ves	Elections  Sprint and paracanoe representati ves				





**XVII ORDINARY CONGRESS OF  
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BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 16**

**Recreational and Educational Programme**



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 17**

**ECA Board elections**

Received nominations:

<b>List 1:</b>		
<b>ECA Vice President (1 place, four-year term):</b>		
<b>1</b>	<b>MOIRA ASTON (IRL)</b>	

<b>List 2:</b>		
<b>Board members (5 places, four-year term):</b>		
<b>1</b>	<b>VITOR FELIX (POR)</b>	
<b>2</b>	<b>CHRISTIAN JACOBSEN (DEN)</b>	
<b>3</b>	<b>PETER KARAI (HUN)</b>	<b>Reelection</b>
<b>4</b>	<b>EVA LINDMARK (SWE)</b>	
<b>5</b>	<b>GREG SMALE (GBR)</b>	
<b>6</b>	<b>STIEN VERLINDEN (BEL)</b>	

For the election of the ECA Board members: **5 members for 4 years mandate\* (at least 1 male and 1 female)**

**\*By the decision of the ECA BoD one (1) Board member for 2 years mandate**

Alphabetical order by surname





Minutes of the ECA Board of Directors online decision  
17 February 2025

02/2025

**Board members:**

- President: Jean Zoungrana
- Vice Presidents: Andrej Jelenc, Miroslav Haviar
- Secretary General: Branko Lovric
- Board Members: Manuela Gawehn, Peter Karai, Geir Kvillum, Jovana Stanojevic, Ruud Hejiselaar

**ITEM 1**



**ECA ELECTIONS**

Following the Board meeting of 1-2 February 2025 and after instruction, the Board approved the following motion by online vote:

Ms. Jovana Stanojevic is now the ECA Sport and Event Manager and has therefore taken the decision to resign from her position as an ECA Board member at the March 2025 Congress. Elected at the 2023 Congress, her term as Board member was to continue until 2027.

- In accordance with the ECA Statutes:
  - *11.41 Notwithstanding any other provision of these Statutes, a member of the Board of Directors shall hold office for up to four (4) years from the date of his or her appointment or until (if earlier) he or she ceases to be a member of the Board of Directors in accordance with Article 11.73.*
  - *11.42. The terms of the members of the Board of Directors will be staggered, so that all of the members of the Board of Directors do not retire at the same time. This Board succession plan will be managed by the Board and be in accordance with the terms of the member of the Board of Directors as set out in these Statutes.*
  - *18.1. All matters not specifically covered by these ECA Statutes shall be determined by the Board.*

The Board decide that for the elections of the Board members at the 2025 ECA Congress, **four candidates with the most votes will be elected for a four-year term, while the candidate with the fifth most votes will be elected for a two-year term, until 2027 congress**, in accordance with the term of the resigning Board member.

Branko Lovric	Jean Zoungrana
	
ECA Secretary General	ECA President



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 17**

**a) Nomination for ECA Vice President**

Received nominations:

<b>List 1:</b>		
<b>ECA Vice President (1 place, four-year term):</b>		
<b>1</b>	<b>MOIRA ASTON (IRL)</b>	

To: President Jean Zoungrana  
Mr. Branko Lovrić



03<sup>rd</sup> Jan 2025

**Re: Candidacy for European Canoe Union Vice Presidency**

Dear Jean & Branko,

I am writing to formally propose Moira Aston as a candidate for the position of Vice President in the upcoming European Canoe Association (ECA) elections. As an esteemed member of the canoeing community, Moira has demonstrated exceptional leadership, dedication, and strategic vision, which make her an outstanding candidate for this pivotal role.

Moira Aston has amassed significant experience in the governance and promotion of canoeing, both at the national and international levels. She currently serves as a board member of the Olympic Federation of Ireland and Chief Executive of Canoeing Ireland and has been instrumental in advancing the development of grassroots programs, fostering athlete development pathways, and championing inclusivity in the sport.

Her professional track record includes:

- **Leadership and Vision:** Moira has spearheaded initiatives that have increased participation in canoeing across diverse demographics, expanded funding opportunities, and strengthened partnerships with stakeholders.
- **Advocacy for Inclusivity:** She has been a passionate advocate for diversity and inclusion within the sport, ensuring representation and opportunity for all athletes, coaches, and officials.
- **Commitment to Excellence in Governance:** Her strategic initiatives have consistently elevated the standards of governance nationally.

Moira's interpersonal skills, ability to navigate complex challenges, and unwavering commitment to the values of the ECA uniquely qualify her to take on this leadership role.

I am confident that Moira Aston's election as Vice President will bring immense value to the European Canoe Association, driving progress and fostering unity within our community. Her expertise and dedication will undoubtedly contribute to the continued success and growth of the Association.

I would be happy to provide additional information or support her candidacy in any way required. Thank you for considering Moira Aston's nomination. I trust that her qualifications and passion for the sport will make a lasting impact on the ECA.

Your sincerely,



---

Heather Wilson  
President, Canoeing Ireland



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 17**

**a) Nomination for ECA Board Members**

Received nominations:

<b>List 2:</b>		
<b>Board members (5 places, four-year term):</b>		
<b>1</b>	<b>VITOR FELIX (POR)</b>	
<b>2</b>	<b>CHRISTIAN JACOBSEN (DEN)</b>	
<b>3</b>	<b>PETER KARAI (HUN)</b>	<b>Reelection</b>
<b>4</b>	<b>EVA LINDMARK (SWE)</b>	
<b>5</b>	<b>GREG SMALE (GBR)</b>	
<b>6</b>	<b>STIEN VERLINDEN (BEL)</b>	

**Note for the election of the ECA Board members:**

- **5 members are to be elected for 4 years mandate**
- **by the decision of the ECA BoD one (1) Board member for 2 years mandate**
- **at least 1 male and 1 female**

Mr. Jean Zoungrana  
President of the European Canoe Association

**Porto, 12 de dezembro de 2024**

**Application for ECA Board Member**

In 2024, I ended a 20-year relationship with the Portuguese Canoeing Federation, 8 as vice-president and 12 as president, with the spirit of mission accomplished and in my opinion the best period of Portuguese Canoeing.

