

# Meeting of the General Assembly of the International Cheer Union

a Texas non-profit corporation

Tuesday 23 April 2019

Orlando, Florida, USA

- 1. Meeting called to Order at 2:11 PM / 14:11 EST**
- 2. Welcome and Opening of Meeting- ICU Secretary General Karl Olson**
  - Welcomes ICU Officers, ICU National Federation Members, Distinguished Sport Officials, Invited Guests, colleagues of the Sport of Cheerleading / the International Cheer Union
  - Expresses appreciation for the discussions and progress made within the committee and continental breakout meetings of the past few days, including seminars for Anti-Doping, National Federation development, Special Olympics and programmes for athletes with and without disabilities - looks forward to a successful Annual General Meeting
  - Introduces the members of the ICU Governing Council
- 3. Roll Call - ICU Secretary General Karl Olson**
  - Explains Membership Dues, Full and Provisional Membership status
  - 66 full members, 38 of 39 full members in good standing are present, including provisional members, 70 total members in attendance- there is a quorum
  - Voting process explanation
- 4. Approval of the minutes of previous meeting - ICU Secretary General Karl Olson**
  - Discussion: No discussion
  - Mexico Federation motions to approve the minutes
  - Norway seconds the motion
  - Motion carries, 2018 Minutes Approved
- 5. President's Report- ICU President Jeff Webb**
  - a. Overview of ICU Strategic Objectives
    - i. To continue ICU's ongoing position as a strong International Federation
    - ii. To assist National Federations to build the sport within the respective countries, as well as supporting them in their efforts to be recognized by their NOC's and sport ministries
    - ii. To continue to pursue IOC full recognition- critical objective. Two years of IOC provisional status completed, 3<sup>rd</sup> year underway. Full status possible at upcoming IOC meetings, with no guarantee, important to remain focused on focusing on what is best for the Athletes and our Sport
    - iii. To conduct a large, high profile, high quality World Championship to promote our National Federations and our sports
    - iv. To ensure a sound financial platform for the future
  - b. Review of the Past 12 Months
    - IOC Provisional Recognition: Nearing the end of required IOC provisional recognition status. This achievement has contributed to National Federations gaining more assistance, recognition and acknowledgments by their local government and

respective sport authorities and validates daily the achievements of our athletes around the world

- Education: In 2018, ICU provided training in over 90 countries, an additional 1,000 coaches and officials in 10 new countries this past year. Training is and continues to be a major focus of the ICU, and is essential to guarantee quality experiences for the athletes
- Progress for athletes with and without disabilities: Adaptive Abilities (previously called “ParaCheer”) and Special Olympics training and development greatly advanced in the past year. Notable is the growth of these divisions at the World Championships. First launched in 2017 with 5 teams from 4 countries, the 2019 World Championships will host 25 teams from 9 countries in the Adaptive Abilities and Special Olympics Divisions specifically. Great progress
- International Paralympic Committee (IPC): Discussions have been underway with the IPC for the past few years for potential recognition in the future, and very important with the tremendous growth underway- Classification. ICU is in discussions to create a Classification system compliant with the experts at the IPC, expect this at the 2020 World Championships- another significant milestone coming soon on the very important project
- Special Olympics International (SOI)
  - At the 2018 ICU AGM, ICU and SOI signed a memorandum of understanding- a new important relationship was launched, progressing on development for rules and policies specifically for Special Olympic Cheer expansion globally
  - In July 2018, 1<sup>st</sup> ever competition demonstration in Chicago at the Special Olympics 50<sup>th</sup> Anniversary Celebration at Soldier Field
  - In March 2019, the 1<sup>st</sup> ever competition demonstration at the Special Olympics Abu Dhabi World Games 2019 in the UAE
  - A few days prior to Abu Dhabi 2019, Competitive Cheer became a recognized sport by the Special Olympics- a truly historical milestone
  - Appreciation to ICU Secretary General Karl Olson for his commitment and hard work with the team at SOI to move this forward with great success
  - *(Video played) Special Olympics CEO Tim Shriver expresses appreciation to ICU for the work on this important development within the Special Olympics family; highlighting the excellent work by Darian Packard and Scott Weaver to welcome Competitive Cheer as SOI’s newest recognized Sport*
- Major Events – past 12 months:
  - European Championships in Helsinki, Finland (June/July 2018)
  - European Doubles Championships in Athens, Greece (December 2018)
  - Asian Championships in Bali, Indonesia (October 2018)
  - The 1<sup>st</sup> Ever FISU World University Championships – for University National teams held in Lodz, Poland (October 2018). This was a tremendously high profile event- and very important to the ICU and our Sport of Cheer globally. Special appreciation to the WUC local organizing committee (LOC), who are present at the AGM -our good friends at Lodz University of Technology: Przemyslaw Jagielski and his team. New to Cheer- but obviously very experienced in hosting

FISU Championships - Przemyslaw and his team exceeded all expectations in this historical event. It was tremendously successful – and gratitude to all of the ICU Federations who participated as well. Przemyslaw Jagielski would like to say a few words

- *Przemyslaw Jagielski: Expresses appreciation to ICU and the excellent support provided leading up to and throughout the WUC. Attending and experiencing the 2018 ICU World Championships provided great assistance for the LOC to prepare for the 2018 FISU WUC for Cheerleading. The LOC was new to Cheer but learned a great deal and very much enjoyed the Sport. Expresses appreciation to ICU President Jeff Webb and presents a commemorative plaque in gratitude for the wonderful experience that FISU, ICU and the LOC together- provided to student athletes*
- Al Za'tari Refugee Camp in Jordan (April 2019): Only a few weeks ago, following IOC's Agenda 2020 for Sports to provide opportunities for displaced peoples of the World, the ICU partnered with Peace & Sport from Monaco, under the Patronage of Prince Albert of Monaco and Peace & Sport President Joel Bouzou, together we launched a test to introduce our sport to the people of the Al Za'tari refugee camp on the border of Jordan and Syria. The session was very well received and a big success. We look forward to more collaboration with Peace & Sport going forward- together we really are making a difference around the world!
- Looking forward: Major Events Planning Update- Next 12 months
  - 2019 SportAccord Convention in Gold Coast, Queensland, Australia (May 2019), with excellent preparations underway by ICU's National Federation for Australia; preparing to showcase our sport in front of the international sport community and leadership. ICU looks forward to a great event there next week. Other 2019 events include:
    - European Championships Saint Petersburg, Russia (June 2019)
    - 1<sup>st</sup> African Cup to be conducted at a Game Reserve near Cape Town, South Africa (June 2019)
    - Pan-American Championships in San Jose, Costa Rica (October 2019)
    - Asian Championships in Shenzhen, China (November 2019)
    - Looking forward to 2020- ICU looks forward to a very successful 2<sup>nd</sup> edition of the FISU World University Championships to be held in Wonju City, Korea (September 2020)
    - Starting tomorrow: Our Flagship event: the 2019 ICU World & Junior World Championships, Orlando, USA (April 2019)
- 2019 ICU World & Junior World Championships Report
  - Begins in the next day: 24 April 2019 Orlando, Florida, USA
  - Incredible coverage and viewership from around the world
  - Participation from 70 nations, more than 3,000 national team athletes
  - Coverage of the Championships live streamed with added coverage by the Olympic Channel

