

**Minutes of the 46<sup>th</sup> Statutory Congress  
Held at the Lalit Hotel, New Delhi, India  
3 November 2018**

**Present: President:**

Dr Narinder Dhruv Batra

**Executive Board Members:**

Ms Danae Andrada, Mr Marc Coudron, Ms Maureen Craig-Rousseau, Mr Eric Cornelissen, Dr Michael Green, Ms Hazel Kennedy, Ms Annie Panter

**Continental Federation Representatives**

<b>Africa</b>	Mr Seif El Dine Ahmed, President
<b>Asia</b>	Mr Fumio Ogura, Treasurer
<b>Europe</b>	Ms Marijke Fleuren, President
<b>Oceania</b>	Ms Pamela Elgar, President
<b>Pan America</b>	Mr Alberto Budeisky, President

**Officers and Staff:**

Mr Thierry Weil, Chief Executive Officer; Ms Hilary Atkinson, FIH Pro League and Olympic Games Director; Ms Mélanie Baumer, Operations Manager; Ms Diana Capsa, Finance Director; Ms Stéphanie Croset, Sport and Events Assistant; Mr Martyn Gallivan, Competitions Manager and Congress Secretary, Ms Valerie Horyna, Senior Legal Counsel; Mr Mike Joyce, Hockey Foundation Director; Mr Nicolas Maingot, Senior Communications Manager; Mr Vinay Mhetre, Senior Data Officer; Mr Laurent Molliet, Legal Counsel; Mr Delf Ness, Marketing Director; Mr André Oliveira, Academy and Education Manager; Mr Andrew Oram, TV and Broadcast Director; Mr Peter Stafford, Congress Project Manager; Mr Richard Stainthorpe, Communications Co-ordinator; Ms Daniela Stettler, Executive Assistant; Mr Ricky Thussu, Global Head of Sales; Mr Harsimran Virk, IT Manager; Ms Gabrielle van Zwieten, Events Director and Mr Jon Wyatt, Sport and Development Director

Congress opened at 09:14

**1. Roll Call**

Afghanistan	Ms Onab Qaderi, Mr Sayed Sadat
Argentina	Mr Miguel Grasso, Mr Martin Peragallo
Armenia	Mr Arman Vardanyan, Mr Nver Zakaryan

