

Meeting of the General Assembly of the International Cheer Union

a Texas non-profit corporation

Tuesday 18 April 2023

Orlando, Florida, USA

1. Meeting called to Order at 2:10 PM/14:10 EST

2. Welcome and Opening of Meeting - ICU President Jeff Webb

- Welcomes everyone to the 2023 Annual General Meeting of the International Cheer Union, communicates the great anticipation and excitement that is underway for the ICU Junior World and World Championships that are soon to begin, and express appreciation to the ICU members for making this experience possible for the thousands of athletes who have gathered in Orlando in the past few days – for the sport’s pinnacle event
- Expresses appreciation to everyone for the meetings over the past few days, as it is critical for the ICU National Federations from around the world to gather and address important issues for our sport, assuring that all and timely issues are addressed for the benefit of our athletes, that have led to today’s Annual General Meeting
- Introduces Secretary General Karl Olson for Roll Call and Introduction of Invited Guests

3. Roll Call and Introduction of Invited Guests - ICU Secretary General Karl Olson

- Expresses appreciation to ICU President Webb, ICU Officers, ICU National Federation Members, Distinguished Sport Officials, Invited Guests, Colleagues of the Sport of Cheer & the International Cheer Union. Introduces the ICU Governing Council members and thanks the Council for their leadership over the past year with many meetings in 2022 and 2023
- Highlights that travel restrictions are greatly improved since 2022; however, a number of countries are still experiencing travel issues – and they are missed, but the ICU is thrilled to see more and more of the ICU family together for 2023
- Explains Membership Dues, Full and Provisional Membership status, highlights that travel restrictions are greatly improved since 2022; however, a number of countries are still experiencing travel issues – and they are missed, but the ICU is thrilled to see more and more of the ICU family together for 2023
- 68 full members, 35 of 41 full members in good standing are present - there is a quorum
- Voting process explanation

4. Plan of Meeting - ICU President Jeff Webb

- Reviews the ICU Annual General Meeting Agenda; highlights that following the ICU membership agenda item, the ICU will have a short break, then will continue with committee reports, and completing the AGM with acknowledgement awards
- Introduces Secretary General Karl Olson for approval of the 2022 ICU AGM Minutes, and for the Secretary General Report

5. Approval of the 2022 AGM Minutes - ICU Secretary General Karl Olson

- References that the 2022 Minutes have been circulated and posted on-line over the past year; also distributed at continental breakouts for review. Acknowledges there has been no further discussion or feedback on the 2022 Minutes
- Asks, if there is no further discussion, for a motion to vote on:
“RESOLVED, that the April 2022 Annual General Meeting minutes are approved”

Action:

- Motion by Germany
- Seconded by Thailand
- VOTE: In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries, the April 2022 Annual General Meeting minutes are approved

6. Secretary General’s Report - ICU Secretary General Karl Olson

Expresses appreciation to everyone for their great work over the past year. With the uncertainty coming into 2022, it was thrilling to see activities resuming more and more throughout 2022 and is pleased to report 2022 and 2023 to date, have been busy for the Sport of Cheer. The Secretary General report is as follows:

a. Overview of the past 12 Months – Events:

- 2022 Junior World Championships (JWC) & World Cheerleading Championships (WCC)
 - 18-20 April 2022, Orlando, USA
 - 50 Nations attended and over 2,000 athletes
 - A few months prior, great uncertainty that the JWC/WCC would happen in 2022, but ICU committed itself to take the risk and move forward
 - It was a success, and above all, those who could come were back together “in-person” for the first time in 3 years!
- Special Olympics USA Games Orlando (06-07 June 2022, Orlando, USA)
 - Since 2018, ICU has partnered with Special Olympics International (SOI), and despite the interruption of the pandemic, ICU is thrilled with the development of programs for athletes with Intellectual Disabilities (ID)
 - 06-07 June 2022, ICU administered the Cheer Competition for the multi-sport event, the Special Olympics USA Games Orlando; held in the exact same venue as the World Championships, in the Arena at Disney’s ESPN Wide World of Sports Complex
 - For the 1st time in history, Cheer was an official competitive sport at a Special Olympics Games! A milestone for our sport
 - 14 “State Teams” competed in 2 days of competition: comprising of teams in the Traditional Format (100% of the team with Intellectual Disabilities-ID) and the Unified Format (50/50% athletes per team with an ID) in the Novice/L1 level
 - A tremendous success, great reviews by the coaches, athletes, and family members
 - Working to be part of the next edition of the Special Olympics USA Games to be held in Minneapolis, Minnesota USA in 2026
 - Confirms that Cheer is not formally a competitive sport in the Special Olympics World Games Berlin 2023, held in little over 1 month; however, Cheer will be part of a Game Cheering Program that is being spearheaded by Darian Packard who co-chairs the SO Cheer Resource team and serves as the SO Cheer Global Advisor, also in coordination with the CCVD, the ICU German National Cheer Federation (both are in the AGM)

- Efforts are underway to be part of the competitive program for the Special Olympics World Games 2027 in Perth, Australia
- 2022 ICU European Championships (01-03 July 2022, Athens, Greece)
 - Originally scheduled for Athens, Greece in 2020 and rescheduled for 01-03 July 2022
 - Similar to many events in 2022, there was great uncertainty to the event happening in 2022, but ICU's National Cheer Federation, HCF, under the leadership Mike, Lista and Katerina were committed to it, also spearheaded by Tone Sparby and her team, and Councilmember Aljaz Britvic – congratulates all for making the return to Europeans a great success
 - Nearly 30 nations in attendance, over 2,500 athletes
 - Streamed on the Olympic Channel for the 1st time ever, with great viewership
 - A great event and a wonderful “in-person” return for the ICU Europeans held in beautiful Athens, Greece, the Hellenic Republic
- 2022 ICU Asian Championships (02-04 September 2022, Bangkok, Thailand)
 - Similar situation, but travel restrictions were even greater for the Asian continent
 - ICU Councilmember and Thailand Federation President Dr. Suebsai Boonverabut was determined to hold an Asian Championships in 2022, and did just that on 02-04 September 2022 in Bangkok, Thailand
 - 10 countries attended with over 1,300 athletes
 - The event was held at Fashion Island Mall in Bangkok, wonderful production for the event and a great experience for the athletes – who were thrilled to be back in action after so many years of no events
 - Thank you to Dr. Suebsia Boonverabut and her team for quickly putting together the ICU Asian Championships 2023
- 2022 ICU Pan-American Championships & Copa America (29 September – 01 October 2022, Santiago, Chile):
 - Originally scheduled for 2021 in Santiago Chile, but disrupted by the pandemic, ICU Councilmember Rodrigo Anguita and his wife Irma were determined to host this event, bringing the teams of the Americas to Chile and they did just that
 - As with all of the 2022 events, there was much unknown on participation possibilities and much risk to ho these Championships; however, Rodrigo and Irma moved forward, also with the great help of ICU Event Director Chantal Canales -Garcia; hosted a spectacular event
 - 12 countries attended with over 1,100 athletes from the Americas
 - The event was held at the Centro de Entrenamiento Olímpico / Olympic Training Center in Santiago, Chile National Olympic Committee officials were in attendance, it was a spectacular venue, as many people might have noticed on social media with many athletes posting photos with the Olympic Rings / the Chile National Olympic Committee logo that is just outside the facility
 - A thank you to Rodrigo and Irma and Chantal for putting on a very successful ICU Pan-American Championships & Copa America 2022
- TOMMORROW: 2023 Junior World Championships (JWC) & World Cheerleading Championships (WCC)
 - 66 countries in attendance, 52 countries with teams competing
 - Over 3,300 athletes this year