- New in 2019: Opening Ceremony song- explanation provided. Played as everyone entered the ICU General Assembly. Look forward to an amazing 2019 Opening Ceremony and showcase of our Sport's top athletes
- c. World Dance Sport Federation (WDSF) Update
- Regarding a long-standing dispute with WDSF for many years- we have great news!
  - Following meetings with WDSF, the IOC and GAISF/SportAccord in March 2018, and directives that were provided to both WDSF and ICU, on 31 January 2019, WDSF has officially dropped all claims to Cheer as their discipline
  - ICU understands that there is still some work to do in countries negatively affected by the WDSF claims over Cheer; however, the separation is official, and ICU will work with our affected federations to attempt to correct any damage that has been done- but again, this is a significant milestone for all of us
  - Now, for the 1<sup>st</sup> time ever, there are no other sports claiming cheer to be one of their disciplines
- d. National Federation Recognition Initiative
- 70 National Federation Members have National Sports Authority recognition
  - Nearly 20 National Federation Members with National Olympic Committee recognition
  - Recognition is very important for ICU's acceptance into the Multi-Sport Games
  - Workshops have been provided to assist in recognition, ICU is always available to assist in all ways on this very important initiative
- e. Overview of Important Initiatives of the ICU
- Prevention of Sport Betting
    - The ICU is committed to protecting the integrity of our sport – positioning itself to be ahead of the dangers of Sport betting
    - Sport integrity and dangers of corruption of sport betting is an important initiative of the world sports community
    - No current indication of existing problems with Cheerleading at the moment; however, it is important to be forever vigilant and proactive
    - ICU has committed to work closely with the IOC and GAISF to implement best practices in education and prevention to ensure our sport is protected as best as possible by this significant danger in sport
  - Safeguarding Athletes from Harassment and Abuse
    - ICU is committed to the Safeguarding initiatives launched by the IOC
    - Meetings have been held with both internal and external parties to seek best practices, programme & protocol development for Cheerleading
    - An ongoing and very important initiative to the ICU
    - As a step, image guidelines have been established by the ICU, with discussions on image and all aspects of Safeguarding, policies and procedures, included in all committee meetings
    - ICU has already taken a leadership role in addressing this important issue with icons and leaders in the commercial side of the Sport, for further policy development and will remain forever vigilant on this critical topic for all Sports

- A very important ongoing project, ICU members will be updated on developments
- f. Membership:
- 116 National Cheer Federations
  - As discussed in breakout meetings, the ICU Governing Council recommends 2 proposed membership adjustments: Estonia & Hong Kong. To be discussed later in the General Assembly
  - Excellent news: National Federation rivalry issues are far less than ever before—mostly domestic matters at this point. Resolving the WDSF matter has been very helpful. A few problems still exist due to the previous Dance Sport problem; and the ICU is committed to solve any that currently exist. However, ICU remains in a strong position to further promote stability, unity and inclusion for the benefit of our Athletes
- g. World Anti-Doping Agency
- ICU continues to be a signatory in very good standing with WADA, and is committed to protect clean athletes in our Sport
  - As a result of the WADA questionnaire that has been completed by more than 600 of WADA’s signatories, ICU is 1 of 92 signatories in the highest class of compliance. Congratulations to Anti-Doping Committee Chairperson Mike Jacki for his leadership in this important matter in Sport, and also to Brad Guye of Clearidium for his guidance and assistance
  - In June 2018, through the assistance of ICU’s member for Canada, Cheer Canada, ICU sent a National team athlete to the WADA Athletes Forum held in Calgary. Great progress was gained through athlete feedback and contributions in the development of WADA Anti-Doping Charter of Athlete Rights. ICU is also committed to this and looks forward to promoting clean sport with the great involvement of our athletes – through their eyes, providing their important perspective to assure the best practices are in place to protect clean athletes
- h. Athlete365
- A major initiative of the IOC, and also of the ICU, is the IOC programme Athlete365, placing a focus of all IFs, NOCs and all sport stakeholders – on our Athletes
  - Earlier in the month, IOC held its IOC International Athletes’ Forum in Lausanne and ICU sent a representative from the ICU Switzerland National Cheer Federation, receiving great information to be provided to our Athlete Commission, to be dispersed to our Athletes globally. The feedback on all presentations and discussions was excellent – it was thrilling for a Cheer Athlete to be part of this experience with Athletes from other sports
  - Including in a few of the important items, is the development of the IOC Athletes’ Rights and Responsibilities Declaration” to increase awareness to our Athletes and hold accountable all of stakeholders to put the well being of our Athletes first
  - Additionally, the Athlete Career Programme is another important Athlete365 initiative to provide valuable information, support, resources and opportunities to our Athletes at all levels - to assist their efforts to be successful in life beyond athletic competition

i. E-Sports

- A new issue and this has been a major topic of discussion with the IOC, GAISF and the world of Sports
- E-Sports is big and it isn't going away; however, resources (time and money) are required to develop these programmes for any sport
- Following advice of other International Sport Federations (IF), it is important to look forward to develop an E-Sport programme for an IFs respective sport
- The first step in this process is to approve an ICU General Assembly proclamation – stating our intent in this regard, with the idea of adding language into the ICU statutes in 2020. This language will reflect that ICU is the world governing body and takes responsibility for all things in Cheer, including E-Sport. This will be reviewed later in this assembly

j. Main Goals and Objectives for the next 12 months

- An incredible World and Junior World Championships: Starting tomorrow, this continues to be a memorable life experience for our athletes. Over 70 countries represented; 3,000 athletes; 6,000 spectators, 55 judges. The energy and atmosphere of the Opening Ceremonies through the final awards is a reflection of the great work you do for our Sport in your countries- and the meaning this has to the athletes. Schedule review:
  - *Wednesday morning & afternoon*: Junior World Championships Welcome and competition beginning tomorrow morning finishing with the awards in the evening in the Field House, 31 countries and 61 Junior National Teams
  - *Wednesday evening*: World Championships Opening Ceremony in the Arena - a venue build especially for Cheer, followed by the Athlete Cultural Exchange and National Federation reception
  - *Thursday*: The Finals for Adaptive Abilities, Special Abilities and the new Special Olympics Divisions – with awards; and Semi-Finals for our Senior Divisions in 2 venues - the Arena for Cheerleading and Field House for Performance Cheer. The top 10 advance to the Friday finals
  - *Friday*: The Senior Division Finals - a truly electric atmosphere, one that is reflective of any large finals event of any sport in the world
- National Federation recognition: Always at the forefront of the ICU objectives, to assist our National Cheer Federations achieve National Sport Authority (NSA) and National Olympic Committee (NOC) recognition- so ICU's members can gain access to better government support, access to facilities- and potentially funding, so we can all better support the efforts of our coaches and athletes. Previously mentioned, over 70 ICU members have NSA recognition, over 20 with NOC recognition; however, more are needed. Seminars have been provided to assist on this very important initiative and the ICU remains at everyone's disposal to assist on in anyway possible
- Participation in Multi-Sport Games: The ICU remains in contact with all of the organizers of the Multi-Sport Games, and ICU has slowly been adding a number of Multi-Sport Games to the world schedule; however, one very important criteria for admission to these Games, where ICU also needs help from ICU's members, is the