**International Hockey Federation**

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Australia	Mr Matt Favier, Ms Melanie Woosnam
Austria	Mr Erhard Hiessmayr, Mr Walter Kapounek
Bangladesh	Mr Sajid Adel, Mr Abdur Sikder
Barbados	Mr George Bennett, Mr Kofi Hinds
Belarus	Mr Herman Kruis, Mr Ruslan Staschenka, Mr Aliaksandr Yakimenka
Belgium	Mr Patrick Keusters, Mr Serge Pilet
Bermuda	Ms Nicole Chichon-de Silva, Mr Keith de Silva
Botswana	Ms Unaswi Matebu, Ms Dear Ramajalwa
Brazil	Mr Bruno Silva
Brunei	Mr Mansor Ibrahim, Ms Nurul Salleh
Bulgaria	Mr Antonio Antonov, Mr Jörg Schenk, Mr Bontcho Zlatev
Burkina-Faso	Mr Idrissa Kaboré, Mr Anasse Koanda, Ms Emeline Zabre
Cambodia	Ms Chheoung Sovanphearum, Mr Asif Maqsood
Cameroon	Mr Jean Enanak
Canada	Ms Mary Cicinelli, Ms Ann Doggett
Chile	Mr Walter Krämer
China	Mr Ning Peng, Mr Liu Yuxiang
Chinese Taipei	Mr Lien-Hsing Chen, Mr Ching-Yi Kuo, Mr Chih-Peng Wu,
Cuba	Mr Alex Hernandez
Cyprus	Mr Petros Karafokas
Czech Republic	Mr Petr Keller, Mr Gino Schilders
Denmark	Mr Hans-Peter Hansen, Mr Peter Nordam
Dominican Republic	Mr Miguel Hernandez
Ecuador	Ms Jazmin Diaz, Mr Paolo Guerrero, Ms Consuelo Ortiz
Egypt	General Hany Hamouda, Mr Tarek Moustafa
El Salvador	Mr Kevin Rivera
England	Ms Sue Bodycomb, Mr Royston Hoggarth, Ms Sally Munday
Estonia	Mr Ants Jürmann
Fiji	Mr Hector Smith
Finland	Mr Mika Rihtilä
France	Mr Laurent Brachet, Ms Pamela Michaelis, Mr Olivier Moreau
Germany	Mr Wolfgang Hillman, Ms Carola Meyer
Ghana	Ms Elizabeth King, Mr Frank Oti-Mensah, Mr Adjei Tetteh
Greece	Mr Anthony Mavridis
Guatemala	Mr Pablo Reyes, Ms Silvia Torres
Guyana	Ms Tricia Fiedtkou
Honduras	Mr Norin Palencia
Hong Kong	Mr Harcharn Dillon, Mr Sarinder Dillon, Mr Simon Shepherdson
Hungary	Mr Ferenc Ferenczi, Mr Zsolt Ferenczi, Mr András Zsoldos
India	Mr Mushtaque Ahmad, Ms Elena Norman, Mr Rajinder Singh
Indonesia	Ms Nining Kusnanik
Iran	Mr Hasan Abazari, Mr Hamidreza Bokharaei
Ireland	Mr Martin Canniffe, Mr Jerome Pels
Italy	Mr Sergio Mignardi, Mr Stefano Pagliara
Jamaica	Mr Fabian Stewart
Japan	Mr Yoji Ibuki, Mr Ikuo Saito
Kazakhstan	Mr Berikkazy Seksenbayev, Mr Gani Tazhiyev

Kenya	Mr Wycliffe Ongori, Mr Nashon Randiek, Ms Elynah Sifuna
Korea	Mr Dong Kang, Mr Kinam Yoo, Mr Seungjin Yoo
Korea DPR	Mr Chun O, Mr Nam Ri
Macau	Mr Leung Hung, Mr Filipe Rodrigues
Malawi	Mr Naron Achuthan, Mr James Chibisa
Malaysia	Mr Selvendran Saravanamuthu, Dr Shamala Subramaniam
Malta	Mr David Agius, Mr Gordon Mifsud
Mexico	Ms Carmen Garcia, Ms Carolina Montoya, Ms Alicia Takeda
Mongolia	Mr Jugder Otgontsagaan, Ms Tserennadmid Jamiyangombo
Morocco	Mr Kamal Ghallali
Myanmar	Mr Saw Htaw, Mr Khin Latt, Mr Zaw Win
Namibia	Mr Paul Adkins, Mr Conrad Wessels
Nepal	Mr Sunil Pradhan, Mr Anil Sharma, Mr Umesh Shrestha
Netherlands	Mr Peter Elders, Mr Erik Gerritsen
New Zealand	Mr Kenneth Maplesden
Nigeria	Mr Ediga Agbo, Ms Rita Akande, Ms Hauwa Bakori
Norway	Mr Jaswinder Garcha, Mr Erik Hansen, Mr Khuram Shehzad
Oman	Mr Abdallah al Balushi, Madian Bait
Pakistan	Mr Shahbaz Ahmad, Mr Qasim Khan
Panama	Mr Ademir Montenegro
Papua New Guinea	Mr Raymond Lapun, Mr Karluwin Potuan
Paraguay	Ms Stella Arrom, Ms Norma Fernandez, Ms Patricia Niella
Peru	Mr Gianni Delucchi
Poland	Mr Jacek Sobolewski, Mr Piotr Wilkoński
Portugal	Ms Mariana Monteiro, Mr Armindo Vasconcelos
Qatar	Mr Maggid Abu-Talib, Mr Mohammed Othman
Romania	Mr Dan Codreanu
Russia	Mr Georgy Galashev, Ms Elena Galinovskaia, Mr Nikita Iukliaevskikh
Samoa	Mr Peta Mualia-Te'o
Scotland	Mr David Sweetman
Serbia	Ms Maja Lazovic, Mr Zoran Matijevic
Seychelles	Mr Ervell Barra, Mr Jeffrey Lagrenade
Sierra Leone	Mr Philip Bangura
Singapore	Mr Mathavan Devadas, Ms Siew Lim
Slovakia	Ms Lùdmila Pastorová
Slovenia	Ms Aljoša Črnko, Mr Jožef Črnko
Solomon Islands	Mr Nihal Seneviratne
South Africa	Ms Marissa Langeni
Spain	Mr Santiago Deo, Mr David Serrahima
Sri Lanka	Mr Sumith Ediriisinghe, Mr Manujeewa Meemanage
Sudan	Mr Ahmed Adam
Sweden	Mr Björn Isberg, Ms Ella Torstensson
Switzerland	Mr Paul Schneider
Tajikistan	Ms Ekaterina Yusupova
Tanzania	Mr Kaushik Doshi, Mr Abraham Sykes
Thailand	Mr Cheysombatti Chanapat, Mr Vattanatham Graivut, Mr Chaiyapak Siriwat