- First ever ICU International Cheerleading Cup, almost 40 entries and 20 countries participating, specifically for doubles club teams, and cheerleading clubs that are qualified from the National Cheer Federations

b. Updates – 2023 Junior World and World Cheerleading Championships

- New in 2023 - Junior World Championships (JWC)
 - Semi-Finals have been added for Youth and Junior Divisions
 - Top 10 teams per division will move to the Thursday evening Youth and Junior Finals
 - Junior World Championships Welcome Ceremony on Wednesday morning is back in 2023
 - SAME AS BEFORE: All Youth and Junior Teams are invited to watch the Wednesday Evening Opening Ceremonies (OC) in the Arena and are invited to join the Athlete Cultural Exchange on Wednesday Evening following the OC
- JWC Schedule Review: Wednesday 19 April 2023
 - JWC will be in the State Farm Field House (formerly called HP Field House) with the following times:
 - 8:00 AM: JWC Welcome Ceremony rehearsal – 2 Youth and/or Junior athletes per country are needed to be in attendance
 - 9:15 AM: Youth & Junior Teams Report for the JWC Welcome Ceremony
 - 9:45 AM: JWC Welcome Ceremony Begins
 - 10:00 AM: Youth and Junior Performance Cheer Team Semi-Finals begin, followed by Youth and Junior Cheerleading Teams
 - Finalist Announcements planned for 13h30 and 18h20 respectfully
 - NEW: No JWC Award Ceremonies on Day 1
 - 19h00: Youth and Junior Teams can watch the OC in the Arena and be part of the ICU WC Cultural Exchange following the OC
- JWC Schedule Review: Thursday 20 April 2023
 - 17h30 (Performance Cheer) & 18h00 (Cheerleading): Youth and Junior Team Finals
 - JWC (Youth & Junior Team) Performance Cheer Finals: 17h30 in the Field House
 - JWC (Youth & Junior Team) Cheerleading Finals: 18h00 in the Arena
 - Medal Ceremonies held in the Field House and Arena following the divisions
- WCC (Senior Division) Schedule Review: Wednesday 19 April 2023
 - 1:00 PM/13h00: World Championships Opening and Closing Ceremonies REHEARSAL, 2-4 athletes per country will be needed to report to the Arena
 - 6:00 PM/18h00: Teams Report: Countries A-M, NorthWEST Pavilion
 - 6:15 PM/18h15: Teams Report: Countries N-Z, NorthEAST Pavilion
 - 7:00 PM/19h00: World Championships Parade of Nations and Opening Ceremonies Begin!
 - Following the Opening Ceremonies, the ICU Athlete Cultural Exchange and National Federation will be held in the ESPN Complex
- WCC (Senior Division) Schedule Review: Thursday 20 April 2023
 - Locations: Senior Division Semi-Finals & Disabled Sport Division (DSD) Finals– both venues beginning at 9:00 AM
 - Cheerleading – Arena: Begins with DSD Finals, Senior Semi Finals begin at 11:00 AM
 - Performance Cheer – Field House: Begins with Doubles, DSD Finals at 1:00 PM/13h00, Jazz, Pom and Hip Hop Senior Semi-Finals until 5:30 PM/ 17h30
 - DSD Medal Ceremonies will be held at the Arena. Cheerleading at 10:00 AM and Performance Cheer at 4:00 PM / 16h00

- For Senior Semi-Finals, like years past, the Top 10 teams per division will advance, and announcements will be made following the Semi-Final Divisions. Many teams will have 2 performances
- NEW: Following the Senior Semi-Finals, the Junior World Championships Finals will be held, with Medals Ceremonies held in their respective venues. ICU is thrilled about the Junior World Championships Finals, further showcasing the great young talent for our sport
- Senior Finals: Friday 21 April 2023
 - Same as years past: Both Performance Cheer & Cheerleading Finals will be held in the Arena, with Medal Ceremonies conducted throughout the day following the World Championships Divisions Finals
- FREE LIVE STEAM and Event Coverage Update
 - EXCITING NEWS: The entire Junior World & World Cheerleading Championships will be streamed for FREE on the Olympic Channel
 - The link can be access on the ICU Website Homepage www.cheerunion.org , or on the ICU app or on the ICU Social Media platforms
 - ICU encourages all National Federations to share this with family and friends and any media partners in Federations' respective countries
 - Streaming will begin 30 minutes before the scheduled time in each venue, a good reference to share worldwide, is New York City or Miami time zone
 - Streaming for the Junior World Championships (JWC) will begin at 9:15 AM for a 9:45 AM start for the JWC Welcome and will run through the entire JWC Semi-Finals. All in the Field House
 - Once the JWC Finalists are announced, there will be a break and the Olympic Channel will begin to stream the Opening Ceremonies at 6:30 PM/18h00 for a 7:00 PM/19h00 start time, in the Arena
- Following the Championships: ICU's YouTube Channel
 - Video of the Championships & team performances will remain on ICU's YouTube Channel

c. Upcoming Events

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| ● Special Olympics World Games Berlin (SOWG) | 17-25 June 2023 | Berlin, Germany |
| ● ICU European Cheerleading Championships (ECC) | 30 Jun-2 July 2023 | Verona, Italy |
| ● ICU Africa Cheerleading Championships (AFCC) | 07-08 July 2023 | Durban, S. Africa |
| ● NEW! ICU Cheerleading World Cup (CWC) | 06-08 Oct 2023 | Seoul, Korea |
| ● OCA Asian Indoor & Martial Arts Games (AIMAG) | 23-24 Nov 2023 | Bangkok, Thailand |
| ● For 2023: ICU Pan-Am Championships/Copa (PCC) | September 2024 | Canada |

d. Multi-Sport Games Initiative

- Reports that ICU continues to apply to all Multi-Sport Games; thanks Dr. Suebsai Boonverabut for the excellent progress with AIMAG, and lists the Multi-Sport Games that the ICU continues to apply for participation:
 - Olympic Games
 - Youth Olympic Games
 - Paralympic Games
 - World Games
 - Continental/Regional Games
 - Masters World Games