requirement of more NOC recognized ICU National Federations. Traditionally, there is a threshold of a number of NOC recognitions specifically that are required for Cheer to be admitted to specific Games, and asks that all ICU members strive for NOC recognition in each respective country. ICU remains at all ICU members' disposal to assist in all ways possible

- k. Conclusion: ICU President Webb concludes the President's Report and expresses appreciation of the support of the General Assembly and looks forward to an exciting future together

## **6. Secretary General's Report - ICU Secretary General Karl Olson**

- a. 2019 Junior World Championships (JWC) and World Cheerleading Championships (WCC) Preparations: Briefly reviews the schedule, opening ceremonies, awards & closing ceremonies- the excitement for the Sport's pinnacle event - and highlights the following:
- JWC Welcome Ceremony: Reminder for each nation to send 1 JWC athlete for rehearsal at 8 AM on Wednesday (Fieldhouse)
  - WCC Opening & Closing Ceremony: Reminder for each nation to send 2 WCC athletes for rehearsal at 12 PM on Wednesday (Arena)
  - Thursday: Semi-Finals in 2 venues. Performance Cheer (Field House), Cheerleading (Arena). Finals also on Thursday in the same venues respectfully for Adaptive Abilities, Special Abilities & Special Olympics Divisions. Awards held in the same venues on Thursday as well
  - Friday: Top 10 for Senior Divisions advance to Friday's finals- all in 1 venue on Friday, the Arena. Begins at 9 AM on Friday.
- b. 2019 JWC and WCC Free Live Stream and Event Coverage – to circulate friends of Cheerleading around the world
- Free Live stream will be posted on ICU website, the ICU App (ICU WCC), promoted on all ICU social media platforms- begins with JWC Welcome. Reminder provided that times are -4 GMT or same time zone as New York City as a reference
  - ICU is thrilled to have the Olympic Channel attending the event. Great coverage with interviews, video segments and special features of the championships- including discussions with the National Federations, Coaches and Athletes
  - Olympic Channel to live-stream the finals on Friday, accessible by all ICU platforms previously mentioned or directly on olympicschannel.com. Expresses appreciation to the Olympic Channel's excellent coverage (*shows video: Olympic Channels promotional video of the ICU World Championships*)
  - Following the Championships: Video of the Championships & team performances will remain on ICU's YouTube Channel
- c. National Federation Recognition Initiative
- ICU information of our Sport, recognition letters and documents remain available on the ICU website – located at the "recognition documents' link
  - All ICU Videos remain available on the ICU You Tube Channel and on many social media platforms
  - ICU Social Media Platforms remain as excellent tools for National Federation promotion: ICU on Facebook (nearly 3.5 million likes), Twitter, Instagram, Snap Chat, and newly introduced- Wechat and VKontakte

- For any ICU National Federation requiring additional assistance with their NOCs and NSA, ICU remains available as always to assist
- d. Multi-Sport Games Initiative
- Reports that ICU continues to apply to all Multi-Sport Games; however, adds to President Webb’s report that the number of NOC recognitions in the ICU remains an important criteria where ICU needs assistance for all members
  - It is understood that this process is a “chicken or the egg” scenario, number of NOC recognitions is easier when in an Olympic Multi-Sport Game, and admission to an Olympic Multi-Sport Game is only possible with a certain threshold in the number of NOC recognition. This is understood - and the ICU remains available to assist to provide continue to move forward with these opportunities for the benefit of ICU members and athletes
  - In the meantime and as discussed in breakout meetings, ICU is pleased to join the CSIT World Games in 2-7 July 2019 in Tortosia, Spain. Opportunity for older athletes - a biennial event and the ICU looks forward to a growing participation in the CSIT World Games. Divisions and details are shared
- e. FISU / ICU World University Championships 2020 (University Student National Teams)
- Since 2014, ICU has been a proud partner of FISU and expresses the appreciation to the ICU National Federations who participated in the 2018 World University Championships (WUC) in Poland. A wonderful success, great job by the LOC and provides long-term benefits to the ICU, our members, athletes, coaches, stakeholders and Sport overall
  - FISU World University Championships 2020 to be held in Wonju City, Republic of Korea. The 2020 LOC is attending the AGM, and is very much comprised of ICU’s Korea member, Korea Cheerleading Association (KCA)- and encourages all ICU members to speak with the LOC while in Orlando
  - 2020 Divisions and athlete qualification criteria are reviewed. More information on the FISU WUC Cheerleading Facebook page, and also on FISU.net
  - Looking to 2020, it is encouraged that all ICU National Federations begin speaking to their respective FISU National University Sport Federations (NUSFs) – to make this relationship in preparation for Wonju City 2020
  - In closing, although the FISU WUC is a single sport event; it is re-emphasized that the wonderful success at the 2018 FISU WUC for Cheer is very helpful in ICU’s work for admission to Multi-Sports Games, and expresses appreciation to the AGM in advance for a even more successful FISU WUC in 2020

## 7. Reports of Standing Committees - ICU President Jeff Webb

Introduction of the ICU standing committees and appreciation is extended for the great work and progress of the committees

### a. Medical Commission

#### **Dr. Misael Garcia, ICU Medical Commission & Anti-Doping Committee Member**

Introduces the primary responsibility of the Medical Commission is the care of the athletes – remaining forever vigilant with a focus on the safety and health of our



athletes is of the upmost importance. Four major items to present from the ICU Medical Commission work are as follows:

- Date Collection and Analysis: Efforts of the MC this past year has been focused on date collection and analysis to identify the types of injuries related to Cheer specifically - that can vary from sport to sport
- Growth of Cheer Globally – natural increase on athletes exposed to injury: Data reflects the growth of the Sport globally (good news), but this also highlights the greater need for increasing injury education and prevention to all stakeholders in our Sport. For the sake of creating an immediate impact, Dr. Garcia suggests that the presentation is focused on the top reported injury in Cheerleading
- Top reported injury - Ankle Sprain: Perhaps not a surprise, as it is similar to a 2012 study; however, this it is important to highlight the top reported injury – for everyone to take important measures for prevention purposes. For example, precautions taken in pre-taping ankles (and wrist) would be a step in prevention
- Recommended actions: Prevention, Education and Rehabilitation – education of athletes and coaches on injury prevention, especially on a top reported injury like an ankle sprain could prove quite beneficial to our Sport and for the well-being and successes of our athletes being most important
- Injury Prevention Summary: Although all areas of injury prevention are important, one area- like prevention of Ankle sprains could make an immediate impact. Dr. Garcia encourages the ICU members to promote education, and therefore prevention, to their coaches and athletes specifically on tips like proper taping prior to training, as well as exercises and techniques to specifically strengthen the ankle. A great deal of resources are available locally in most countries to make an immediate impact- and additional information will be provided by the MC as an added resource
- Anti-Doping / Protection of Clean Athletes: Dr. Garcia continues onto another very important Medical topic that was discussed - not only Cheerleading, but all sports- Anti-Doping & Doping Prevention; introduces Brad Guye of Clearidium to provide the report. As a signatory of WADA, ICU and ICU's Anti-Doping Programme report is as follows:
  - ICU's testing programme, like all sport anti-doping programmes, can be broken down into "in competition" and "out of competition" testing
  - ICU conducts the "in competition" testing at events like the World Championships and Continental Championships, and members at National Championships- depending on the level of recognition and funding available; however, great efforts are made globally
  - "Out of Competition" testing is also conducted in coordination with Clearidium representatives traveling to test for other sports; however, a number of countries are become more sophisticated in this process also- and we use the synergy of events, like the various championships, where testing representatives are present – to conduct "out of competition" testing for registered athletes in the area
  - Many know or may not know, but the WADA code changes periodically, and it is scheduled to be updated again in 2020, the previously update was in 2015; and

in 2020- ICU will also update its Anti-Doping Testing Rules and Regulations in compliance with WADA

- New requirements will be in place for additional analysis on blood and urine samples that will require implementation of a new programme in 2020. It's important for everyone to be aware of the upcoming update
- Part of ICU's testing pool, this includes athlete profiles within the senior and junior divisions respectfully, as well as within the Adaptive Abilities / ParaSport Cheer divisions- including all genders
- ICU appreciates the great cooperation from all members, coaches, athletes and all stakeholders in this very important process. It can be very tedious and inconvenience- but it is necessary
- Previously discussed, items like TUEs- the ICU requests submissions a minimum 2 weeks in advance, although 3-5 weeks in advance is preferred
- Data privacy, for example - data in the WADA ADAMS system, is highly important and all ICU processes are followed in a very confidential and nearly anonymous manner – all compliant with WADA
- Brad Guye expresses appreciation to the Committee members for the great input and productive discussions in the meetings, as well as for commitment of the all stakeholder in this very important subject. Asks for any questions on ICU's Anti-Doping Programme Report and also for the ICU Medical Commission (*no questions*), and concludes the presentation

b. **Entourage Commission**

**Aljaz Britvic, Chairperson, ICU Entourage Commission**

Reports of very successful meetings - with an added focus on a tool to further assist the important work to protect the Athlete from the Entourage perspective- the ICU Athlete Code of Conduct. Also an important subject of the IOC, the Entourage Commission report on is as follows:

- ICU Athlete Code of Conduct: Currently, the legal framework of the ICU Athlete Code of Conduct, to assure the document accomplishes its intent, is under review by ICU's legal counsel, with expectations of its finalizations in the coming year
- Three main points of the Code of Conduction are Awareness, Reporting and Sanctioning – driving the objective to protect our athletes
  - Awareness: Very important and a first step in the process – as increasing the level of awareness, not only of our athletes- but all stakeholders will highlight and therefore educate - all of us on the individual roles and responsibilities that we have in protecting the athlete and improving the overall athlete experience
  - Reporting: Also a potential challenge – needs to be outlined, so the athletes, and anyone knowledgeable of problems, have confidence to make a connection to report a potential problem, or the problem remains unsolved. This detail within the Code can create needed confidence on the right step – once a problem is identified
  - Sanctioning: A critical component to ensure there are consequences for violating the Code; to assure the Code itself is effective and achieves its objective of why we have ICU Athlete Code of Conduct. The primary issue under review

for the sanctioning component is the determination of jurisdiction. Certainly to be effective- there must be consequences of any violation at the local and national level; and this is a big project- but important. However, the path needs to be determined – which is currently under review - for at which point does sanctioning move and escalate to the National Federation and then ICU level

- More work to be completed for sure; however, the Entourage Commission is proud of the work completed to date on the ICU Athletes Code of Conduct
- Chairperson Britvic, in closing, moves back to the important topic of Awareness (*plays IOC video: The Role of the Entourage*). Finishes with highlighting the important role of Entourage and how this can affect, in a positive or negative way, the athlete, and expresses the appreciation to the Entourage Commission and looks forward to the release of the ICU Athlete Code of Conduct – as a great tool to continue to place our athletes at the highest priority to protect their well being.

**c. ICU Ethics Committee**

**Beverley Hon, ICU Ethics Committee Member**

Expresses appreciation for the great work of the ICU Ethics Committee on its very important work and reports the following:

- Role and purpose of the ICU Ethics Committee: To establish, continuously evaluate and update a framework of ethical principles in ICU's guiding documents, including continually reviewing ICU's various Codes of Conduct for consistency, as well as to assure compliance with the values and guiding principles of the IOC
- Responsibility: Highlights that ethics is the responsibility of all stakeholders across all National Federations.
  - Reminds the General Assembly – as discussed at the 2018 AGM - that it is important that all ICU members should continually review and become familiar with all Codes of Conduct and documents promulgated by the ICU.
  - ICU members can assist in this important effort for our Sport – as well as to report violations to assure all problems are addressed for the protection of our Sport, our coaches and most important - our athletes.
- Local Grievance Procedure Development: A major subject of discussion at the ICU Ethics Committee meeting this year- ICU's Grievance Procedure. It is a very helpful document and ICU has received a number of grievances in 2018 and 2019 - all following the due processes; however the Ethics Committee has an additional recommendation:
  - Looking forward, the Ethics Committee is encouraging ICU National Federations to assure their local Grievance Procedures are in place to address problems when they begin – at the local level
  - ICU can assist any ICU Federation Members with their Grievances Procedures – if not already in place – to find quicker resolution within the country of origin, and not always requiring the ICU Ethics Committee to review every complaint, should this be better addressed locally
- Protecting athletes from misconduct: Final agenda item to report from the Ethics Committee continues in the line protecting the integrity of the ICU, our Sport, National Federations, Coaches, all stakeholders- for the benefit of our athletes.