Togo	Mr Luc Dofontien Kouassi
Tonga	Mr Hiko Fungavaka
Trinidad and Tobago	Mr Roger St Rose
Turkey	Mr Sadik Karakan, Mr Caner Erim
Turkmenistan	Mr Saparmammet Durdyev
Uganda	Mr Philip Mulindo, Ms Lydia Sanyu
Ukraine	Ms Iryna Kharchenko, Mr Yurii Kryzsky
United Arab Emirates	Mr Ismail al Banna, Mr Fahem al Khoori
USA	Mr Simon Hoskins
Uruguay	Mr Juan Espasandin
Uzbekistan	Mr Bakhodir Akhmedov, Mr Bobur Kurbonov
Venezuela	Mr Antonio von Ondarza
Vietnam	Mr Nguyen Phandung, Mr Tran Van Manh
Wales	Ms Ria Male, Ms Lisa Pinney
Zambia	Mr Valentine Ziba
Zimbabwe	Mr Rob Bate, Mr William Birkett, Ms Virginia Ross

112 National Associations were present

## **2. Opening, Welcome & President's address**

At the start of proceedings, Congress stood for a minute's silence in memory of a number of members of the Hockey family who had passed away since the last Congress and whose names appeared on the video screens.

Dr Narinder Dhruv Batra, FIH President, welcomed all delegates and guests to his home city of New Delhi. He placed on record his and FIH's gratitude to Hockey India for their organisation of Congress.

He highlighted the success of all of the major events that had taken place so far in 2018 and thanked the host national Association in each case. The Buenos Aires Youth Olympic Games had been particularly successful, where Hockey had been the best attended in terms of spectator numbers of all the sports and that 8 times former Player of the Year, Luciana Aymar, had been appointed an Ambassador for the Games. He was looking forward to the Men's World Cup in Bhubaneswar, where over 290,000 tickets had already been sold. He pointed out that the success of all of these events had been in no small way due the hard work of the staff of FIH staff and he thanked them all for their efforts.

In 2018 the Hockey Series had been launched and a number of tournaments had been held. The Hockey Series was an important part of FIH's Event portfolio, it giving every member National Association the opportunity to play in an FIH competition.

The FIH Pro League would be launched in 2019 and there had been a lot of hard work in setting it up and the thanked the members of the FIH Pro League Management Panel for their efforts in ensuring the competition starts in 2019

The President expressed his pride in FIH's work in promoting gender balance, and placed on record his appreciation of the work undertaken by Marijke Fleuren in this field, not just within FIH but with the IOC as well. Other equality and accessibility issues highlighted were FIH's and Hockey's involvement in the worldwide Olympic Day and the on-going expansion of Masters Hockey.