There is a legacy of two great brand images of the sport in recent years, on the one hand, the international results of our athletes, where 196 medals were won in European and World Championships, Olympic and Paralympic Games, and on the other hand, the organization of major international Canoeing events, with 9 World Championships, 7 European Championships and 5 World Cups.

My application for the ECA Board aims to apply the experience and knowledge accumulated in recent years, to put it at the service of European Canoeing. With this new management model and new statutes, ECA can now meet the wishes of its national federations, with the aim of placing Europe at the center of world Canoeing, with the main events and the best athletes, in addition to guaranteeing the presence in the main multi-sport events on our continent.

Vitor Felix



# VITOR FÉLIX ECA BOARD MEMBER CANDIDATE

EUROPEAN  
CANOE  
ASSOCIATION



**54 years**

***Married with 2 kids***

***Master Degree in  
Sport Management***





# Department Director of Sport & Youth in the Vila Franca de Xira Municipality







**3,5 M€ Budget**  
**80 Staff**  
**6 swimming pools**  
**17 Sports Pavillion**  
**National & Internacional**  
**Events**  
**Sport Programs for Youth &**  
**Sénior People**





- **Athlete since 1987;**
- **25 caps national team;**
- **Practice in Sprint, Marathon, Canoe Polo and Ocean Racing**





- **Vice-president of the Portuguese Canoe Federation 2004-2012;**
- **President of the Portuguese Canoe Federation 2013-2024**





**196 Medals  
at EC, WC, OG e PG in 12 years**





**9 WORLD CHAMPIONSHIPS**  
**7 EUROPEAN CHAMPIONSHIPS**  
**5 WORLD CUPS**



# THANK YOU!





dansk kano & kajak forbund

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Danmark

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**Instagram:** danskkanokajak  
**Facebook:** facebook.com/kano.kajak

**Medlem af:**  
Danmarks Idræts-Forbund  
International Canoe Federation  
European Canoe Association

European Canoe Association  
Mr. Jean ZOUNGRANA  
Mr. Branko Lovric Secretary General  
By e-mail [ecacongress@gmail.com](mailto:ecacongress@gmail.com) [ecaofficezagreb@gmail.com](mailto:ecaofficezagreb@gmail.com)

House of Sports January 3 2025

Dear President  
Dear Secretary General,

### **Nomination Christian Jacobsen 2025-2029**

In accordance with ECA letter dated November 25 2024, the Danish Canoe Federation wishes to make the following nominations to the ECA Board:

- **ECA board member and representatives to the ICF board Christian Jacobsen**

Christian Jacobsen is the well known Secretary General of the Danish Canoe Federation. Christian Jacobsen's resume is attached to this letter.

The Danish Canoe Federation strongly supports Christian Jacobsen's candidacy. We feel confident that Christian Jacobsen can be of great value to the ECA as board member and ICF representative

Christian Jacobsen will work on these key issues: Stronger ECA through improved governance/leadership of ECA, stronger and broader collaboration between member countries and a more professionalised ECA.

Yours faithfully,

Tom Bundsen Faurschou  
President



Siden 1921 har DKF arbejdet for at give dig gode oplevelser på vandet.  
**For Sjov · For Alvor · For Alle**

# CHRISTIAN JACOBSEN

CEO / Secretary general

+45 20 81 54 72 @ cj@kano-kajak.dk https://dk.linkedin.com/in/christianjacobsenden  
Idrættens Hus, Brøndby



## SUMMARY

With over 18 years of experience from the top of the Danish Canoe and Kayak Association, I have developed a great understanding of how leadership contributes to creating strong communities and driving meaningful change. I am passionate about developing people and organizations. I have made many valuable observations in 22 years at The house of sports.

## PROFESIONAL POSITIONS

CEO / Secretary General

**Danish Canoe Federation (DKF)**

08/2006 - Present

DKF has approx. 24.000 members, 200+ clubs

- Cooperation with democratically elected board.
- Partnership with 100 schools, institutions and companies.
- 15-25 employees and between 20-35 million DKK in annual turnover.
- In my 18 years, DKF has had a membership growth of 63% and implemented a staff expansion of 250%

Development Officer

**Danish Basketball Federation**

11/2002 - 08/2006

Development

- Improved organizational efficiency by revising governance structure toward streamlined decision-making
- Establishment of educational culture with 20-40 annual national event

## EDUCATION

Master of sport science (Cand. Scient.)

**Faculty of sport, University of Copenhagen**

09/1995 - 05/2002

- Bachelor with focus on outdoor life
- Master in Humanistic Social Science line
- Thesis on outdoor education in elementary school

Minor in political science

**Department of Political Science, University of Copenhagen**

09/1999 - 07/2001

## EXPERIENCE

Leadership and organizational development

Reform of the governance structure in DKF. Professionalization of the board work. Professionalization of the staff.

## STRENGTHS

### ★ Strategic leadership and political management

An experienced leader with expertise in strategic leadership, political navigation and successful event management.

### 🚀 Focus on development

Over 18 years, my current workplace has developed and innovated - not least because middle managers, employees and the board have developed.

### 🏗️ Organizational development

Efficient in developing organizations and revising governance structures.

### 👍 Inclusive leadership

Strong leader fostering inclusive communities and positive change.

### 📈 Membership growth

Successful in growing membership and expanding staff by 250%.

### 🌍 International relations

Skilled in navigating international relations and cultural differences.