- FISU World Universiade
- CSIT World Games
- TAFISA World Games
- Special Olympics World Games

e. FISU/ICU World University Championships (WUC) 2024

- Since 2014, ICU has been a proud partner of FISU and had a wonderful event at 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
- Unfortunately, the FISU Championships in 2020 (Wonju City, Republic of Korea) & Heraklion, Crete, Greece) were cancelled due to COVID. Expresses appreciation to ICU's National Federation for Korea, Korea Cheerleading Association (KCA) & for Greece, Hellenic Cheerleading Federation (HCF) for the great work on both the 2020 and 2022 editions, and for their great effort – despite the pandemic
- For 2024, reviews the FISU format will revert back to National Teams, similar divisions of the ICU Senior Divisions with the same rules and scoresheets
- Athlete eligibility is available at FISU.net
- Location is set for Split, Croatia; dates are pending but will be confirmed with FISU soon and will be shared with ICU Membership as soon as this is confirmed
- Important item for FISU WUC participation: Coordination with the FISU National University Sport Federations (NUSFs), as many ICU members know, and soon ICU will begin to connect the ICU members with the NUSFs in preparation for a very successful FISU WUC in 2024

f. Education

- A bedrock of the ICU to assure safe and successful growth of our sport globally
- The pandemic initiated the ICU launch of the on-line ICU Coaches Medallion training program, also part of the ICU Development program reported to the IOC. As there was no other activity during the pandemic, the on-line courses were an important part to keep the ICU in good standing with the IOC, which played an important role in the ICU full recognition by the IOC in July 2021. Of course, on-line education for everyone, is here to stay
- In 2022, in-person courses again resumed, but not yet to 2019 levels. ICU believes in-person courses are most effective; however, on-line training is a wonderful compliment to the in-person courses. Additionally, the on-line courses assist the ICU to reach anyone in the world, at any time, with immediate educational opportunities
- When the on-line courses were launched in 2020, the goal is to partner with the ICU National Federations in each country to implement the most effective education system, and this work partnership work continues to progress, as more technical solutions are being upgraded on the ICU education platform. However, the on-line education has been a great success to date
- Over 3,000 coaches from 80 countries are on the platform and continue to take the educational modules, also available in many languages

g. 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 3.4 million likes), Twitter, Instagram, Tik Tok (shows the ICU handles on the presentation slide), jokes about a Federation Tik Tok competition
- For any ICU National Federation requiring additional assistance with their NOCs and NSA, ICU remains available as always to assist

In closing, Secretary General Olson thanks the ICU Membership for their commitment to the youth of the sport and the friendship to continue to promote the ICU and the Sport of Cheer globally, despite the 3 difficult years that greatly affected our sport and all sports around the world. The year of 2022 was a great return to activities and the ICU looks forward to a successful JWC/WCC in the next days, and throughout the remainder of 2023 and beyond.

Concludes report, asks for any questions (*no questions*)

7. **Treasurer's Report- ICU Treasurer John Nichols (*by audio broadcast to the AGM*)**

ICU President Webb explains to the ICU AGM that Treasurer Nichols fell ill, but not with COVID, and is not able to attend the AGM in person but will present the Treasurer's report by phone with the financial report reviewed in the AGM. ICU President Webb adds that due to a change to the decentralized World Championships Week accounting process between ICU and USASF and Varsity Spirit in 2022, the 2022 Financial closeout is not yet completed. In 2023, changes were made to centralize the account process for this reason, as everyone noticed with the new "World Championships" account that was made for payments. With the USASF, IASF and ICU accounts centralized for all activity for the World Championships week, since many teams and athletes compete in a combination of these competitions; this process easier to close the books for 2023

Sweden: Asks when the 2022 Financial Report will be available

ICU President Webb: Suggests this will be available in 60 days, and asks Treasurer Nichols (who is on an audio broadcast), is 60 days is feasible

ICU Treasurer Nichols: Confirms that 60 days will be feasible (ICU President Webb introduces ICU Treasurer Nichols to present the Treasurer's Report)

ICU Treasurer John Nichols: Extends his apologies for missing the meeting, relates his greetings to all and assures the AGM that he would much rather be in Florida, then not feeling well, adding/joking that his wife is also not happy that they are both not in Florida (*a few laughs from the AGM*). Re-confirms ICU President Webb's comments that the 2022 Financial Report is not yet finalized; as Varsity Spirit had challenges with the registration system between separate accounts between USASF, IASF and ICU and settling the World Championships week accounts with the entities; therefore, this report will focus on the budget, 2022 v 2023 comparatively, which will be helpful for this report, and final results should be available in 60 days. The Treasurer's Report is as follows:

a. **ICU Financials 2022 and 2023 (Budget)**

- Overview: Provides an overview of 2022, as presented last year, and the 2023 budget, in USD. Will present both together walking through each line item
- Income:
 - Contributions: As presented in 2022, during the pandemic, that President Webb had negotiated Varsity Spirit to make a contribution to the ICU for 2021 and 2022 in the amount of \$1 million. In 2023, this arrangement is now concluded; therefore, the contribution shows \$0 for 2023. The challenge is to replace the \$1 million contribution in 2023, and this planned by other activities

- World Championships: As the world comes back from the pandemic, the ICU is pleased with 2 consecutive years of planned growth. The year of 2022 included a little over 2,000 athletes, for the first year back since 2019, and this resulted in the 2022 World Championships income to show \$180,000, which is net income. In 2023, it is estimated that the number of athletes is near 3,500, or an estimated \$550,000 in net income or a \$370,000 increase for the World Championships over 2022, which is a nice increase
- Sponsorship: In 2022, ICU estimated \$100,000 in sponsorship money and has a number of people helping on this effort, but this did not come into fruition in 2022 as there was the uncertainty of many events being possible; however, as the world continues to recover, it is estimated that \$50,000 in sponsorships in 2023 will be possible
- World Cup: ICU is thrilled with the development of the World Cup to be held in Seoul, South Korea this year, and the hosting rights fee is \$320,000 which will be a tremendous event, but also is helpful to the ICU bottom line in 2023
- Orlando Events: ICU has conducted a number of international events, World School Championships, etc., during the Varsity United States Championships in Orlando, and negotiations are underway for ICU on these events, with an estimated \$100,000 increase for 2023
- On-Line Merchandise: ICU has been working on this as well, as an opportunity due to many requests. With the on-line platform launch planned for next month, May 2023, \$60,000 in income is budgeted
- Membership Fees: We anticipate ICU Membership financial situations will continue to improve so its budgeted here that ICU will increase by \$10,000 in Membership dues in 2023
- IOC Development Funding: This is always much appreciated and is a program of the IOC that encourages all Olympic International Federations to make efforts to develop their sport globally. ICU anticipates the IOC contribution will be \$32,000 again in 2023, as the IOC did in 2022, so there is no change here for the 2023 budget
- Education: A nice surprise as the on-line program was initiated during the pandemic and in-person courses have resumed, there has been a significant increase of the Education revenue in 2022, which is far over the \$25,000 that was budgeted for 2022; therefore, in 2023, ICU estimates the income will be \$120,000 which also provides a nice service to our coaches and officials to enhance their educational opportunities
- Income Summary: The total 2023 income flow is budgeted for \$1,580,000, which is \$95,000 USD down from the \$1,675,000 budgeted in 2022; however, it is a good income flow especially in light of losing the \$1 million in contributions that ICU had in 2022
- Expenses: The objective for expenses in 2023 is to hold down costs for year over year, despite global inflation; however, there are a few savings opportunities as noted in the expense budget for 2023. The 2023 (v 2022) expense budget is as follows:
 - Utilities, Office, Supplies, Payroll, Insurance, Legal: As the largest portion of the expenses includes and are mostly reflective of inflation and increased activities. In 2022, these lines items were budgeted for \$842,660 and in 2023 these items collectively are budgeted for \$975,000 or a \$132,340 / 16% increase; figuring in inflation and increase in activities. A reminder that ICU President Webb takes no salary
 - Development Funding: As many countries are continually improving financially and assisting with the cost of ICU traveling to various countries, many now with National Olympic Recognition, plus the effectiveness of the ICU on-line educational platforms, the

