



INTERNATIONAL FLOORBALL FEDERATION (IFF)

*Recognised by the IOC
Ordinary member of SportAccord*

APPENDIX 21

Helsinki, 15th of April, 2016

Proposal for the Employment of an IFF Development Coordinator

In order to be able to cover as much of the global development work in Floorball the IFF development structure will have to be reorganized. The intention is to get more qualified regional educators throughout the world, in order to speed up the development work and that development seminars can be carried out as efficiently as possible, both from the educational and financial point of views.

The new structure will secure that there will be a person inside the IFF office who will be in charge of the all development projects on the organisational level and the development work itself will be carried out by the individual educators in the regions. The costs of these educators will be covered on part time bases and in smaller regions more or less on actual cost bases and minor daily allowances.

The IFF would still have the overall responsibility and control of the development work, that is the strategical planning and controlling the results of the work. The IFF staff, mainly the secretary general and the development coordinator will still participate to some seminars as educators and to educate new regional lecturers.

The proposal is to not employ a new Development Coordinator, but to re-organise the working tasks in the IFF Office and combined the tasks of the Development Coordinator in the job description of the IFF Operations Coordinator Mr. Veli Halonen and to employ a new Office Coordinator, with a more junior role. In order to free time for this task a number of tasks Mr. Halonen presently possesses will be moved to the new Office Coordinator.

The proposal is that Mr. Halonen will keep a number of his old tasks and take on new ones based on the defined job description for the Development Coordinator. Mr. Halonen will continue with the title of the IFF Operations Coordinator

The Job description of the Development Coordinator in the IFF office

- To support existing members in their development
- To plan the IFF development actions
- To run and coordinate Floorball Seminars and workshops
- To keep contact with the IFF member associations about their development functions
- To lead and supervise the IFF educators with their development tasks and seminars
- To participate to certain development seminars as an educator
- To update the IFF development materials and create new materials
- To supervise the EOTO project with the IFF member associations and to activate the IFF Member Associations with EOTO
- Help to spread Floorball to new countries and assist in applying for IFF membership
- Coordinate the development work with our Partner organisations, in the field of Development

Address:
Alakiventie 2
FI-00920 Helsinki,
Finland

Phone:
+358 9 454 214 25
Fax:
+358 9 454 214 50

E-mail:
office@floorball.org
Web-site
www.floorball.org

Bank:
Credit Suisse, CH-8700 Küsnacht, Switzerland
Account No: 0818-559200-11. **Swift:** CRESCHZ80A
IBAN: CH52 0483 5055 9200 1100 0



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The proposal is to employ the new Office Coordinator during summer and this person will have the following main working tasks:

- To handle IFF Transfers
- To handle Material Support ordering and shipments
- To handle the distribution of IFF International Referees materials
- To handle the IFF meeting reservations
- To collect and update IFF member association statistics and contact details
- To update the IFF web site concerning Competition and Organisation
- To handle the Accreditation of persons in IFF Events
- To manage the IFF YouTube Accounts

The development work in continents

Europe

In Europe the IFF office and IFF educators both in coaching and refereeing can handle the seminars and development work and there are also a lot of mutual co-operation between the IFF member associations in Europe and also the IFF Each One Teach One (EOTO) project is supporting this development. There have been some significant projects inside the EOTO, but the EOTO also needs to be activated especially with certain IFF member associations.

EOTO has not been very successful in other continents and the main reason for that seems to be the lack of educators and resources in those regions. In general, the development in Europe has been on quite good level and the work which has been done has turned out to be quite good. The development work in Europe has more or less concentrated on coaching and refereeing, but not that much on structural issues of the associations.

66 % of the European countries have an IFF Member Association, but there are still some challenging areas in Europe, mainly in the eastern parts of Europe and the Balkan region, but the work has started there and it's ongoing with the IFF seminars and with the existing IFF member associations.

The additional costs for the development work in Europe are minimal.

Asia & Oceania

Asia is one of the fastest growing Floorball areas at the time and the IFF has carried out several development seminars in the region. The purpose is to increase the amount of development work in Asia and run it mainly with local forces, to be able to spread the activities as far as possible. The IFF has at the time several persons, who are capable to run seminars in the region without the presence of IFF staff members and the quality has been good. The lecturers are:

Address:
Alakiventie 2
FI-00920 Helsinki,
Finland

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Mr. Steven King (AUS), Organisation and Start-up
Mr. Peter Harris (AUS), Refereeing
Mr. Christian Bertschinger (NZL), Organisation and Start-up
Mr. Saravan Rajamanikam (SIN), Coaching
Mr. Sharil Ismail (SIN), Refereeing and Coaching

The IFF Development function proposes to have a part time employee (Regional Development Officer) for Asia, who would educate, coordinate the development actions in the region and support countries joining the IFF, in cooperation with the IFF Development Coordinator. The planned yearly cost for this is between 8-10.000 CHF

As the number of countries in Oceania, is limited the proposal is to start with just project based actions, where IFF pays the travel and board & lodging costs of the lecturers. The planned yearly cost for this is between 3.000-4.000 CHF in Oceania annually.

The IFF needs to start looking for the Asian Development Officer and conduct discussions with the present IFF Lecturers, in order to be able to start to plan the year 2017 and all the development related projects.

One big challenge will be the development of China and Chinese Taipei, as it seems that China will become more and more active in the future and the need for development work in China will be vast.

It's also very important to be able to give the right information and the right ways to proceed for nations like China from the very beginning in order to secure the positive development and eventually the positive outcome of the educations. In this phase, the proposal is to leave the development of China to the IFF secretary general, as there is a number of political issues related to this country.

Planned development seminars:

19.-22.5.2016 Philippines

9.-11.9.2016 India

Americas

North America has been inside the Floorball family for many years, but the biggest challenge is the structure in sports in general. The tradition of clubs is not that wide as it is for example in Europe and the North American sports structure is basically based on high schools, colleges, universities and professional teams. The problem is the lack of recreational structure, which would bring in the big number of participants to the sports.

In North America most of the Floorball related events are and have been organized by commercial companies. There are some, which function very well and the IFF needs to increase the co-operation with these organizations in co-operation with the local IFF member associations.

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In South America there are two official IFF member associations, Argentina and Brazil, but Argentina has been a mystery for the IFF office for several years, but just during the last few weeks a new contact has been made to Argentina.

In Central America there have been contacts with Columbia and the IFF invited a Columbian person Mr. Jose Fernando Rueda to a development seminar in Colorado Springs and the intention is that he would be the instructor and person taking care of the development work in Central and South America under the supervision of the IFF office.

In Americas in general it's also vital to find persons to run the educations and seminars with local forces. The seminar in Colorado Springs in conjunction with the WFC 2016 qualifications gave the IFF some good contacts in US and that will help the planning for the future. In North America the IFF Member Associations are also co-operating with other sports, mainly with Ice Hockey and especially with professional Ice Hockey clubs. Floorball being a training method for those teams and for their juniors.

The proposal is to start looking for a Regional Development Officer for Central and Latin America in 2017 and to work closely with the Canadian and USA associations.

Africa

For the time being the IFF office will continue to work with existing African Member Associations and further actions to be decided on annual bases. The plan is to start looking for a Regional Development Officer in end of 2017.

Planned development seminars:

23.-25.9.2016 Cameroon