Reviewed by the Ethics Committee, an ICU Proclamation will be presented later in the AGM

- Request for any questions (*no questions*). Ethics Committee Report is concluded

**e. ICU Technical Committee- Cheerleading**

**Candia Lonsdale, ICU Technical Committee Member**

Committee Member Lonsdale thanks ICU Technical Committee (TC) for successful and comprehensive meetings, and presents the TC Committee Meeting report as follows:

- Education:
  - *More Credentialers Globally*: Wonderful progress has been made in the past year with the addition of more ICU pre-scheduled courses on many continents - reaching more coaches in the world. The TC discussed the need to add more teachers to the credentialing process- more of a local presence for greater reach at lower cost. The pre-established course dates will assist with this important effort moving into 2020
  - *Adaptive Abilities Training*: An exciting development for our Sport, as this gains more popularity and more athletes with disabilities come forward to create more teams. The TC sees the need to add more Adaptive Abilities training to the existing ICU curriculum for coaches who want to get involved in creating more Adaptive Abilities programmes. Not only for coaches, this can be a great tool for all athletes to educate themselves to better assist a team as an Adaptive Abilities team member, or who may want to become coaches themselves
- Age Limits: Following the many discussions that have been underway on many of the committees and continental breakouts, the TC agrees to better align our ages with the Youth Olympics; however, on an incremental basis – as discussed and yet to be presented
- Routine Times: The TC also discussed this as well, and is in full agreement to move Cheerleading to 2:15 in 2020, from the 2:30 music routine time that is currently underway
- Image: Image issues of our Sport have been discussed at length and the TC agrees to the ICU Governing Council image guidelines that have been presented to be sure that standards need to be aligned with the athletes that Cheer represents. With this, the TC has 2 points to emphasize:
  - Full tops covering the mid-section of the athlete is endorsed by the TC, so athleticism is the focus in displaying our sport - in the image that we want represented
  - The first point, combined with the power of social media - the TC feels that this will drive the standards of the ICU and will truly prioritize our image of sport that the ICU stands for worldwide. National Team athletes are icons for all of our athletes- and this will drive behavior and place ICU in a positive position globally

**f. ICU Technical Committee- Performance Cheer**

**Katarina Cafnik, ICU Technical Committee Member**

Committee Member Cafnik thanks the ICU Technical Committee (TC) for the great sessions and wonderful contributions to Performance Cheer, and reviews the ICU Technical Committee Meeting summary as follows:

- Routine time: As everyone knows, the Performance Cheer routine time was moved to 2:15 for 2019, from 2:30 in the year 2018 and prior. As discussed, studies were in place that a majority of top teams finished their routines far earlier than 2:30, and the lower teams seemed to feel that 2:30 was required- so a move to 2:15 has proved to be a successful. During the championships in the next days- this will again be studied to see if even a move to 2:00 would prove to be better still in future years; however, a move to 2:15 has been a success
- Score Sheets: Adjustments have been made to simplify the process for the team and doubles categories, and also for the genres of hip hop, pom and jazz. Many of the techniques are quite similar for all genres - with the exception of style and a few nuances. Currently – further review is underway for a more unified score sheet- with the genre differences in mind, again to simplify the process as needed – to help grow our sport
- Growth of our Sport: The TC is also focused not only on the technical side of our Sport, but also the TC sees the value in reviewing successful programmes from our National Federations the provide opportunities for more athletes and inspires development and growth. One programme to highlight is a programme developed by our Greece National Federation called “Cheer for Fam” that has statistically grown participation in Greece with little or no cost, and the TC will continue to review best practices of these success stories to help replicate similar initiatives in all countries – to provide tools to all ICU members, so they may also have the same success that Greece has had to grow performance Cheer
- Education: Great success has been underway for the past years with the ICU Medallion Courses- and to provide even greater training in the technical aspects and credentialing side to reach more coaches globally. In 2020, further expansion of the Blue Course and Black credentialing are being scheduled to continue in the trajectory of reaching more coaches- and the TC see this as a critical steps to safely train the stewards of our sport- and also to introduce new programmes in all countries
- High Kick: One of the older genres of Performance Cheer, and a discipline of the ICU, that is growing in popularity globally; the IASF will introduce this as an Open Division in 2020- and the ICU will of course observe this to see the number of countries who participate in High Kick and also who introduce it at their national level- for future consideration
- Age Limits: Final topic discussed in the Performance Cheer TC was a review of the age limits that has been discussed in many of the breakouts. The TC is also in favor of better aligning our ages with the ages of the Youth Olympics- however, in the incremental way that has been discussed

**g. ICU Athlete Commission**

**Rob Tonnaer, ICU Athlete Commission Chairperson**

Expresses appreciation to the ICU Governing Council, Federation officers- and reports that over the past few days, and the inclusion in ICU’s others committee meetings to promote the voice and interests of our athletes. The report is as follows:

- Medical Commission Survey for Data Collection: The AC commends the ICU Medical Commission survey that has been used to collect important information for data and analysis, with the very clear results to avoid assumptions and to provide concrete solutions on injury prevention for the coaches and athletes. The AC highly recommends this is continued to be ahead of trends- so there is a clear view on situations and corrective actions for athlete safety and expresses appreciation for this initiative
- Safeguarding: Continues to be of paramount importance to everyone and also to the AC. The AC appreciates the positive steps being made in this regard and also suggests the idea of the implementation of a report portal electronically available to athletes to safely report violations. Anonymity is important to make the athletes feel safe on whistleblowing – and this is an added recommendation
- Division Ages: The AC also endorses age adjustments to better align with the Youth Olympics. Should this assist in anyway for our Sport to be closer to inclusion in the Games - this is endorsed by the AC. The age adjustment makes sense for better alignment in this regard
- Image Guidelines: The AC also provides its full endorsement of the Image Guidelines as presented by the ICU Governing Council. The concerns presented and addressed by the Image Guidelines are legitimate and falls along the important initiatives for Safeguarding as well. This is fully endorsed by the AC and appreciation is expressed to the ICU Governing Council and Executive for putting this document forward
- ICU Athlete Code of Conduct: This is a very exciting development for athletes to know what rules and directives are in place to protect the athlete. There are many factors that athletes must deal with on a daily basis and a guideline such as this will be very helpful. The AC thanks the ICU Entourage Commission for putting this together; however, understands a legal framework review of the document is underway and looks forward to passing this draft onto the AC soon
- ICU Athlete of the Year: A significant success in 2018, and the AC has its nominations in place. Explanation is provided on the nomination process, the review by the AC of all nominations to select the recipient for the Athlete of the Year award. Highlights the importance of the award to recognize our Athletes' personal and professional accomplishments

President Webb expresses appreciation to AC member Rob Tonnaer for his report, and all committees for their reports on their great work for the ICU and the Sport of Cheer. President Webb asks the floor for any questions on comments to the committees (*no questions*). President Webb introduces ICU Treasurer John Nichols for the Treasurer's Report

#### **8. Treasurer's Report- ICU Treasurer John Nichols**

ICU Treasurer Nichols provides an overview of 2018 actual financials as well as the 2019 proposed budget. The continual increase in World Championship revenue is significant, a notable increase of \$200,000 net over 2018 as indicated in the proposed 2019 budget. This is great news- as our Sport's pinnacle event continues to draw considerable and positive

attention, as well as with positive financial results. Other income lines, less significant in size but very important- includes ICU membership dues that continues to increase, as well as IOC Development Funding.