## KEY ACHIEVEMENTS

### 💎 Organizational development

From volunteer-driven to professional-driven organization

### 🧠 Education for all

Development of national and international education system - accessible in all canoe-kayak environments

### 🚩 Establishment of partnerships

Successfully established partnerships with municipalities, foundations, schools, sponsors and institutions



## EXPERIENCE

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### Hosting international events

I have worked closely with the international federation ICF / ECA and have ensured the successful implementation of events in accordance with their guidelines. This has resulted in significant praise from ECA & ICF - and a number of new standards for subsequent events. (2009, 2012, 2013, 2016, 2021, 2022, 2023)

---

### International cooperation

The chairmanship of Euro Paddle Pass (European educational cooperation) have helped me create a very useful international network. It has helped me develop experience in navigating international relations, including handling cultural differences.

---

### I Paddle Pass / Euro Paddle Pass

Development and implementation of an education system for athletes and instructors. The system is used today by associations, schools, institutions, companies, self-organized both nationally and internationally.

---

### On the job training

I have learned from fellow directors, my own sports managers, skilled consultants, formidable board members and persistent club leaders.

---

### Business operations

Development and activity must be based on a robust foundation where there is control over structure, statutes and finances. Stable operations have been the prerequisite for the great development in my time.

---

### Instructor, teacher, presenter

From kayaking to development consultants or federation chairmen. I enjoy preparing and delivering presentations or lessons and thrive in the interaction with the participants.

---

### Club management

My extensive experience with club management and volunteering fits well with the committee's upcoming task with various actors and a diverse target group.

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### Network

My network within the sports world, municipalities, NGOs and cultural organizations can be an advantage when gathering inspiration.

## SKILLS

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Management

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Working with volunteers      Strategy

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Sustainability      IT development

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Development of education

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## TRAINING / COURSES

---

Strategic management

2020

---

Change management

2017

---

Nordic International Leadership

2013-2014

---

Event Manager

2011

---

HR regulations

2007

---

## PASSIONS

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### Society & democracy

Democracy in various forms and cultures

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### Scouting & Outdoor Life

Scouting / group leader  
Skiing: cross-country, alpine, telemark  
Kayaking  
Camp life

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### Sports

Kayaking instructor  
Handball coach  
Board member club  
Board member association

---

## PERSONAL

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### About myself

Born 1974 in Denmark  
Married, 2 adult daughters  
Extraordinarily spoiled dog



Budapest, 19th of December, 2024

**European Canoe Association**  
**Branko Lovrić, Secretary General**

[eca.congress@gmail.com](mailto:eca.congress@gmail.com)

[ecaofficezagreb@gmail.com](mailto:ecaofficezagreb@gmail.com)

**Nomination for ECA Board Member and ECA Representative Positions**

Dear Mr. Secretary General,

On behalf of the Hungarian Canoe Federation, I am honored to nominate **Mr. Péter Kárai**, Vice President of our Federation, for the positions of **ECA Board Member** and **ECA Representative to the ICF Board** during the upcoming ECA Congress elections.

Mr. Kárai has demonstrated outstanding dedication to the development of canoeing, both nationally and internationally. His extensive leadership experience and strategic vision have significantly contributed to the growth and success of our sport.

As Vice President of the Hungarian Canoe Federation, he has been a driving force behind numerous initiatives that have enhanced athlete performance, promoted inclusion, and strengthened the Federation's operations.

We believe that his expertise would make him an invaluable asset to the ECA Board and as a representative to the ICF Board.

Thank you for considering our nomination.

Best regards,



**Bálint Szakács**  
**Secretary General**  
**Hungarian Canoe Federation**

**Hungarian Canoe Federation**

Latorca u. 2.

Budapest

1138

Hungary

Tel.: +36 1 465 0091

Fax: +36 1 465 0095

E-mail: [info@mkksz.hu](mailto:info@mkksz.hu)

[www.kajakkenusport.hu](http://www.kajakkenusport.hu)

## Curriculum Vitae

Péter Kárai

Financial Vice President, Hungarian Canoe Federation



### Personal data

Date of birth: 29/01/1974  
Marital status: married, 2 children  
Phone, e-mail: +36 70 313 0747, [pkarai@canoe-eca.eu](mailto:pkarai@canoe-eca.eu)

### Education

1992 – 1997 Budapest University of Economics – M. Sc. in Business Administration  
1997 – 1999 Postgraduate Degree in Economic Law  
2000 – 2003 Chamber of Hungarian Auditors – Certified Auditor, Tax Expert  
2005 – 2009 Hungarian University of Physical Education – Sports Manager (BA Degree)  
2011 – 2012 Specialist with a Complementary Degree in Sports Law  
2011 – 2017 Anti-Doping Courses  
2021 WADA ADEL Anti-Doping Training Programmes (10 e-learning courses)

### Experience

1985 – Professional and (currently) amateur paddler  
2009 – 2013 Member of the Financial Committee, Hungarian Canoe Federation  
2013 – 2016 Member of the Board, Hungarian Canoe Federation  
2015 – 2016 Vice President, Appellate Disciplinary Committee, Hungarian Canoe Federation  
2016 – **Financial Vice President, Hungarian Canoe Federation**  
Head of the Anti-Doping Task Force, Hungarian Canoe Federation  
2017 – **Member of the Board of Directors, European Canoe Association (ECA)**  
Member of the Board of Trustees of the György Kolonics Foundation  
2019 – 2021 Member of the International Relationships and Sport Diplomacy Committee of the Hungarian Olympic Committee  
2021 – **Member of the Hungarian Olympic Committee**  
2023 – **Head of the ECA Governance Working Group**  
New ECA Statutes  
2023 – **Member of the ICF 2024 Los Angeles Olympic Qualification System Working Group**