There then followed a short video of welcome from Mr Thomas Bach President of the IOC. As part of his welcome Mr Bach highlighted the success of Hockey5s in the Buenos Aires Youth Olympic Games and FIH's work in gender equality. He expressed his gratitude to FIH for its commitment and support of for the IOC's Agenda 2020.

### **3. Chief Executive Officer's Report**

FIH's Chief Executive Officer, Thierry Weil, gave his report to Congress. In opening, he noted that he had started in his role in April 2018 and since then he had been made to feel very welcome wherever he had travelled on behalf of FIH and he expressed his gratitude to members for their welcome.

He went on to highlight that respect and fair play is the heart of the sport. His background was in Association Football, where these principles were also stated but in Hockey they were a reality. Another reality was Hockey's core value of gender balance, unlike other sports.

The FIH Pro League would be starting on 19 January 2019 in Valencia, where Spain will play Belgium. He expressed his excitement for this new competition and that it will be a game changer for the sport. The fact that it is progressing had been due to the excellent co-operation between National Associations and FIH.

The Hockey Series Open was a magnificent opportunity for all members to play international Hockey and highlighted a number of National Associations who had played in the competition this year for the first time. However, he emphasised that he was not complacent and that we need even more in future editions.

Earlier in the week, the Executive Board had decided that the 2024 Olympic Games will be played on non-water based pitches recognising the effect on the environment and emphasising the fact that Hockey can be played on any surface. This will increase participation numbers.

The Executive Board had also agreed to look at changes to the FIH World Ranking System and wished to recognise all nations playing Hockey.

The event calendar for 2019 / 2022 had also been agreed by the Executive Board. It shows recognition for the club calendar. In 2019 it was planned to hold an exhibition of Hockey5s and emphasised the format is not a replacement of traditional one. Its role is to help increase participation and the sport's fan base.

In concluding, he highlighted that the activities and initiatives were planned to increase revenue which in turn will go into the development of the sport globally.

#### **4. Appointment of Scrutineers**

The Chief Executive Officer advised Congress that the scrutineers for the various votes would be headed by Mr Martin Gotheridge (ENG) assisted by Mr Bob Claxton (AUS), Mr Erhard Hiessmayr (AUT) and Ms Laura Machiotti (ARG).

He then advised Congress that voting for the first session would be undertaken by a show of coloured cards. For the second session and the elections for membership of the Executive Board, voting would be done electronically.

#### **5. Financial Reports/Auditor's Report/Appointment of Auditor**

The report on FIH's financial situation for the period since the 2016 Congress was presented by the Finance Director, Ms Diana Capsa.

The Official Notice of Congress included the reports of FIH's auditors, BDO, and FIH's Risk and Compliance Committee, the Chair of which was Ms Maureen Craig-Rousseau.

Ms Capsa highlighted a number of areas for Congress. In terms of income, FIH still has as its objective to reduce its dependence on IOC funding, mainly by an increase in TV revenue. The trend from the 2007 /2010 cycle to 2015 / 2018 was illustrated. Income from the Olympic Games between 2000 – 2016 highlighted the importance of the exchange rate of the US Dollar.

She then illustrated FIH's Operational Expenses and then the Balance Sheet. It was pointed out that all of these areas were explained in detail in the Auditor's report.

The final slide showed the reserves of the FIH held by the Hockey Foundation.

In concluding her report, she reminded Congress that its previous meeting it had been decided to appoint new auditors. Offers had been sought from eight companies. Following an analysis of the proposals put forward, the Executive Board had recommended Ernst & Young as FIH's auditor.

Congress voted on this proposal and unanimously approved Ernst & Young as FIH's auditor.