2022 budget here was \$220,000 and with the world improving and on-line education, we see this as \$180,000 in 2023, with a \$40,000 decrease in expenses here, without losing any momentum in ICU continually assisting countries around the world

- IOC Activities: At the AGM in 2022, ICU was budgeted to commit a substantial financial effort in hiring consultants, etc. to work on the Los Angeles Olympics 2028, but this didn't transpire; therefore, this was budgeted for \$120,000 in 2022, but we dropped this by \$100,000 in 2023 to \$20,000 as ICU will continue to work the IOC for their guidance and support including with efforts for other Multi-Sport Games and future Olympics, but not with the intensity that we would have had with LA28
- International Events: In 2022, ICU administered the Cheer competition at the Special Olympics USA Games in Orlando and had plans to administer the FISU University Cup in Greece as well. The FISU event in Greece unfortunately did not transpire due to the ongoing impact of the pandemic; therefore, this line was budgeted \$70,000 in 2022. Without a Special Olympics USA Games competition event and no FISU event in 2023, and with some expenses associated with the Special Olympics World Games Berlin in June, this line is budgeted for \$10,000 in 2023
- WADA and SportAccord: With the ICU's Olympic recognition, ICU is planning for more of our event hosts to pay the testing / anti-doping program fees associated with their ICU event; therefore, we see the WADA budgeted expenses to drop by half (\$100,000 to \$50,000) in 2023, and SportAccord/GAISF has been re-organizing as well with fewer events again in 2023; therefore, we see the SportAccord line to be almost flat v 2022
- Technical Development: During the pandemic, ICU had invested in elevating our technical abilities, including the education platform, Member365, but also in more functionality with the website. As stated previously, ICU is also launching a merchandise platform in the next month, and prior to the World Championships, ICU launched the ICU app; therefore, the budget proposed shows an increase from \$40,000 in 2022 to \$65,000 in 2023
- NEW COSTS - Postage/shipping and Bank/Transaction Fees: With the on-line courses growing in popularity, there has been a significant increase in postage/shipping expenses as well as bank/transaction fees associated with more wire type transactions happening on a daily basis; therefore, between these 2 line items, we have budgeted at \$55,000 increase in 2023 v 2022 and this is offset by the \$95,000 increase in education income as previously discussed
- Expense Summary: As we look to 2023, with global inflation as a major point of consideration, overall expenses are close to flat with \$1.48 million in 2022 v \$1.5 million budgeted for 2023
- 2023 Budget Summary: In total, the 2023 expenses are budgeted to be close to flat year over year, and revenue is down year over year, but still shows a profit of \$72,000 in 2023, which is quite positive after losing the Varsity contribution for 2023, and the efforts of the ICU staff and ICU members have been important to help the ICU to find ways to overcome this deficit, which seems to be quite successful

b. Discussion

ICU Treasurer John Nichols thanks the General Assembly for their attention, asks for any questions regarding the 2023 ICU Budget (*No questions or further discussion*)

c. Adoption of the ICU 2023 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, asks Treasurer Nichol's to stay on the phone for the vote to adopt the ICU 2023 Proposed Budget. Without further questions or discussion - asks for a motion to approve the ICU 2023 Proposed Budget

"RESOLVED, that the budget for 2023 is accepted and approved"

Action:

- Discussion: No further discussion
- Motion by Mexico
- Seconded by South Africa
- VOTE: In Favor: 34 Opposed: 0 Abstention: 1
- Motion carries, the budget for 2023 is accepted and approved

President Webb thanks ICU Treasurer John Nichols for his work, for his report and moves to the topic of Membership, as the next agenda item (*Treasurer Nichols ends his audio call*)

8. ICU Membership – ICU President Jeff Webb

President Webb reviews that, as discussed in the Continental Breakout meetings, the ICU has a number of Membership items to present to the AGM for a vote. Following the feedback from the ICU National Federations in the Continental Breakouts on the ICU Membership proposals, the ICU Governing Council met, and puts forth the following recommendations regarding ICU Membership. The first ICU Membership item includes the vote regarding 3 new Provisional Member applications, and 1 Provisional Member requesting to be admitted as a full ICU Member. The second, third, and fourth items include Membership adjustment requests for Brazil, Netherlands, and Italy. The final item is regarding the matter for Costa Rica

ICU Membership Item #1: CYPRESS, MONACO, LITHUANIA, SLOVAKIA

President Webb displays the following proposed resolution for review by the General Assembly:

"RESOLVED, as recommended by the Governing Council, the General Assembly approves the following actions:

Cypruss (Cypruss Cheerleading Federation) Monaco (Monaco Cheerleading & Performance Cheer) Lithuania (Lithuania Cheerleading Federation)	Admit as Provisional Member Federation
Slovakia (Slovak Cheer Union)	Current Provisional Member Federation; Admit as as Full Member Federation

"

President Webb asks for discussion (*no discussion*) and calls for a motion to approve the proposed resolution for Cypruss, Monaco, Lithuania, and Slovakia.

Action:

- Discussion: None
- Motion by Austria
- Seconded by Germany

- VOTE: In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries. Cypress, Monaco, and Lithuania are admitted as ICU Provisional Member Federations, Slovakia is admitted as an ICU Full Member Federation

President Webb thanks the ICU Annual General Assembly and congratulates Cypress, Monaco, and Lithuania for their admission to the ICU, now 120 ICU National Federation members. Congratulates Slovakia on its admission as a Full Member of the ICU.

ICU Membership Item #2: BRAZIL

President Webb mentions that this was an agenda item in 2022 and was tabled for reasons to allow more time for individuals involved in the original ICU National Federation for Brazil were not in agreement for the admission of the Confederation structure, that is important in the country. Now, this is solved as also discussed in the ICU Regional Breakout meetings. Displays the following to the General Assembly:

Confederação Brasileira de Cheerleading Desportivo (CBCD)

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the removal of current Member Federation União Brasileira de Cheerleaders (UBC), and the admittance of Confederação Brasileira de Cheerleading Desportivo (CBCD) as a Member Federation in its place.”

Action:

- Discussion: None
- Motion by Japan
- Seconded by Colombia
- VOTE: In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries for the removal of União Brasileira de Cheerleaders (UBC) as the ICU Member Federation for Brazil, and Confederação Brasileira de Cheerleading Desportivo (CBCD) is admitted as the ICU Member Federation for Brazil

President Webb congratulates CBCD as ICU’s new member for Brazil, and for their years of work on this; additionally, expresses appreciation to ICU Councilmembers Rodrigo Anguita and Pamela Chang for their help on this matter, and to all involved for their assistance on this process to achieve a major step forward for Brazil.