### Languages

English Fluently (written and spoken)  
Russian Intermediate level

### Special topics

- Olympic Qualification System
- Elaboration of the New Concept of the Hungarian Canoe Federation's Anti-Doping Activities (in Hungarian and English)
- Budgets, balance sheets and financial statements of sports events and organizations

### Publications

2017	<i>Atypical findings in case of Human Growth Hormone Doping</i> – published: Hungarian Coach
2020	<i>EPO and blood doping</i> – published: Hungarian Coach
2020	<i>Clearance instead of a four-year doping ban – Questions and background of legal decisions in different doping cases</i> – published: Hungarian Review of Sports Medicine
2023	<i>Biological passport – an effective method of the anti-doping activity</i> – published: Hungarian Coach

### Private job

2000 –	Managing Director of the biggest Hungarian Toyota and Lexus Retailer Company
2009 –	Member of the Board of the Toyota Dealers' Association
2014 – 2023	Managing Director of a Car Fleet Company



## Nomination ECA board member: Eva Lindmark

The Swedish Canoe Federation hereby nominates Mrs Eva Lindmark for a position as a ECA board member.

Eva lives in Luleå in the north of Sweden, she is married and has two teenage children and are a committed canoeing enthusiast.

We believe that her long experience and great knowledge from the sport of canoeing at different levels and her high competence in relevant subjects from her working life can serve the work within the ECA.

Eva has been involved in canoeing for a long time and been a key person for canoe polo in Sweden as well as for the Swedish Canoe Federation at an organizational level.

Since 2006 she has been a member of the ICF Canoe Polo Committee and has been involved in different roles at many major championships and other competitions.

### Assignments and roles

#### ***International canoe experience***

- Member ICF Canoe Polo Committee 2006 -
- Technical Organizer, WC 2006, Netherlands
- Technical Organizer, WC 2008, Canada
- Technical Organizer & Chief Scrutinizer, World Games Taiwan 2009
- Technical Organizer, WC 2010, Italy
- Competition committee, EC 2011, Spain
- Project leader European cup 2012 Nyköping
- Technical Organizer, WC 2012, Poland
- Technical Organizer & Chief Scrutinizer, World Games Colombia 2013
- Technical Organizer, WC 2014, France
- Technical Organizer, WC 2016, Italy
- Technical Organizer & Chief Referee, World Games Poland 2017
- Competition manager, World Games 2022 Birmingham, USA
- Competition Manager World Games 2021 Birmingham, USA
- Technical Organizer, WC 2022, France
- Technical Organizer, WC 2024, China
- Competition Manager World Games 2025 Chengdu, China

#### ***National canoe experience***

- Swedish Canoe Federation, board member and treasurer, 2004-2016.
- Swedish Canoe Federation, adjunct treasurer, 2016-

#### ***Own sports career as athlete and coach***

- Basketball player highest league in Sweden season 87/88 and 88/89.
- Player in national team Sweden canoe polo 2002-2003.
- Coaching Men's national team Sweden 2017-2018.



- Coaching U21 Men's national team Sweden 2020 -

**Work experience**

- Project leader in IT business for over 25 years.
- IPMA certified international project leader for 10 years.
- Line manager in TietoEVRY (biggest IT Company in Scandinavia) since 2016.
- Bachelor of Mathematics, University of Linköping, 1983-1986

**Contact**

E-mail: [evakanotpolo@yahoo.se](mailto:evakanotpolo@yahoo.se)

Phone: (+46)70-665 07 00

**Best regards**

Dag Johansson


*Secretary General*

*Swedish Canoe Federation*

E-mail: [dag.johansson@kanot.com](mailto:dag.johansson@kanot.com)

Web: [www.kanot.com](http://www.kanot.com)

## NOMINATION FOR THE ECA BOARD OF DIRECTORS ENDORSED BY THE PADDLE UK BOARD

CV	
Details of the Individual	
<b>Name:</b> 	Greg Smale
<b>Address:</b>	(Redacted), Spain
<b>Email:</b>	gregsmale@hotmail.com
<b>Phone:</b>	+34 680157564
<b>Paddle UK Membership number:</b>	17013
<b>Name of position the individual is seeking nomination from:</b>	Director ECA Board
Canoeing background/experience	
<p>I have now been involved in canoeing as an athlete, coach, official, referee and administrator for 46 years.</p> <p>I started my life in canoeing in Canoe Slalom and Polo as a boy scout at the age of 14 years with St. Alban's Canoe Club. I have some experience in marathon competition and canoe life-saving but predominantly my canoeing life has been Canoe Slalom and Canoe Polo.</p> <p>I have been a national and international Canoe Polo referee for many years, a club and national team coach, coached internationally and now for the last 19 years have been very involved and determined as an administrator at both national and international level.</p> <p>I have a significant track record now as Chief Official at multiple world championships and as an ICF discipline chair at leading and implementing change when necessary. I pride myself as collaborative and have enjoyed working over the years with multiple different committee members and volunteers and have tried to enable all to express their viewpoints and as a group to reach good, sound, evidenced decisions.</p> <p>As an ICF discipline chair the sport has changed significantly during my leadership – rule changes (shot-clock, card system, referee performance measurement). While big changes have been made, thanks to my committee members, we have only moved forward after considering the effect on smaller federations and young athletes.</p>	



**NOMINATION FOR THE ECA BOARD OF DIRECTORS  
ENDORSED BY THE PADDLE UK BOARD**

I think most European Federations at least know who I am now and for those who have dealt with me appreciate that I am a hard working individual who is open and honest, somebody who tries their hardest for the sport. I want to bring these energies to the ECA Board.

**Relevant career background, skills and experience**

- British Canoeing Events – Board member 2022–2024
- British Canoeing – Board member – 2006-2022
- British Canoeing – Vice President (since 2019 – life position)
- UK Sport – International Leadership Programme – graduate
- British Canoeing – Award of Merit – coaching
- Member of British Canoeing Canoe Polo Committee - 2003-2004.