#### **6. Approval of the accounts and discharge of the Executive Board**

Having received the various financial reports, the Chief Executive Officer requested that Congress approve the accounts and that the Executive Board be discharged of their responsibilities in respect of them.

Congress voted on this proposal and unanimously approved both.

#### **7. Voting procedure**

112 National Associations were confirmed by the Chief Executive Officer as being registered and present. Therefore, a special majority would be 85 votes and an absolute majority 57. The voting procedure was to be via the Blackberry handsets issued to each delegation and which were then activated and the operating procedure explained. A test vote was conducted and the system verified.

#### **8. Membership – suspension, expulsion, dissolution (if any)**

The Chief Executive Officer advised that there were no suspensions, expulsions or dissolutions to be considered by Congress.

An application for membership of FIH had been received from the Algerian National Hockey Committee and the Chief Executive Officer confirmed that it had fully satisfied FIH's requirements.

There then followed a vote as to whether to admit Algeria as a member of FIH. 110 members voted yes, one no and there was one abstention, as a result of which the Chief Executive Officer announced that Congress had approved the application. As there were no delegates present from Algeria, a membership certificate was presented to Mr Ahmed Azmy, the Chief Executive Officer of the African Hockey Federation.

#### **9. Approval of Subscriptions System**

Congress was recommended that FIH continued to use the system that was adopted at Congress 2014 based on the FIH Hero World Rankings and collected annually by the Continental Federations. Subscriptions were to remain the same.

Congress voted and approved the recommendation. There were 109 yes votes, two no with 1 abstention.

#### **10. Ratification of Appointment of the President of the Judicial Commission and Report of the Commission**

The report of the Judicial Commission had been given in the Official Notice of Congress.

On behalf of the Executive Board the Chief Executive requested that Congress ratified the appointment of Ms Annabel Pennefather (SGP) as the President of the FIH Judicial Commission.

There were 110 yes votes, one no and one abstention and therefore Congress approved the recommendation.

#### **11. Proposals for alteration to the Statutes and General Regulations**

The Chief Executive advised Congress that a Special Majority was required for the proposals to be agreed. The proposals were explained by Marijke Fleuren. They had been previously agreed by Executive Board and they would be voted on as a block.

The proposed changes to the Statutes were as follows:

- The replacement of months to days in various deadlines;
- The implementation of the Integrity Code into Statutes;
- The maximum number of delegates to attend Congress on behalf of a National Association be reduced from 3 to 2;
- Heads of Delegation at Congress must possess a passport of their National Association's country instead of the requirement to be a citizen of that country and must be over 18 years of age;
- The FIH President must not hold office in a Continental Federation or a National Association and Continental Federation Presidents must not hold office in a National Association
- Follow IOC in allowing a onetime extension of age limit.

Congress voted on the proposals. 106 members voted yes, four no and two were not received. The Chief Executive Officer declared that the changes to FIH Statutes had been approved.

#### **12. Announcement of the Newly Elected Athletes Committee**

This item was introduced by the Co-Chair of the Athletes' Committee, Ms Annie Panter. She outlined to Congress the values that were at the heart of the Committee and its work; these were equality, respect and integrity. Following the recent elections for 6 members of the Athletes Committee and the Executive Board's consideration of other members of the Committee, the President announced that the following were appointed.

Regular members – male

- Mark Knowles (AUS)
- Rogier Hofman (NED)

Regular members – female

- Janne Müller-Wieland (GER)
- Carla Rebecchi (ARG)

Liaison members

- David Harte (IRL)
- Camila Caram (CHI)



In order to give gender and geographic balance, other nominees and votes were considered by the Executive Board, the result of which the following was that the following were agreed as members of the Athletes' Committee.

Male

- Scott Tupper (CAN)
- Sreejesh Parattu (IND)

Female

- Kate Richardson-Walsh (ENG)
- Jacqueline Mwangi (KEN)

### **13. Elections Oversight Panel Presentation**

The report of the Elections Oversight Panel, the Chair of which was Martin Gotheridge, had been given in the Notice of Congress.