As the ICU completed its 2<sup>nd</sup> year of IOC provisional recognition- with the target for full recognition as soon as its available, and with ICU's continued focus on global development of our Sport, pending challenges underway- like Dance Sport, and a few other critical initiatives in 2018; the 2018 financials and 2019 proposed budget are as follows:

a. 2018 Summary

- *2018 Revenue:* As noted, the ICU's most significant financial source is World Championships revenue, a net of \$860,000, followed by IOC development funding \$32,000, and ICU's continually improving dues situation \$26,7000, - as well as the increase in ICU educational course reimbursement, mostly noted as "other" net of \$36,800. Sponsorship income was not in place for 2018 as it was in 2017; however, ICU retained over \$200,000 on the balance sheet from 2017 in order to absorb important expenses that will be reviewed under the expenses side
- *2018 Expenses:* With the goal of a break even scenario for 2018, expenses came in higher than 2017, primarily for many a one time expense – however, very important Development Fund initiatives further raising the profile of the ICU – includes the following:
  - The long term World Dance Sport Federation problem - now solved
  - The inaugural launch of the 2018 FISU Championships - successfully completed
  - Mostly legal costs- the development of a compliant National Federation in Australia – with Gymnastics Australia handing over governance to the ICU in December 2017 on the condition of compliance by the end of 2018 - now solved
  - The launch of Special Olympics: multiple unbudgeted events and meetings to finalize rules and launch Cheer – very successful / led to Competitive Cheer being part of the 2019 Special Olympics World Games and March 2019 recognition as a Special Olympics Sport
  - The continuation of development of our Sport around that world- leading to 1,000 additional coaches trained globally in 10 new countries in 2018 - quite important to the ICU
- These important initiatives, quite significant to the future of ICU and our Sport, led to exceeding the 2018 budget; however, the ICU Executive and Governing Council found this to be important - and with ICU's 2017 reserves, the ICU remains in a positive financial position
- *2018 Result:* In addition to the development fund expenditures being higher, administrative costs and remaining expenses are also slightly higher than 2017 to support the development projects; however, the ICU board and a majority of the staff are volunteers, leading to little cost in personnel. The remaining expenses includes ICU's Anti-Doping initiatives and ICU Annual meeting expenses \$146,200, leaving \$225,200 as the total deficit in 2018; however, 2017 cash reserves again leave the ICU in a strong position. All important to further raise ICU's profile in a critical time- as we end our IOC provisional status period

b. 2019 Budget Proposal

- *2019 Budget Proposal Revenue:* Obviously another year of significant improvement over 2019 based on current World Championships registration - a net of \$1,076,400, again the World Championships and Junior WC income is significant- reflecting higher 2019 World Championships net income increase by \$216,400. Also we project the continued slight increase in collection of ICU membership dues and education reimbursement by approximately an increase of another \$16,200 combined. IOC Development Funding is anticipated as it was in 2018, but until paid it is noted here conservatively \$25,000, and nothing has been noted for sponsorships in 2019- although this is a possibility
- *2019 Budget Proposal Expenses:* Previously mentioned, the Dance Sport problem was solved by January 2019, there is no FISU Championships in 2019, Special Olympics programmes have been launched, the vast majority of the Australia Federation legal work has been completed; so this would lead to a \$163,800 reduction in development expenses- with Administrative savings included for 2019. Although there is a plan for added savings on expenses for SportAccord / GAISFs via the Dance Sport resolution and also for WADA expenses, via our collaboration with Clearidium, saving another \$44,100; IOC expenditure line item has been increased – to be safe in case any new development money would be required in 2019
- *2019 Budget Proposal Result:* Based on the increase in World Championship revenue mostly and improvements of other income line items- currently shows a income increase of \$225,700 over 2018 - highly likely as the Championships begin tomorrow. Placed against the planned reduction of these one time expenses explained, 2019 shows a positive cash surplus of \$208,900 – placing the ICU in a similar situation as we found ourselves in 2017. This is very good news

c. Discussion

- ICU Treasurer John Nichols asks for any questions on the 2018 ICU Financials and 2019 ICU Budget Proposal
- No questions or further discussion

d. Adoption of the ICU 2018 Financial and 2019 Proposed Budget

- President Webb thanks Treasurer Nichols for the report. Comments on Treasurer Nichols report - as a reminder to the AGM that no board members are compensated, all are volunteers. Expresses appreciation again for Treasurer Nichol's report. Without further questions or discussion - asks for a motion to approve the 2018 Financials and 2019 Budget Proposal
- Motion by Russia
- Mexico seconds the motion
- Motion carries, 2018 Financials and 2019 Budget Proposal is approved

## **9. Proposals - ICU President Jeff Webb**

ICU President Jeff Webb explains that, based on feedback during the Continental Meetings the day prior, the Governing Council met last evening and is recommending a number of the proposals to be presented to the General Assembly for a vote. Also, based on the Continental Meetings the day prior, the Governing Council determined that a few proposals required more information, as many details are incomplete for a decision - or were proposals not well received



from the Continental Meetings- in which only requiring Governing Council action was required for efficiency purposes, or have been forwarded as Proclamations to be addressed next in the General Assembly:

- **PROPOSAL #1: Junior World Championships Divisions & World Championship Age Criteria**  
Based on input from all of the ICU Continental meetings on Monday, the following age groups were recommended for the Junior World Championships (JWC) and World Championships (WC) in 2020-2022. Please note that – as a compromise – with concerns from Europe, this proposal is showing no change in 2020 from 2019; and only incremental changes beginning in 2021 and then 2022 respectfully.

President Webb adds that this proposal was originally proposed by Chinese Taipei to better align the ICU with the Youth Olympic Games age criteria, but also the ICU sees the importance to reduce the spread of ages on an individual team. *(A slide is presented showing the following):*

**CHEERLEADING DIVISIONS:** (Cross-overs all allowed in all divisions of the JWC & WC)

<u>Year</u>	<u>Senior Ages</u>	<u>Junior Ages</u>	<u>Youth Ages</u>	<u>Note(s)</u>
2020	14+ (Premier 15+)	12-16 (all divisions)	None	No change from 2019
2021	15+ (Premier 16+)	15-18 (Elite/L5)	12-14 (Adv/L4)	1st incremental change
2022	16+ (All Divisions)	15-18 (Elite/L5)	12-14 (Adv/L4)	2nd incremental change

**PERFORMANCE CHEER:** (Cross-overs all allowed in all divisions of the JWC & WC)

<u>Year</u>	<u>Senior Ages</u>	<u>Junior Ages</u>	<u>Youth Ages</u>	<u>Note(s)</u>
2020	14+ (All divisions)	12-16 (Pom & Hip Hop)	None	No change from 2019
2021	15+ (All Divisions)	15-18 (Pom & Hip Hop)	12-14 (Pom & Hip Hop)	1st incremental change
2022	16+ (All Divisions)	15-18 (Pom & Hip Hop)	12-14 (Pom & Hip Hop)	2nd incremental change

President Webb highlights the need to incrementally adjust the age categories to provide time to all National Federations to adjust- as needed; but yet achieve alignment with IOC guidelines for the Youth Olympics (Youth Olympics is 15-18)- while reducing the age spread on individual teams- to move forward with the safest framework, addressing potential Safeguarding issues, for our athletes. President Webb encourages the General Assembly to understand the needs of our Sport- as a whole- across all countries of the world.