Now retired the vast majority of my working life was as a police officer/detective ultimately specialising in child safeguarding. My professional career has enabled me to collect and analyse information quickly and reach decisions based on evidence as opposed to emotion. My skills have enabled me to contribute to board discussions/considerations effectively.

As a long serving British Canoeing Board Member we were required to undergo annual performance assessments. These were always positive for me with example feedback from Chair John Coyne from 2020 being:

*“Greg is an exceedingly valuable and committed member of the board. His ability to get right to the heart of issues and his preparedness to ask the tough question is pivotal. I have much to be thankful for in having Greg as a colleague. His commitment to BC and the ICF is enormous alongside the very tough professional demands. His area of expertise in safeguarding is an exceptional insight to have available to us. The manner in which Greg conducts business is an exemplar of our obligations....[redacted]”.*

**Relevant international canoeing background/positions/experience**

**National Team**

- British Canoeing Canoe Polo Senior A Team for 10 years – won circa 25 International Tournaments
- 1993 European’s – Silver
- 1994 World’s – Gold
- 2008 World Masters Games – Australia – Gold (O/35) and Silver (U/35)
- Coaching GBR Women and Men – 8 consecutive European and World Canoe Polo Championship Finals – 3 world golds, 1 European gold and 4 silvers.





**NOMINATION FOR THE ECA BOARD OF DIRECTORS  
ENDORSED BY THE PADDLE UK BOARD**

**International Level**

Relevant Key Roles held at major events:

- 2024 ICF Canoe Polo World Championships – China – Chief Official
- 2022 ICF Canoe Polo World Championships – France – Chief Official
- 2022 IWGA World Games – USA - Jury Member
- 2018 ICF Canoe Polo World Championships – Canada – Chief Official
- 2017 IWGA World Games – Poland - Jury Member
- 2014 ICF Canoe Polo World Championships – France – Chief Official
- 2013 IWGA World Games – Colombia – Jury Member
- 2012 ICF Canoe Polo World Championships – Poland – Chief Official
- 2010 ICF Canoe Polo World Championships – Italy – Chief Official
- 2009 IWGA World Games – Chinese Taipei – Chief Official
- 2008 ICF Canoe Polo World Championships – Canada – Chief Official
- 2007 ECA European Canoe Polo Championships – France – Chief Official
- 2006 ICF Canoe Polo World Championships – Netherlands – Chief Referee
- 2005 IWGA World Games – Germany – Chief Official
- 2004 ICF Canoe Polo World Championships – Japan – Technical Organiser, Chief Scrutineer and Referee
- 2003 ECA European Canoe Polo Championships – Ireland – Chief Scrutineer and Referee.

**International Canoe Federation**

ICF Canoe Polo Committee Chair and Board Member – 2006-2014 and 2016-present day.

**Aims and objectives if successful in appointment to the role**

While I have been in canoeing for 46 years, I have never held a position within the ECA – my own continent.

I still have a lot of energy and appetite to be active within canoeing and at this time of change for ECA really want to help support and contribute to the continued success of ECA/European canoeing in general.

My long-term service as a past British Canoeing Board Member and current ICF discipline chair/Board Member has enabled me to be involved in years of different changes and development and I hope these experiences will be beneficial to any future changes and strategic direction of ECA.

If elected, with your support, I will work on behalf of ECA to the best of my abilities.



ECA Office &lt;ecaofficezagreb@gmail.com&gt;

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**ECA Ordinary Congress - Elections/Re-elections 2025 - Candidacy Stien Verlinden for BoD ECA**

1 poruka

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**vanlishout.peter@scarlet.be** <vanlishout.peter@scarlet.be>

15. prosinca 2024. u 20:17

Prima: eca.congress@gmail.com

Cc: ECA Office &lt;ecaofficezagreb@gmail.com&gt;, Stien.verlinden@telenet.be

Dear President ECA,

Dear Secretary General ECA,

The Royal Belgian Canoe Federation wishes to nominate Stien Verlinden as a candidate member of the Board of Directors of the European Canoe Association. We attach the curriculum vitae and motivation letter of our nominee Stien Verlinden.

If you require any additional information or if there are any uncertainties, please do not hesitate to contact us.

Greetings,

Peter Van Lishout

**Secr. Gen. KBKV/FRBC**

Royal Belgian Canoe Federation

Koninklijk Belgisch Kano Verbond

Fédération Royale Belge de Canoë

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[e] info@kbkv.be – info@frbc.be

[w] www.kbkv.be – www.frbc.be

**Personal data :**

Last Name : Verlinden  
Name : Stien  
Birth : Duffel (BEL) 28/09/1981  
Gender: Female  
Address : Houtestraat 7 - 2811 Mechelen  
Belgium  
GSM : 0032 479 950 045  
Car licence : licence B  
State : Married – 2 kids  
E-mail : [Stien.verlinden@telenet.be](mailto:Stien.verlinden@telenet.be)



**Professional career :**

**Dept. Mobility and Public works :** 2019 to now as **Coordinator Mobility decree**

**Personal Adviser to the Minister:** 2014 to 2019 **Adviser Mobility and Traffic**

**Dept. Mobility and Public works:** 2010 to 2014 **Specialist traffic safety**

**Dept. Work and Social Economy:** 2009 to 2010 **expert for Belgian Presidency of the EU**

**Bloso Watersports Center :** 2003 to 2009 **Administrative organizer**

**Belgian Army-:** 1998 to 1999 **Soldier-Corporal**

**Languages :**

	<u>Reading</u>	<u>Writing</u>	<u>Speaking</u>	
Dutch	Fluent	Fluent	Fluent	mother tongue
English	Fluent	Fluent	Fluent	2 <sup>de</sup> language
French	Fluent	Reasonable	Good	
German	Fluent	Notions	Notions	
Spanish	Notions	Notions	Notions	
Romanian	Notions	Notions	Notions	