### **14. Election of Ordinary Members of the Executive Board**

FIH's Legal Counsel, Valerie Horyna explained the procedure by which the ballots would proceed according to the Statutes. Before the various candidates' gave their presentations to Congress, another test vote took place to verify the operation of the system.

The number of female members to be elected to the Executive Board would be two. Nominations for these positions had been received from Mary Cicinelli (CAN), Maureen Craig-Rousseau (TTO), Elisabeth King (GHA), Clare Prideaux (AUS), Lydia Sanyu (USA) and Pamela Stuper (USA).

Each of the candidates made an address to Congress (Pamela Stuper's presentation was given by video in her absence), after which ballots were conducted.

#### ***1<sup>st</sup> Ballot for Female members of the Executive Board***

The Chief Executive Officer advised that the number of votes cast for each candidate was as follows:

Maureen Craig-Rousseau (TTO)	87 votes
Mary Cicinelli (CAN)	48 votes
Elisabeth King (GHA)	45 votes
Clare Prideaux (AUS)	22 votes
Lydia Sanyu (UGA)	7 votes
Pamela Stuper (USA)	5 votes

As only Maureen Craig-Rousseau had secured an absolute majority, there was a second vote for the remaining place on the Executive Board. The candidates to be voted would be Mary Cicinelli and Elisabeth King.

## ***2<sup>nd</sup> Ballot for Female members of the Executive Board***

The Chief Executive Officer advised that the number of votes cast for each candidate was as follows:

Elisabeth King (GHA)	57 votes
Mary Cicinelli (CAN)	52 votes

The Chief Executive declared Maureen Craig-Rousseau and Elisabeth King elected to the Executive Board of the FIH.

There then followed an election for two male members of the Executive Board. Nominations for these positions had been received from Shahbaz Ahmad (PAK), Marc Coudron (BEL) and Michael Green (GER). The number of votes for each candidate was as follows.

Michael Green (GER)	99 votes
Shahbaz Ahmad (PAK)	63 votes
Marc Coudron (BEL)	56 votes

The Chief Executive declared Michael Green and Shahbaz Ahmad elected to the Executive Board of the FIH.

The President thanked Martin Gotheridge, the members of the Election Oversight Panel, the Scrutineers and FIH staff for the conduct of the elections.

## **15. IOC Solidarity Foundation**

The work of Olympic Solidarity and its sources of funding for National Associations, via their National Olympic Committees, was outlined by Mr Tayyab Ikram. This included Olympic Solidarity's Mission Statement and different strands of funding opportunities. He highlighted that to maximise opportunities there needs to be a change of mind set within National Associations.

Olympic Solidarity gives subsidies to National Olympic Committees via 21 different programmes. These include for Athletes (Team Support Grants) and Technical and Olympic Coaches. Details of Team Support Grants for 10 members during the current Olympic cycle were shown. There had also been special funds allocated to Jamaica and Bangladesh for re-surfacing pitches. It was noted that Team Support Grants for this Olympic cycle are still available for applications. In finishing his presentation, Mr Ikram highlighted the importance of working with FIH at each stage of the process.

Congress was then shown a short video showing worldwide participation in Olympic Day, after which cheques and certificates were presented to Uganda, as runner-up, and India, as winners, for their outstanding contributions.

## **16. Presentation OTT / FIH Live**

FIH's Director of TV and Broadcast, Andy Oram, presented this item. His opening comments focussed on the fact that currently all member associations communicate video content and data across more than 700 different platforms. Individual households can have as many as 11 different platforms available where content can be consumed. In 2018, the State of the Game audit had revealed that 1260 matches had been streamed by National Associations, but looking ahead to 2019 FIH will broadcast 174 matches in one month alone. FIH therefore needs to adapt due to the sheer volume of Hockey being played and broadcast. Statistics were shown for the different types of viewing. It was highlighted that the Vitality Women's World Cup had the most number of viewers and broadcasters ever for an International Federation women's sporting event. He commented that due to BT Sport host broadcaster role the Vitality Women's World cup can be regarded as the number one produced FIH event in its history.