ICU Council Recommended Action:

“As a compromise to achieve alignment with IOC guidelines for the Youth Olympics, and reducing the age spread on individual teams for athlete safety purposes - the ICU Governing Council proposes the incremental JWC & WC division age criteria adjustment, beginning in 2021 - as presented, to allow time for ICU members to adjust to the new criteria, while better supporting our Sport and athletes across all countries”:

Action:

- Discussion: President Webb asks if there is any discussion. No discussion.

- President Webb asks for a motion to vote
  - Motion by Canada
  - Australia seconds the motion
  - Motion carries, ICU General Assembly approves Proposal #1
- **PROPOSAL #2: World Championships in Team Cheer Freestyle Pom must cease to compete in Team Cheer Freestyle Pom Doubles moving forward & World Championships in Team Cheer Hip Hop must cease to compete in Team Cheer Hip Hop Doubles moving forward**

Action: Governing Council recommends no action at this time, and defers any decision pending resubmission and clarification in 2020

- **PROPOSAL #3: Cheerleading music portion of routine time limit is shifted from 2:30 to 2:15 beginning in 2020.** (*Note: Performance Cheer has shifted from 2:30 to 2:15 in 2019*)

Action: Based on overwhelming support by the ICU Technical Committees, and based on breakout meeting feedback, the Governing Council has approved of this action for 2020. No vote is required

#### **10. Proclamations - ICU President Jeff Webb**

ICU President Jeff Webb explains that, based on other proposals and feedback during the Continental Meetings, the Governing Council recommends the following Proclamations to be reviewed, discussed and voted on at the General Assembly:

- **PROCLAMATION #1901: SafeGuarding**  
Thoroughly discussed in all meetings, and agreement between all federations, the ICU Governing Council proposes the following proclamation:

“ICU recognizes the critical importance of ensuring the safety of its athletes and participants. It is incumbent upon all stakeholders, including all National Cheer Federations, to adopt general principles for safe sport and to implement and monitor policies and procedures for safe sport. ICU continues to support the IOC’s position on SafeGuarding for the sport of Cheer, including ensuring that all athletes have the right to be treated with respect, protected from non-accidental violence, and that the welfare of athletes is paramount.”

Action:

- Discussion: No discussion.
- Motion by Peru
- Denmark seconds the motion
- Motion carries, ICU General Assembly approves Proclamation #1901

- **PROCLAMATION #1902: E-Sport**

Also thoroughly discussed, the ICU Governing Council proposes the following proclamation:

“ICU retains the right, in its discretion, to direct, develop, regulate, and control all virtual electronic and e-sport Cheer activities and competition in all forms worldwide, including the right to endorse, sanction, and organize any World Championships”

Action:

- Discussion: No discussion.
- Motion by Denmark
- Costa Rica seconds the motion
- Motion carries, ICU General Assembly approves Proclamation #1902

- **PROCLAMATION #1903: ICU Standards and Integrity**

Additionally, one of the proposals has included protection of ICU’s Brand, including ICU’s standards and integrity at events. As mentioned ICU Brand guidelines are being developed and will be provided to all member Federations. Additionally, all ICU members – through their ICU membership as documented in the ICU statutes- maintain all of the rights and privileges granted by ICU membership and are bound to ICU standards and integrity as well. However, the ICU Governing Council has approved and is recommending that the following Proclamation be presented to the membership, with no vote required- to document this proclamation in response to requests, proposals and discussion regarding ICU Standards and Integrity:

“It is imperative that ICU protect the integrity of the ICU name by maintaining standards and consistency around the events and activities of ICU, including the conduct of endorsed or sanctioned events. If an event or activity is sanctioned or endorsed by ICU, it must meet standards to be determined and provided by ICU.”

Action:

- Approved by ICU Governing Council. No vote required by General Assembly

## **11. ICU Membership - ICU President Jeff Webb**

ICU President Jeff Webb expresses the great news of fewer and fewer rivalry issues in regard to the ICU Membership. Following all membership matters being reviewed by the Continental Meetings with feedback, and to further strengthen the ICU; the Governing Council recommends the following actions on ICU Membership for 2019:

- ESTONIA – Change of Membership: The ICU Governing Council recommends terminating the membership of the Estonia Cheer Federation (ECF) as the ICU Provisional Member for Estonia & recommends the admission of the Estonia Cheerleading Union (EsCU) as the ICU Provisional Member Federation for Estonia:

Action:

- Discussion. No discussion
  - Motion by Finland
  - Mexico seconds the motion
  - Motion carries, ICU General Assembly approves the termination of membership of the Estonia Cheer Federation (ECF) as the ICU Provisional Member for Estonia & approves the admission of the Estonia Cheerleading Union (EsCU) as the ICU Provisional Member Federation for Estonia
- HONG KONG – Change of Membership: The ICU Governing Council recommends terminating the membership of the Hong Kong Cheerleading Coordination (HKCC) as the ICU Provisional Member for Hong King & recommends admission of the Hong Kong Cheerleading Federation of Hong Kong, China (CFHK) as the ICU Provisional Member Federation for Hong Kong:

Action:

- Discussion. No discussion
  - Motion by Costa Rica
  - South Africa seconds the motion
  - Motion carries, ICU General Assembly approves the termination of membership of the Hong Kong Cheerleading Coordination (HKCC) as the ICU Provisional Member for Hong King & recommends admission of the Hong Kong Cheerleading Federation of Hong Kong, China (CFHK) as the ICU Provisional Member Federation for Hong Kong
- MALTA – New Membership Application: The ICU Governing Council acknowledges the receipt of an application in representation for Malta, and recommends deferring any vote on this application pending receipt of additional information.

Action:

- Deferred; No vote required at this time.

*ICU President Webb thanks the General Assembly for their interest and support to strength membership within the International Cheer Union*

## **12. 2020 Annual General Meeting- ICU President Jeff Webb**

ICU President Webb announces that in 2020 the SportAccord Convention will be held at the same time and will overlap with the normally scheduled dates of the 2020 ICU World Championships Week. Due to the importance for ICU to be well represented at SportAccord, President Webb requests that the ICU General Assembly consider moving the World Championships and Annual Meetings to another week – closely prior to - or following the normal World Championships scheduled dates. Moving dates are quite complicated, with the size of the event, and feasibility and availability of facilities. Consequently, it is the Governing

Council's recommendation to delegate to the Executive Committee the authority to establish the dates for 2020 to be held in Orlando USA.