## **Sports career :**

### **Active member of the current ICF Marathon Committee since 2021**

- Rules and adaptation
- Organizing world and European Championships as a deputy chief official
- Education of the next generation of officials
- Gender equity and sustainability

### **Active member of the current ECA Sprint working group since 2023**

- Future plans for Sprint within ECA
- Sports program and schedules

### **International ITO and NTO and representative for Marathon, Sprints, SUP, Ocean racing and downriver racing**

ITO Marathon since 2018

ITO Sprint since 2019

ITO Canoe Ocean Racing since 2019

ITO SUP since 2022

- Chief official at the World University Games in 2024
- ITO at the World games, at almost all of the European and World Championships, and all the World Cups for marathon since 2019
- ITO for Ocean Racing at the World championships in 2019, 2022
- Sprint ITO at different World and European championships, world cups and the U23 world championships from 2020 - 2024
- ITO at the European Championships for SUP in 2024

I am an NTO since 2011 and did numerous international regattas and Belgian Championships for sprint, marathon and downriver racing

I am representative and spokesperson for all Belgian NTO's Sprint and Marathon to the Local and National Federation. I write and give the education course for new NTO's and assess the national rules when necessary.

I am the sport secretary for Ocean racing /SUP / seakayak within the Royal Belgian Canoe federation since 2021 and overall member of the competition organizing committee since 2024.

### **Race organizer and co-organizer**

- Co-organizer of the 2017 ICF World Cup marathon in Hazewinkel.
- Current organizer of the Belgian Championships Ocean racing.
- Organizer of the selections for the Belgian Ocean racing team.
- Active link between the Belgian SUP Tour organizers and the National Federation

## **Coach and trainer**

I coached the youngest paddlers in my club between 1997 and 2005 and was member of my club board as a trainer for sprint, marathon and downriver racing.

I have all coach and trainer diploma's necessary (initiator – trainer) to be the recognized as a trainer by the Belgian sports government.

Recently, I am responsible for selection and the selection criteria of athletes for the National Ocean racing team.

## **Athlete**

- Marathon racing (3 x winner of the Belgian marathon cup and several national titles, as senior and master) elite member of Belgian national team in 2014- 2015 multiple world titles as a master.
- Sprint racing (regional and national champion as master)
- Ocean racing in national team 2017-2019
- Touring organizations
- Downriver racing (vice national champion)
- Slalom racing (vice national champion)

I paddled since I was 14 years old and have always paddled since

I have managed to collect several national titles through my sports career, as an aspirant, a junior, as an elite paddler and lately as a master.

## **Main achievements**

I was National marathon Cupholder (best overall the whole year) in 2013, 2014 and 2015

2014

- European championships (Piestany (SVK)) - National team.
- Winner International marathon of Ardèche (FR) in K2 mix.

2015:

- Europeans Championships (Bohinj (SLO)) - National team.
- World championships (Gyor (HUN)) - National team.
- Third in the world ranking , thanks to good results in different international marathons all over the world
- Winner International marathon of Ardèche (FR) in K2 mix

From 2016 until today, I switched my focus to the marathon master races and became:

- European Champion in K1 and K2 Ladies
- World Champion in K1, K2 mix and K2 Ladies
- World cup winner in K1
- Won the International marathon of Ardèche (FR) in K2 ladies
- Won the 200km long legendary race 'Devizes to Westminster'(UK) in K1
- Won the Gudena (DK) 80 km and Dordogne (FR) 130km and Tarn (FR) 32 km marathon in K2 mix

Dear friends in sport, Dear National Federations,

As we approach the forthcoming tides of change, it is with great enthusiasm that I, **Stien Verlinden**, announce my candidacy for the position of **member of the Board of Directors of the European Canoe Association**. With extensive experience and a deep dedication to the sport, I believe I am a strong candidate for this role.

Over the past decade, I have demonstrated versatility and commitment in various capacities within the canoeing community. As an athlete, I have been actively involved in top-level racing, representing the Belgian National Team at both the World and European Championships for marathon and ocean racing. My athletic achievements are complemented by significant contributions as an official and as a coach. Since 2011, I have served as a National Technical Official (NTO) and later as an International Technical Official (ITO) for Canoe Marathon, Sprint, SUP and Ocean Racing. My expertise and leadership have been instrumental in organizing various international regattas and championships.

In addition to my athletic and officiating roles, I have been a dedicated member of the International Canoe Federation (ICF) Marathon Committee since 2021. My work on the committee has focused on rule adaptations, organizing World and European Championships, and educating the next generation of officials. My commitment to gender equality within the sport is evident through efforts to ensure balanced representation and opportunities for female officials. I am an advocate for sustainability and look beyond to try to improve our environmental footprint.

Within ECA, I was actively involved in the workings of the Sprint future working group, where my intense cooperation and experience has brought useful materials and opinions to the table.

Furthermore, my role as a Chief Official during the World University Games in 2024 highlights my organizational and leadership skills. My ability to manage high-pressure situations and ensure fair competition has earned me respect and admiration within the canoeing community.

My 29 years of experience as an athlete, official, and coach, combined with my dedication to the development and promotion of canoeing, make me a strong candidate for a position as a member of the Board. I am confident that my strong sense of cooperation and willingness to put in the hard work will bring significant benefits to the European Canoe Association and the sport as a whole.

Moreover, my professional experience as an administrator and project leader is noteworthy. I have successfully coordinated various projects, demonstrating my ability to manage complex tasks and bring people together for one goal. My communication

skills have enabled me to build strong relationships within the canoeing community and beyond, ensuring smooth collaboration and successful project outcomes.