He then went on to give details of FIH Live. This will be launched on 10 January 2019 at 13:00 CET. The use of personal mobile phones to access this platform has the potential for expanding coverage worldwide, as will its remote use (ie off site) in the analysis of matches.

## **17. FIH Development Strategy**

Mike Joyce, the Hockey Foundation's Director opened the presentation with a short video of the background to the West Africa Targeted Assistance Programme. This project had been part of England Hockey's submission for hosting the Women's 2018 World Cup. The video showed details of the involvement of a number of different stakeholders and some of the outcomes of the programme. The most significant output was that Ghana qualified for the Gold Coast 2018 Commonwealth Games, the first time a team from Ghana had done so.

Jon Wyatt, FIH's Sport and Development Director, then explained to Congress, the details of Hockey 2024, which will be a joint venture between the Hockey Foundation and FIH with input from members, and will be FIH's strategy for developing Hockey in the period leading up to FIH's centenary. The background detail that will inform the strategy had been obtained via a State of the Game audit, in which 110 National Associations had taken part.

Both then presented the following information about Hockey2024.

At present there are a number of excellent hockey development projects being delivered both domestically and internationally environment by a number of different organisations. All of these projects are making a significant difference to the development of hockey worldwide, but there is no consistent global programme, pathway or model.

Hockey has a good reputation in many areas but needs to be much stronger. Hockey needs to demonstrate its wider social value to the global community. There is limited clear evidence of the real impact of many hockey development projects. Because of this, it is difficult to sell hockey's benefits, to attract partners and advocates.

Post London2012, Hockey had faced some tough questions from the IOC and others about how we were engaging as a sport with youth and a wider global audience. The Hockey Revolution was launched in 2014 to address this opinion, and the sport is now in a much stronger position, with more professional athletes, higher profile events and greater broadcast and online coverage. Driven by Hockey2024, the real legacy of the Hockey Revolution by 2024 will be the presence of clear and sustainable growth of Hockey throughout the world, with more followers, more participants and more hockey being played.

Hockey2024 has three core pillars:

- **Participation** – opportunities for people to get involved in Hockey as a player, coach, official, administrator or volunteer, with a clear development pathway, from Start to Play to Stay; introducing new people into Hockey, then retaining them for the long term. All FIH events will include a legacy programme.
- **Education** – the tools and resources to enable people to learn about the game in all potential capacities. Growing the number and quality of qualified coaches to teach people how to play and manage the game.
- **Infrastructure** – from places to play, to equipment to play with, to administration and organisation to manage the game. Increasing the number of locations hockey is played, from natural turf to water based artificial turf and everything in between.

To drive these three pillars forward, Hockey2024 has six global and two inspirational goals:

1. More people participating in Hockey globally
  2. More nations participating in international events
  3. Better skilled and more professional Hockey people
  4. Hockey athletes at the heart of Hockey programmes
  5. Stronger club, school & organisation networks
  6. More places to play and better access to equipment
- A. Hockey is a force for good in the world, as an advocate and contributor to the UN Sustainable Development Goals
  - B. Hockey is a key development player within the Olympic and wider sporting movements

The same measures will be used by Hockey2024 across all projects to enable an annual global report of successes. All stakeholders of the hockey family will be asked to contribute to the global picture by reporting their projects against these measures. In order to help raise their profile, all contributory projects will be officially recognised by the FIH, which will give access to FIH marketing, PR and Communications activities.

From the recent State of Game audit, the following Key facts have emerged

- The Vitality Women's World Cup had a digital reach of 300 million people worldwide
- Hockey's global workforce is around 94,000 people
- 106 nations participate in international competition.