ICU Membership Item #3: NETHERLANDS

President Webb re-states there is a mutual agreement between ICU’s existing National Federation, DCA, to be removed and replaced by a new National Federation, CSN, as discussed in the ICU Regional Breakout meetings. All are in agreement. Displays the following proposed resolution for review by the General Assembly:

Cheer Sport Netherlands

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the removal of current Member Federation Dutch Cheerleading Association (DCA), and the admittance of Cheer Sport Netherlands (CSN) as a Member Federation in its place.”

Action:

- Discussion: None
- Motion by Belgium
- Seconded by Germany
- VOTE: In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries for the removal of Dutch Cheerleading Association (DCA) as the ICU Member Federation for the Netherlands, and Cheer Sport Netherlands (CSN) is admitted as the ICU Member Federation for the Netherlands

President Webb congratulates CSN as ICU’s new member for the Netherlands and congratulates both DCA and CSN for such a smooth process to change the Federation for the benefit of the athletes and sport in the country.

ICU Membership Item #4: ITALY

President Webb re-explains the changes requested by the Italian Olympic Committee (CONI) to consolidate the National Sport Federations (NFs) in Italy with over 300 NFs in existence posing challenges for efficiency and funding. SportAccord was also involved to move this effort forward and an agreement was signed by CONI, ICU, FICEC (ICU’s National Federation for Italy) and FIDS (Italy National Dance Sport Federation) to establish an umbrella Confederation structure to include Italy Musical Sports, whereas Cheer will be a Department or a “Lega” and Dance Sport will be a completely separate Department/Lega along with other Italy “Musical Sports”. However, this Confederation structure is planned to be formed in July 2023, following this AGM. This has also been discussed in detail in the ICU Regional Breakout meetings, the following proposed resolution for review by the General Assembly:

Lega Italiana Cheerleading e Cheersport (LICEC) or a similar name

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the removal of current Member Federation Federazione Italiana Cheerleading e Cheersport (FICEC) and the recognition of Lega Italiana Cheerleading e Cheersport (LICEC), a division of Federazione Italiana degli Sport Musical (FISM), as a Member Federation, effective upon (i) the formation of LICEC and FISM under the same name or similar names, and (ii) the approval by the Governing Council thereof.”

Action:

- Discussion: None
- Motion by Australia
- Seconded by Poland
- VOTE In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries for the removal of Federazione Italiana Cheerleading e Cheersport (FICEC) as the ICU Member Federation for Italy, and the admission of Lega Italiana Cheerleading e Cheersport (LICEC) as the ICU Member Federation for Italy under the conditions provided herein

President Webb thanks FICEC for their great contributions and looks forward to the FICEC leadership continuing to contribute under the new National Cheer Federation for Italy as agreed by ICU, CONI, and FIDS, as this situation will unfold in the next 4-5 months; wishes FICEC the very best in its organization of the ICU European Championships coming up in late June/early July 2023 in Verona.

ICU Membership Item #5: COSTA RICA

President Webb further confirms the sensitivity of the matter. A matter discussed thoroughly during the ICU Regional Breakout meetings, is the next membership item: The proposed termination of the ICU National Federation for Costa Rica, FECAD CR, pursuant to Article 3.6.2 of the ICU Statutes, for non-compliance of the rules and Statutes, disregard for ICU policies, and conduct unbecoming a National Cheer Federation given the responsibility to manage and conduct its respective sport.

President Webb references the significant oversight and monitoring of FECAD CR's membership and activities by the Governing Council over the past year, as well as the repeated requests by the Governing Council for action and response by FECAD CR. Adds that each National Federation was provided with extensive background and the opportunity for discussion at the ICU Regional Breakout Meetings.

President Webb continues that FECAD CR was provided the opportunity to present to the ICU Governing Council for 1 and 1/2 hours the night prior, including a thorough question and answer session. At the end of the meeting, the ICU Governing Council reaffirmed its stance unanimously; ratifying its decision to recommend the termination of membership of FECAD CR; however, the Council has provided the opportunity for FECAD CR to address the ICU Annual General Meeting today, under the following guidelines/parameters to ensure decorum and best practice:

1. The presentation will have a time limit of 15 minutes (including translation)
2. Timing will begin at the start of the presentation, and will terminate at the end of 15 minutes
3. Remarks by FECAD CR will be limited to the actual issues of the proposed termination
4. If parameters are not followed, the presentation will be halted
5. Following FECAD CR's presentation, FECAD CR will leave the room, and the ICU General Assembly can discuss this matter further
6. Since this is a highly sensitive and confidential matter, no cell phone or video will be permitted

President Webb introduces ICU Vice President Pamela Chang Estevez to monitor the FECAD CR presentation and asks Observers to leave the room (*Observers leave the room*). President Webb reminds the General Assembly of the sensitivity of this matter, to refrain from cell phone or video use; and asks for the representatives of FECAD CR, including FECAD CR President Laura Alán, to enter the room to present to the ICU General Assembly prior to the vote. (*FECAD CR President Laura Alán and FECAD CR Board Member Walter Bolanos enter the room, and distribute the FECAD CR presentation and additional documents in English and Spanish language to the ICU General Assembly*)

CLOSED SESSION

FECAD CR Presentation

FECAD CR President Laura Alán addresses the ICU Annual General Meeting

(Following the FECAD CR presentation, FECAD CR President Laura Alán and FECAD CR Board Member Walter Bolanos exit the room)

ICU General Assembly Discussion

ICU Vice President Pamela Chang Estevez: Leads the discussion with the ICU Annual General Assembly

ICU President Webb: Following the ICU Annual General Assembly discussion, ICU President Webb presents the following resolution to the General Assembly:

FECAD CR

“RESOLVED, that, as recommended by the Governing Council, the General Assembly approves the termination of Federación Cheer and Dance Costa Rica (FECAD CR) as a Member Federation, pursuant to Article 3.6.2 of the ICU Statutes, for non-compliance of the rules and Statutes, disregard for ICU policies, and conduct unbecoming a National Cheer Federation given the responsibility to manage and conduct its respective sport.”

ICU President Webb asks for further discussion (no discussion); entertains a motion.

Action:

- Motion by Denmark
- Seconded by Sweden
- 1st VOTE: Motion is carried; however, not all paddles are raised. Secretary General Olson highlights that all votes must be cast for an accurate count for the minutes. Reminds proxy voters to vote on this matter as well, and asks for a 2nd vote (1st Vote was missing 2 proxy votes)
- 2nd VOTE: In Favor: 33 Opposed: 1 Abstention: 1
- Motion carries, the ICU General Assembly approves the termination of Federación Cheer and Dance Costa Rica (FECAD CR) as a Member Federation

President Webb acknowledges the incredible difficulty of such a situation and the “gut wrenching” feeling of taking such action; however, thanks the General Assembly for their important attention to this matter, and for following their conscious to protect the ICU, the sport, and our athletes. Asks for a 10 minute break

BREAK

9. Proposals – ICU President Jeff Webb

President Webb highlights that a number of proposals were submitted from the ICU National Federations for discussion this week, also a number of topics and proposals arose from the ICU Committee Meetings as well. After obtaining feedback and input from National Federations during the Continental Region meetings on these items, the Governing Council approved the following proposal to be presented to the General Assembly for a vote:

Proposal #1: Confirmation of policies regarding “Transgender Participation”/Gender identity and sex variations for our sport

Presented by the Ethics Committee and discussed within the ICU Continental Regions Breakout meetings, President Webb reports the Governing Council had a serious discussion based on ICU National Federation feedback and highlighted that this is indeed a serious topic for all sports, is complicated and evolving globally. Inclusion of all athletes and also fairness to all athletes being forefront of these discussions. The Governing Council's consensus, especially in respect to our sport specifically, is that this important topic needs more investigation; asks for any further discussion on the matter (no discussion), and calls for a motion to approve:

"RESOLVED, as a result of discussion in topic groups concerning transgender participation, the Governing Council agrees to investigate the matter and provide a recommendation in the future."