Looking ahead, all different working groups have outlined several future plans that will serve as the foundation for our work program over the next few years. These plans include enhancing the visibility and accessibility of canoeing, promoting sustainability within the sport, and fostering international cooperation to organize more inclusive and diverse events.

My input can be very useful, especially the diversity of my background for implementing and organizing multidisciplinary events. I hope to work together with all members of the board in driving these initiatives forward and achieving the group's goals.

Above all, I am here to serve, to help our sport grow stronger for the future, to make sure that all our athletes have the best possible circumstances to enjoy the sport of canoeing in all its aspects.

I look forward to the opportunity **to serve as a member of the Board of Directors and collaborate with all of you.**

Sincerely,

Stien Verlinden



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 18**

**Elections of the Continental Representative to the  
ICF Board**

Received nominations:

<b>Elections for the ICF Board members (2 places, four-year term):</b>		
<b>1</b>	<b>CHRISTIAN JACOBSEN (DEN)</b>	<b>IF ELECTED TO THE ECA BOARD</b>
<b>2</b>	<b>PETER KARAI (HUN)</b>	<b>IF ELECTED TO THE ECA BOARD</b>

*\* The Congress will have to elect two (2) representatives including a minimum of 1 (one) female.*





dansk kano & kajak forbund

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**Medlem af:**  
Danmarks Idræts-Forbund  
International Canoe Federation  
European Canoe Association

European Canoe Association  
Mr. Jean ZOUNGRANA  
Mr. Branko Lovric Secretary General  
By e-mail [ecacongress@gmail.com](mailto:ecacongress@gmail.com) [ecaofficezagreb@gmail.com](mailto:ecaofficezagreb@gmail.com)

House of Sports January 3 2025

Dear President  
Dear Secretary General,

### **Nomination Christian Jacobsen 2025-2029**

In accordance with ECA letter dated November 25 2024, the Danish Canoe Federation wishes to make the following nominations to the ECA Board:

- **ECA board member and representatives to the ICF board Christian Jacobsen**

Christian Jacobsen is the well known Secretary General of the Danish Canoe Federation. Christian Jacobsen's resume is attached to this letter.

The Danish Canoe Federation strongly supports Christian Jacobsen's candidacy. We feel confident that Christian Jacobsen can be of great value to the ECA as board member and ICF representative

Christian Jacobsen will work on these key issues: Stronger ECA through improved governance/leadership of ECA, stronger and broader collaboration between member countries and a more professionalised ECA.

Yours faithfully,

Tom Bundsen Faurschou  
President



Siden 1921 har DKF arbejdet for at give dig gode oplevelser på vandet.  
**For Sjov · For Alvor · For Alle**

# CHRISTIAN JACOBSEN

CEO / Secretary general

+45 20 81 54 72 @ cj@kano-kajak.dk https://dk.linkedin.com/in/christianjacobsenden  
Idrættens Hus, Brøndby



## SUMMARY

With over 18 years of experience from the top of the Danish Canoe and Kayak Association, I have developed a great understanding of how leadership contributes to creating strong communities and driving meaningful change. I am passionate about developing people and organizations. I have made many valuable observations in 22 years at The house of sports.

## PROFESIONAL POSITIONS

CEO / Secretary General

**Danish Canoe Federation (DKF)**

08/2006 - Present

DKF has approx. 24.000 members, 200+ clubs

- Cooperation with democratically elected board.
- Partnership with 100 schools, institutions and companies.
- 15-25 employees and between 20-35 million DKK in annual turnover.
- In my 18 years, DKF has had a membership growth of 63% and implemented a staff expansion of 250%

Development Officer

**Danish Basketball Federation**

11/2002 - 08/2006

Development

- Improved organizational efficiency by revising governance structure toward streamlined decision-making
- Establishment of educational culture with 20-40 annual national event

## EDUCATION

Master of sport science (Cand. Scient.)

**Faculty of sport, University of Copenhagen**

09/1995 - 05/2002

- Bachelor with focus on outdoor life
- Master in Humanistic Social Science line
- Thesis on outdoor education in elementary school

Minor in political science

**Department of Political Science, University of Copenhagen**

09/1999 - 07/2001

## EXPERIENCE

Leadership and organizational development

Reform of the governance structure in DKF. Professionalization of the board work. Professionalization of the staff.

## STRENGTHS



### Strategic leadership and political management

An experienced leader with expertise in strategic leadership, political navigation and successful event management.



### Focus on development

Over 18 years, my current workplace has developed and innovated - not least because middle managers, employees and the board have developed.



### Organizational development

Efficient in developing organizations and revising governance structures.



### Inclusive leadership

Strong leader fostering inclusive communities and positive change.



### Membership growth

Successful in growing membership and expanding staff by 250%.



### International relations

Skilled in navigating international relations and cultural differences.

## KEY ACHIEVEMENTS



### Organizational development

From volunteer-driven to professional-driven organization



### Education for all

Development of national and international education system - accessible in all canoe-kayak environments



### Establishment of partnerships

Successfully established partnerships with municipalities, foundations, schools, sponsors and institutions

## EXPERIENCE

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### Hosting international events

I have worked closely with the international federation ICF / ECA and have ensured the successful implementation of events in accordance with their guidelines. This has resulted in significant praise from ECA & ICF - and a number of new standards for subsequent events. (2009, 2012, 2013, 2016, 2021, 2022, 2023)

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### International cooperation

The chairmanship of Euro Paddle Pass (European educational cooperation) have helped me create a very useful international network. It has helped me develop experience in navigating international relations, including handling cultural differences.

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### I Paddle Pass / Euro Paddle Pass

Development and implementation of an education system for athletes and instructors. The system is used today by associations, schools, institutions, companies, self-organized both nationally and internationally.

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### On the job training

I have learned from fellow directors, my own sports managers, skilled consultants, formidable board members and persistent club leaders.