- Of FIH's 136 member National Associations, 96% play outdoor Hockey, 63% indoor, 51% Hockey5s and 34% Masters
- Global participation in Hockey across all areas is estimated at in excess of 30 million
- The gender split across all areas is 50:50.

All National Associations and other Hockey stakeholders are invited to participate in Hockey2024 global programmes through alignment of existing or new FIH recognised projects. Current FIH and Hockey Foundation services to members will be clearer and more accessible via [fih.ch](http://fih.ch). Services including broadcast, streaming, marketing, communication, resources, event delivery and fundraising. Projects in all programmes may be led by National Associations, Continental Federations, clubs, NGOs and / or FIH recognised organisations. However, they will be required to meet the six FIH sustainable development principles and demonstrate how they will contribute to one or more of the United Nations' Sustainable Development Goals.

The aim of the Hockey4Life programme is to encourage people of all ages and abilities to Start, Play and Stay in Hockey as players, coaches, officials and / or volunteers. Projects will provide Experts, Education and Equipment to kick-start a new or existing community, club or school activity.

Two new projects are due to be launched as part of the 2019 Hockey4Life programme.

1. *Equally Amazing* Hockey projects will deliver across a wide range of targets providing leadership, participation, social migration and educational opportunities.
2. *Hockey Dreams* projects will focus on providing young people with the opportunity to access education, employment and health through local community development.

The aim of the Sticks4theWorld programme is to source new and previously used Hockey equipment to assist with project delivery. It will include global purchasing partnerships with manufacturers and retailers in order to provide significant economies of scale to delivery partners, plus a series of FIH / Hockey Foundation and partner projects and campaigns. The *202,000HockeyHands* project will collect and distribute 101,000 hockey sticks to development projects worldwide by 2020.

The 2019 Action Plan will be as follows:

1. The launch of an online global Hockey development reporting platform.
2. Participation: the launch of Hockey4Life and legacy plan for the FIH Pro League. The growth of ParaHockey with involvement at the EuroHockey Championships, INAS Global Games, and the Asian Special Olympics. In Masters Hockey, a deadline for IMHA and WGMA to merge into a single World Masters Hockey, with all National Associations encouraged to create a single Masters Association.
3. Education: The launch of the FIH Academy Cloud, an online course and people management system.
4. Infrastructure: the launch of the Sticks4theWorld programme and the expansion of the FIH Quality Programme.
5. Targeted Assistance Programmes in all 5 continents, with on-going FIH grant support of Continental Federations aligned to their Hockey2024 Development Programmes.

**6. The 2019 Annual Development Report.**

At the end of the presentation, members were invited to join in workshops after Congress had finished.

**18. Any other items of which proper notice has been given by the Executive Board**

No requests received therefore there was no other business for Congress to consider.

Before closing the meeting, the President presented the following in respect of recipients of the President's Awards who were not present.

- To Marijke Fleuren, President of EHF and Erik Cornelissen, President of the Royal Dutch Hockey Association, on behalf of Dr Peter Wefers-Bettink.
- To Sue Bodycomb, President of England Hockey, on behalf of the Hockey Museum.
- Tayyab Ikram, Chief Executive Officer of AHF, and Fumio Ogura, Honorary Treasurer of AHF, on behalf of HRH Prince Abdullah.

**19. Closing Remarks**

In closing Congress, President thanked the outgoing Members of the Executive Board, Marc Coudron and Pam Stuper, for the work over the past eight years and he welcomed the new members to the Board. He went on to thank the Lalit Hotel and its staff for their help and support, and to Hockey India, its President, General Secretary and Chief Executive for their organisation of Congress. Finally, he thanked Thierry and FIH staff for their support and wished everyone a safe journey home.

Congress closed at 15:32.

A True Record

  
.....  
Dr Narinder Dhruv Batra  
President

  
.....  
Martyn Gallivan  
Secretary