Action:

- Discussion: None
- Motion by Germany
- Seconded by Sweden
- VOTE: In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries, the General Assembly agrees to investigate the matter of "Transgender Participation", Gender identity and sex variations for our sport and provide a recommendation in the future

President Webb moves to the next four (4) proposals. Proposal #2: Korea, Proposal #3: Kenya, and Proposals #4 & #5: Mexico. President Webb expresses appreciation National Federations for their feedback during the Continental Breakout sessions, with this feedback - the Governing Council proposes the following action with no vote required that correlates with the feedback of the ICU membership. President Webb suggested for the sake of efficiency that these 4 proposals will be presented with the Governing Council's proposed action for each:

Proposal #2: Request to add divisions for athletes under the age of 12 at World Championships and World Cups

Details of Proposal: Submitted by Korea, Proposal #2 requests that ICU includes divisions for athletes under the age of 12 (primary, pee wee, etc.) at World Championships and World Cup events in order to prepare for the Youth Olympic Games and overall sport development.

Action Proposed by Governing Council: The Governing Council recommends against allowing these divisions in international competition but makes no determination regarding availability in any particular country. No further action required

Proposal #3: Development assistance for developing countries, including exchange programmes

Details of Proposal: Submitted by Kenya, Proposal #3 requests more development assistance for developing countries, and for countries in Africa, and requests exchange programmes with other National Federations & their clubs for Africa National Federations and their clubs

Action Proposed by Governing Council: The Governing Council agrees this is a good idea; however, recommends that this is an initiative to be coordinated between National Federations and clubs. The idea is supported by the ICU. No further action required

Proposal #4: Request to change host Country and City for the World Championships and ICC

Details of Proposal: Submitted by Mexico, Proposal #4 is a request to change host Country and City for the ICU World and Junior World Championships, as well as the International Cheerleading Cup (ICC)

Action Proposed by Governing Council: The Governing Council has approved the formation of the Championships Committee that will investigate the matter and will submit a recommendation in the future. No further action required

Proposal #5: Request to direct on-line education candidates to National Federations for pre-approval prior to on-line course completion

Details of Proposal: Submitted by Mexico, Proposal #5 is a request to standardize and establish the on-line Black Medallion educational programme to be re-directed so the registration of the student/candidate be validated by the National Cheer Federation (NF) of the countries of origin, allowing the NF to have knowledge of who is participating in the programme prior to course completion

Action Proposed by Governing Council: The Governing Council has considered this proposal from the feedback of the National Federations on the basis of the importance of availability of education for the sport's stakeholders; and therefore, determined that no action should be taken at this time. The Council will investigate the matter and will submit a recommendation in the future

President Webb highlights that these Actions to Proposals #2-#5 were proposed by the Governing Council in response to the feedback from the National Federation breakout sessions, and asks for any further discussion (no further discussion)

10. Approvals – ICU President Jeff Webb

President Webb continues to the next item, primarily for housekeeping purposes: The ratification of day-to-day administrative and operational actions conducted by the ICU Management, Executive Committee and Governing Council since the last Annual General Meeting, and shows the following slide:

“RATIFICATION OF ADMINISTRATIVE AND OPERATIONAL ACTIONS

ICU Management, Executive Committee, and Governing Council have advised the General Assembly, through various reports, of the administrative and operational actions on behalf of ICU since the General Assembly's last meeting and the general Assembly has had the opportunity to review such actions;

RESOLVED, that the General Assembly approves and ratifies the actions taken on behalf of ICU during such time period.”

ICU President Webb asks for any questions or discussion from the General Assembly (no further questions or discussion), and asks for a motion from the floor

Action:

- Motion by Japan
- Seconded by Norway
- VOTE: In Favor: 35 Opposed: 0 Abstention: 0

- Motion carries, the General Assembly approves the Ratification of Administrative and Operational Actions

ICU President Webb expresses appreciation to the General Assembly for their vote, and introduces ICU Councilmember Riikka Taivassalo who will present the Chairs and Committee members of the commissions and committees for the ICU, to present their reports

11. Reports of Standing Committees - ICU Councilmember Riikka Taivassalo

Introduces the Reports of the ICU Standing Committees and expresses appreciation for the great work and progress of everyone involved, and for the meetings in the past few days, introduces each Committee representative to provide their report to General Assembly

a. Medical Commission

Michael Jacki, ICU Medical Commission & Anti-Doping Committee Chair

Expresses appreciation to see everyone back for 2 consecutive years, wonderful to see a number of events back in 2022 as well. Highlights that despite the interruption of the pandemic, the sport is back and continues to become more and more popular globally. Acknowledges significant activity throughout the year and productive meetings with the Medical Commission. Points out that the objective of the Medical Commission is to continue to work with all stakeholders of the sport, injury prevention is crucial, as well as overall protection of the athletes – not only physically from activity in the sport, but mentally and protection from many factors that can affect the athlete throughout the year, as discussed in all meetings. The ICU Medical Commission update is as follows:

- Identifying Medical Stakeholders of the Sport: As the sport grows and develops world-wide, the ICU Medical Commission (MC) realizes that there are many resources for the ICU to connect with in order to gather important information globally for the purpose of injury prevention, and best practices to share for the well-being of the athletes. This is an important initiative for the MC, as we move forward with activities returning to full capacity globally – and the MC considers National Federations as an excellent resource, where we need your help, and perhaps your medical team’s coordination with the MC to help us help each other for the comprehensive protection of our athlete
- Injury Prevention Discussion: This is always at the forefront of the MC thinking; how do we prevent injuries before they happen? What are best practices? To the previous point of identifying medical stakeholders of our sport, data collection and analysis are critical in this effort, and this data further assists our ongoing efforts to identify the types of injuries related to Cheer specifically and therefore injury prevention. We have discussed the survey to help with this effort, to gather important information from coaches, National Federation officers and/or medical staff that might be with a federation. It’s easy to assume we have all of the answers from past years of data collection, but it’s always best to always survey and gather current information to best protect our athletes. In this effort, it is critical to make this top of mind for the National Federations, our coaches, athletes, and the entire global cheer community; therefore, this will be an important initiative and we appreciate the National Federations’ assistance on this as we move forward
- Additional Policies/Medical Discussion Points to Protect/Care of the Athletes: Reflective of the preceding points, ICU has resources on-line as does the IOC for National Federations, coaches, entourage members and all stakeholders to guide them in our collective effort to

protect and care for our athletes. As important matters of mental health and safeguarding become more forefront for the MC and everyone, the MC plans to include additional policies and medical discussion points for our sport to be ahead of these matters and to provide a roadmap for our stakeholders globally to be at the forefront to protect our athletes, physically and mentally as well