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### Business operations

Development and activity must be based on a robust foundation where there is control over structure, statutes and finances. Stable operations have been the prerequisite for the great development in my time.

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### Instructor, teacher, presenter

From kayaking to development consultants or federation chairmen. I enjoy preparing and delivering presentations or lessons and thrive in the interaction with the participants.

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### Club management

My extensive experience with club management and volunteering fits well with the committee's upcoming task with various actors and a diverse target group.

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### Network

My network within the sports world, municipalities, NGOs and cultural organizations can be an advantage when gathering inspiration.

## SKILLS

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Management

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Working with volunteers      Strategy

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Sustainability      IT development

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Development of education

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## TRAINING / COURSES

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### Strategic management

2020

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### Change management

2017

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### Nordic International Leadership

2013-2014

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### Event Manager

2011

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### HR regulations

2007

## PASSIONS

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### Society & democracy

Democracy in various forms and cultures

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### Scouting & Outdoor Life

Scouting / group leader  
Skiing: cross-country, alpine, telemark  
Kayaking  
Camp life

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### Sports

Kayaking instructor  
Handball coach  
Board member club  
Board member association

## PERSONAL

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### About myself

Born 1974 in Denmark  
Married, 2 adult daughters  
Extraordinarily spoiled dog



Budapest, 19th of December, 2024

**European Canoe Association**  
**Branko Lovrić, Secretary General**

[eca.congress@gmail.com](mailto:eca.congress@gmail.com)

[ecaofficezagreb@gmail.com](mailto:ecaofficezagreb@gmail.com)

### **Nomination for ECA Board Member and ECA Representative Positions**

Dear Mr. Secretary General,

On behalf of the Hungarian Canoe Federation, I am honored to nominate **Mr. Péter Kárai**, Vice President of our Federation, for the positions of **ECA Board Member** and **ECA Representative to the ICF Board** during the upcoming ECA Congress elections.

Mr. Kárai has demonstrated outstanding dedication to the development of canoeing, both nationally and internationally. His extensive leadership experience and strategic vision have significantly contributed to the growth and success of our sport.

As Vice President of the Hungarian Canoe Federation, he has been a driving force behind numerous initiatives that have enhanced athlete performance, promoted inclusion, and strengthened the Federation's operations.

We believe that his expertise would make him an invaluable asset to the ECA Board and as a representative to the ICF Board.

Thank you for considering our nomination.

Best regards,



**Bálint Szakács**  
**Secretary General**  
**Hungarian Canoe Federation**

**Hungarian Canoe Federation**

Latorca u. 2.

Budapest

1138

Hungary

Tel.: +36 1 465 0091

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E-mail: [info@mkksz.hu](mailto:info@mkksz.hu)

[www.kajakkenusport.hu](http://www.kajakkenusport.hu)

## Curriculum Vitae

Péter Kárai

Financial Vice President, Hungarian Canoe Federation



### Personal data

Date of birth: 29/01/1974  
Marital status: married, 2 children  
Phone, e-mail: +36 70 313 0747, [pkarai@canoe-eca.eu](mailto:pkarai@canoe-eca.eu)

### Education

1992 – 1997 Budapest University of Economics – M. Sc. in Business Administration  
1997 – 1999 Postgraduate Degree in Economic Law  
2000 – 2003 Chamber of Hungarian Auditors – Certified Auditor, Tax Expert  
2005 – 2009 Hungarian University of Physical Education – Sports Manager (BA Degree)  
2011 – 2012 Specialist with a Complementary Degree in Sports Law  
2011 – 2017 Anti-Doping Courses  
2021 WADA ADEL Anti-Doping Training Programmes (10 e-learning courses)

### Experience

1985 – Professional and (currently) amateur paddler  
2009 – 2013 Member of the Financial Committee, Hungarian Canoe Federation  
2013 – 2016 Member of the Board, Hungarian Canoe Federation  
2015 – 2016 Vice President, Appellate Disciplinary Committee, Hungarian Canoe Federation  
2016 – **Financial Vice President, Hungarian Canoe Federation**  
Head of the Anti-Doping Task Force, Hungarian Canoe Federation  
2017 – **Member of the Board of Directors, European Canoe Association (ECA)**  
Member of the Board of Trustees of the György Kolonics Foundation  
2019 – 2021 Member of the International Relationships and Sport Diplomacy Committee of the Hungarian Olympic Committee  
2021 – **Member of the Hungarian Olympic Committee**  
2023 – **Head of the ECA Governance Working Group**  
New ECA Statutes  
2023 – **Member of the ICF 2024 Los Angeles Olympic Qualification System Working Group**

### Languages

English Fluently (written and spoken)  
Russian Intermediate level

### Special topics

- Olympic Qualification System
- Elaboration of the New Concept of the Hungarian Canoe Federation's Anti-Doping Activities (in Hungarian and English)
- Budgets, balance sheets and financial statements of sports events and organizations

### Publications

- 2017 *Atypical findings in case of Human Growth Hormone Doping* – published: Hungarian Coach
- 2020 *EPO and blood doping* – published: Hungarian Coach
- 2020 *Clearance instead of a four-year doping ban – Questions and background of legal decisions in different doping cases* – published: Hungarian Review of Sports Medicine
- 2023 *Biological passport – an effective method of the anti-doping activity* – published: Hungarian Coach

### Private job

- 2000 – Managing Director of the biggest Hungarian Toyota and Lexus Retailer Company
- 2009 – Member of the Board of the Toyota Dealers' Association
- 2014 – 2023 Managing Director of a Car Fleet Company



**XVII ORDINARY CONGRESS OF  
THE EUROPEAN CANOE ASSOCIATION  
BUDAPEST, HUNGARY 29 MARCH 2025**

**ITEM 19**

**Closing the Congress**