Action:

- Discussion:  
Sweden - asks for time frame in deciding the new 2020 date  
President Webb - responds it is a difficult task, but will work to confirm the 2020 dates as soon as possible. Hopefully by the end of May 2019, but no guarantee; however, confirmation of the 2020 date will be confirmed as soon as possible.
- *No further discussion*
- President Webb asks for a motion to approve the delegation to the Executive Committee the authority to establish the dates for 2020 to be held in Orlando USA
- Motion by South Africa
- Puerto Rico seconds the motion
- Motion carries, the ICU General Assembly approves the delegation to the Executive Committee the authority to establish the dates for 2020 to be held in Orlando USA

### **13. Hein Verbruggen Award- ICU President Jeff Webb**

ICU President Webb explains the background of the Hein Verbruggen Award, an award made in the honour of the former president of SportAccord, Hein Verbruggen, a true leader in Sport throughout the world, and emphasises that the International Cheer Union would not be where it is today without President Verbruggen's leadership, courage, dedication and guidance. President Webb further explains the introduction of the award at the 2016 ICU General Assembly, and that President Verbruggen, who passed in 2017, had full knowledge of this distinguished ICU award being presented on his behalf

- 2019 Hein Verbruggen Recipient: President Webb announces the 2019 Hein Verbruggen Award recipient Patrick Baumann, who many met with the 2018 ICU World Championships Opening Ceremonies, Federation reception and World Championships; who passed away in October 2018 at the Youth Olympic Games in Buenos Aires. President Webb heartwarmingly shared a few of Patrick Baumann's incredible contributions to Sport, as the Secretary General of FIBA, President of SportAccord/GAISF, IOC Member and among many other high level positions and incredible contributions. A person with incredible energy, dedication and passion to the world sport's community as a whole, Patrick Baumann played an instrumental role in supporting the ICU. In honour of Patrick's family, this award is being announced in this General Assembly only - and will be presented by the ICU to Patrick Baumann's family in October 2019 during the 2019 SportAccord Forum in Switzerland  
**Recipient of the 2019 Hein Verbruggen Award: Patrick Baumann**  
*(ICU General Assembly standing ovation)*

### **14. Adjournment - ICU President Jeff Webb**

ICU President Jeff Webb extends his great appreciation to all National Federations for their commitment to our young people, what each have accomplished, and their hard work in the promotion of our Sport. Reminds the General Assembly to speak to their respective head coaches, relaying messages of respect, decorum, behavior and safety. Always support our

athletes moving forward, can make a difference in the lives of millions of athletes around the world, and speak in 1 voice to accomplish this very important goal.

Asks for a group photograph, wishes safe travels to all

**2019 ICU Annual General Meeting is adjourned at 3:46 PM / 15:46 (EST)**

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Karl Olson', with a long horizontal flourish extending to the right.

Karl Olson  
Secretary General

# APPENDIX A

## SUMMARY OF ATTENDANCE

### Meeting of the General Assembly of the International Cheer Union

Tuesday 23 April 2019, Orlando, Florida, USA

The following voting Member Federations were in attendance:

- |                         |                            |                                |
|-------------------------|----------------------------|--------------------------------|
| 1. Australia            | 14. Germany                | 28. Poland                     |
| 2. Argentina (by proxy) | 15. Greece                 | 29. Puerto Rico                |
| 3. Austria              | 16. Italy                  | 30. Russian Federation         |
| 4. Canada               | 17. India                  | 31. Singapore (by proxy)       |
| 5. Chile                | 18. Ireland (Rep. of)      | 32. Slovenia                   |
| 6. Chinese Taipei       | 19. Japan                  | 33. South Africa               |
| 7. Colombia             | 20. Korea (Rep. of)        | 34. Sweden                     |
| 8. Costa Rica           | 21. Malaysia               | 35. Thailand                   |
| 9. Czech Republic       | 22. Mexico                 | 36. Ukraine                    |
| 10. Denmark             | 23. Mongolia               | 37. United Kingdom             |
| 11. Ecuador             | 24. Netherlands            | Includes: England, N. Ireland, |
| 12. Finland             | 25. New Zealand (by proxy) | Scotland, Wales, Anguilla      |
| 13. France              | 26. Norway                 | Gibraltar, Guernsey            |
| Includes: French Guiana | 27. P.R. China             | 38. USA                        |

The following voting Member Federations were not in attendance:

1. Croatia

The following non-voting Member Federations were in attendance:

- |                        |                         |                           |
|------------------------|-------------------------|---------------------------|
| 1. Belarus             | 7. Guatemala            | 13. Spain                 |
| 2. Belgium             | 8. Indonesia (by proxy) | 14. Switzerland           |
| 3. Brazil              | 9. Kazakhstan           | 15. Trinidad and Tobago   |
| 4. Bulgaria (by proxy) | 10. Nigeria (by proxy)  | 16. Uzbekistan (by proxy) |
| 5. Dominican Republic  | 11. Peru                |                           |
| 6. Georgia             | 12. Philippines         |                           |

The following non-voting Member Federations were not in attendance:

- |                           |            |                           |
|---------------------------|------------|---------------------------|
| 1. Bahamas                | 5. Hungary | 9. Rwanda                 |
| 2. Barbados               | 6. Jamaica | 10. Saint Kitts and Nevis |
| 3. Bolivia                | 7. Moldova | 11. Zimbabwe              |
| 4. Bosnia and Herzegovina | 8. Panama  |                           |

The following Provisional Federations were in attendance:

- |                          |                        |           |
|--------------------------|------------------------|-----------|
| 1. Armenia (by proxy)    | 4. Latvia (by proxy)   | 7. Serbia |
| 2. Azerbaijan (by proxy) | 5. Mali (by proxy)     |           |
| 3. Botswana (by proxy)   | 6. Pakistan (by proxy) |           |

The following Provisional Federations were not in attendance:

- |                           |                 |                  |
|---------------------------|-----------------|------------------|
| 1. American Samoa         | 13. Israel      | 25. San Marino   |
| 2. British Virgin Islands | 14. Ivory Coast | 26. Saudi Arabia |
| 3. Burundi                | 15. Kenya       | 27. Sri Lanka    |

4. Cameroon
5. Egypt
6. El Salvador
7. Estonia
8. Ghana
9. Guam
10. Haiti
11. Honduras
12. Hong Kong
16. Kyrgyzstan
17. Laos
18. Luxembourg
19. Macau
20. Macedonia
21. Montenegro
22. Morocco
23. Namibia
24. Romania
28. Suriname
29. Tanzania
30. Uganda
31. United Arab Emirates
32. Venezuela
33. Vietnam
34. Virgin Islands
35. Zambia