- New Business & Recommendations: The MC is open to feedback from National Federations and was in attendance with many of the discussions/meetings in the past few days- to assure the MC is addressing all medical matters coming from the grass roots level of the sport, as it is important for the ICU to be up to date on all matters of athlete health. The MC encourages feedback from everyone at any time and appreciates the collaboration and feedback/recommendation that has been provided, now and as we move forward into 2024
- ICU Anti-Doping Programme: Always an important MC topic to mention is the ICU Anti-Doping programme
 - Special thanks to the National Federations (NFs) as your collaboration over the years and for the ongoing development of the programme
 - Many ICU NFs know Brad Guye, and Brad is an important member of the ICU Anti-Doping effort and has years of experience with the United States Anti-Doping Agency (USADA) and also with the company Clearidium that assists many International Federations in this effort. Brad been of great assistance to the ICU in this regard and he is here for the World Championships and continues to assist ICU and is an excellent resource
 - Regarding ICU's Anti-Doping programme, and education specifically, with Secretary Olson, ICU attends all of the WADA sessions world-wide, and incorporate the on-going updates to the ICU programme on a continuing basis
 - An item of interest learned by ICU through these sessions, is that the number of TUES (Therapeutic Use Exemptions) for Cheer is exceptionally high in number, 68 alone for these World Championships. This shows an exceptional commitment by our athletes and National Federations, but the MC is working with WADA to find a way to alleviate to streamline this process for efficiency purposes, but while also maintaining the same quality in our fight to protect clean athletes. More to follow
 - Education to all stakeholders is critical first step in the Anti-Doping effort. It is important to highlight that there are many WADA educational resources, with links available on the ICU & WADA websites, and event on-site education will resume more with the passing of the pandemic
 - New development: Through working with WADA on an ongoing review of the ICU programme, ICU will be introducing Anti-Doping education specific to Cheer in the coming months. An exciting development and more to follow
 - Final item, as has been the case since the start of the World Championships, ICU will again be testing at the Junior World and World Championships, but also at the new ICU International Cheerleading Cup (ICC) that will be held in Orlando, days after the World Championships. As it's been conducted in the past, the Anti-Doping team will randomly but yet target athlete testing through the week, and we thank you again for your cooperation on this matter, as this is important to the integrity of all sport

Expresses appreciation to the AGM, is thrilled by the ongoing progress of the organisation, and looks forward to seeing everyone throughout the Championships week. (Concludes the presentation)

b. ICU Athlete Commission

Pamela Chang Estevez, ICU Vice President/Governing Council Athlete Representative

Expresses appreciation to the ICU Governing Council, Federation officers, and all committee members who met over the past few days. Highlights the importance of the inclusion of the Athlete Commission (AC) in other committee meetings to promote the voice and interests of our athletes. Many important items were discussed by within the AC meeting specifically, although World Championships week is a difficult time for athletes to meet with team practices underway; however, for those that could meet the summary of the AC meeting is as follows:

- WADA Information & Summary for Athletes to Read on the ICU Website/ ICU App: As a follow up to the information provided by Anti-Doping Committee Chair Jacki, the AC discussed the importance of the Anti-Doping programme for the integrity and fairness of sport, and discussed the difficulties for the average athlete to understand the complexities of the Anti-Doping programme. Ideas presented during the AC was to place a summary and essential points of the Anti-Doping programme in a place where this information is easy to access, and highlights the accessibility of the ICU app, and also the ICU website – for athletes to briefly review, so they are better prepared to be more of a positive and important part of Anti-Doping programme. Also discussed with Anti-Doping Chair Mike Jacki, who also agrees, and the AC see this as an excellent solution in this initiative
- Information about the ICU, and ICU's work: Easily missed under the assumption that all athletes fully understand the ICU and what the ICU does. Everyone knows that ICU is Olympic recognized for Cheer and this is an important piece of information for sure; however, this is, in many cases, all that the average athlete knows. ICU is much more than this, with excellent resources available for athletes, opportunities to participate more in the organisation, and ICU does important work in all areas of the sport, that is important to share with the global athlete community. As shared in many of these reports; medical, entourage, ethics, anti-doping, technical and so on, much of this isn't known by the average athlete – and the AC feels this needs to be told to the athletes. As a solution, and similar to the effort to share the WADA information with the athletes, the AC proposes that the work of the ICU is shared more on the ICU App and website specifically for the athletes – including opportunities and resources available to them
- Added AC Meetings in September: As mentioned, holding an AC meeting during the World Championships, and especially and perhaps during the 1st more normal World Championships since the pandemic, was difficult to include all of the AC as practices are underway and much focus is on the Championships, as it should be. With the development of Zoom as an added tool, the AC would like to more frequency, and at a minimum the AC would like to meet again in September – with more time to gain athlete feedback from all National Federations to assist the AC to discuss and make proposals to assist our athletes as more and more activities again resume globally
- Summary: This concludes the report of the AC meeting and to summarize, the AC finds it quite important to provide more information on Anti-Doping and the many activities and opportunities of the ICU on resources like the ICU App to create greater global awareness of the great things underway for the benefit of the athlete. As activities resume more, the AC looks forward to more discusses and feedback from athletes and federations around the world, and to further serve the athletes –the reason why we are all here. Thank you

Councilmember Taivassalo expresses appreciation to Mike Jacki and Pamela Chang Estevez for their reports, asks for any questions (no questions), introduces ICU Entourage Commission Chair and Councilmember Aljaz Britvic for the Entourage Commission report

c. Entourage Commission

Aljaz Britvic, Chairperson, ICU Entourage Commission

Highlights a very productive ICU Entourage Commission (EC) meeting as this is a very important topic in all sports also to protect our athletes. Significant and positive steps have been made with Entourage policies and activities this past year, as is noticeable for everyone who has registered and prepared for the World Championships this year. The ICU EC report is as follows:

- Safeguarding Background Checks: As everyone knows, this has been initiated this year for the ICU Junior World and World Cheerleading Championships, and the EC thanks the ICU staff for their work to incorporate this process into the event, starting with the registration process. Since this was a new system, certainly there was some learning by coaches, judges, officials, and entourage members to assure they completed the steps and the process to have their background checks completed, once completed, and approved, at registration - coaches, officials, and entourage members receive their credential with specific access points to the event; therefore, providing an added layer to protect the athletes. The EC discussed the system of the background checks which allows different methods of background checks because all countries are different in this regard; and the EC is requesting an even more streamlined process if possible to simplify the process while providing the same level of security at ICU events. Overall, a great step forward to benefit our athletes
- SafeSport Policy and Guidelines: A highly important topic not only for Cheer but all sports, the EC discussed the ICU SafeSport policies and guidelines that are in line with the IOC, and on the ICU website; however, this is an evolving topic and the EC discussed the importance to always review how to approach this matter, and to always review best practices to assure the ICU is in the best place to protect our athletes. The EC also discussed the importance to review this matter with ICU National Federations (NFs), and their existing SafeSport policies to perhaps see if some of these national policies are better than the ones we have in place, and if so and if legal in other countries, the EC recommends reviewing other National Federation SafeSport policies to review all possibilities for ICU and other National Federations to incorporate best practices. This includes the work to continually review and update education and other SafeSport policy guidelines documents, which is underway. This is a big project of course, and an important one, and the EC expresses appreciation to the countries who have done an excellent job in developing their SafeSport policies in their countries, and the EC encourages other NFs to ask for help and to improve their SafeSport policies if not already
- National Federation Responsibilities: On this same subject, the EC discussed the importance for all ICU National Federations (NFs) to incorporate SafeSport policies, including the background check processes within their countries. ICU and a good number of ICU can have a very robust SafeSport policies and processes in place to protect our athletes, but of course we are all as strong as our weakest link. In this regard, the EC encourages all NFs to do background checks of all of your Federation staff, personnel, judges, officials and coaches – to help strengthen the safety of our sport globally. There are many resources available for all NFs, including some NFs who are doing a great job in this and guiding documents, ICU documents as well, therefore, we are all here to help. To you, our NFs, if you are new to

addressing inappropriate behavior for the 1st time, the first step is to begin to incorporate background checks for your NF personnel, coaches and entourage members as an important step and then advance from there. If you haven't done so yet, it is time to move forward – as you are an important stakeholder to incorporate sound Safeguarding policies at the grass-roots level in your country, and we have many resources and experience to help. Together and in this way, we all work together to achieve the best and most safe environment for our athletes all around the world

- Summary: Great steps have been made throughout the past year but as is certainly the case on an important initiative such as this – there is always with more work to do. In summary, Entourage Commission is proud of the work underway to continue to place our athletes at the highest priority to protect their well-being. Chairperson Britvic asks the AGM for questions on the EC report (*no questions*)

Councilmember Taivassalo thanks EC Chairperson Britvic for his Entourage Commission report, introduces ICU Ethics Committee Chair Mike Jacki for his report from the Ethics Committee

d. ICU Ethics Committee

Michael Jacki, ICU Ethics Committee Chairperson

Expresses appreciation for the great work of the ICU Ethics Committee and reinforces Chairperson Britvic's report that many great advancements have been made on the SafeSport front, also an important subject to the Ethics Committee. Highlights that the work of many committees cross-over to other committees which is good as important topics are thoroughly reviewed by the ICU organisation. The summary of the Ethics Committee meeting is as follows:

- Officials' ICU Documents: Mentions that every year, the Ethics Committee reviews all of ICU's ethics documents to be sure they are accurate and current, including documents such as the Code of Conduct and NDAs for ICU judges and officials. It is important that these documents are reviewed and implemented each year, and that the ICU receives signed copies of these documents, which are read and understood by the official – to address potential ethical exposure that is in place, as the pinnacle of all Cheer events, the ICU World Championships. As a sport that is "judged"/officially subjectively, this is incredibly important for the ICU and the Sport of Cheer. Credit to the ICU and the ICU Technical Committees for their leadership in this regard, as there is a great deal of respect for the integrity, fair play, and universality of the results of ICU competitions, and therefore the quality of the judging
- SafeSport: A paramount subject for all sports, abuse of all kinds exists, and we all must be forever vigilant on safeguarding our athletes, and protecting our athletes is the most important matter of the ICU. We have millions of young athletes around the world, and an athlete has an incredible opportunity to learn from the sport experience that will last a lifetime. An athlete naturally wants the approval of their coaches and their team, and this creates vulnerability. It's a complicated scenario not only for Cheer but all sports. This General Assembly passed a Safeguarding proclamation in 2019 regarding ICU's commitment to Safeguarding and the well-being of our athletes which was an excellent step. Since this time, many positive steps have been taken in this regard, and the goals and objectives of our SafeSport programme are the same for all of us, protection of the athletes. The Ethics Committee has reviewed and will continue to review documents, policies, systems, background check procedures that are in place, as well as all of ICU's respective committees to ensure the ICU SafeSport programme is the best it can be to safeguard our athletes

- Gender, Gender Identity and Sex Variations in Sport: The Ethics Committee also discussed this matter in significant detail, as it is a growing issue in many sports- and the request to establish a policy was presented to the Continental Regions and also to the Governing Council (GC), as presented to the AGM today. As presented by the GC to the AGM, this is indeed an evolving topic with all sports, inclusion is very important but also fairness to all athletes as well. The Olympic Games are in a little more than a year, and this will provide the ICU and the Ethics Committee time to study the developments on this topic as the Olympic Games level, but also to review the policies of other International Sport Federations (IFs) to establish the best policy and guidelines for the ICU. Cheer is lucky in many respects in this regard in that a vast majority of the ICU divisions welcome all genders, gender identities and sex variations. The Cheerleading All-Female divisions, which is one division of seven divisions (Cheerleading and Performance Cheer) within each age group is the only division that may have a request for an ICU policy review on this matter, and the Ethics Committee will take a closer look at this, while also studying policies of other IFs and those of the Olympic Games as well
- Other Matters of the Ethics Committee: So far, some of the major topics discussed within the Ethics Committee has been reported, and the Ethics Committee is pleased with the progress; but it is the job of the Ethics Committee to review all documents and all procedures within the ICU to make sure all processes are accurate, transparent and within the parameters established within the ICU Statutes, ICU's rules of governance document. Other matters include Illegal Betting, Competition Betting, Entourage Procedures – as presented by Chairperson Britvic, significant problems as they arise, and matters regarding Anti-Doping violations and WADA. ICU has had a number of positive tests, and ICU followed the WADA approved ICU Anti-Doping Rules for the athletes who tested positive, providing a fair and consistent but robust results management process. To date, all of the positive cases have been smooth but consistency is indeed important to protect the integrity of our sport
- Ethics Committee Summary: In summary, all of ICU's stakeholders must be on the same page to protect the integrity of sport and to protect our athletes. This is not easy as many Federations and organisations struggle with this challenge. Review and become familiar with all ICU ethics documents on the ICU website, contact me with any questions and thank you for all that you do for our great sport. Request for any questions (*no questions*)

Councilmember Taivassalo thanks Ethics Committee Chairperson Jacki for his report, introduces Takako Hashiba for the report of the ICU Performance Cheer Technical Committee:

e. ICU Technical Committee - Performance Cheer

Takako Hashiba, ICU Technical Committee Member

Committee Member Hashiba thanks the AGM for the opportunity to present the report of the ICU Performance Cheer Technical Committee (PC TC). The ICU Technical Committee Meeting summary as follows:

- Review of Rules, Scoresheets, and Divisions: Always reviewed annually by the PC TC, current Performance Cheer rules, scoresheets and divisions were reviewed and discussed. Overall, the PC TC is in favor of the current Performance Cheer rules, scoresheets and divisions; it is always a goal to have matching rules, scoresheets and divisions with other global style events and the PC TC is pleased on the closer alignment that exists, including that of the IASF event. There is one newer and exciting development, and that will be the next topic

- Game Day: This is not completely new, as Game Day has existed at ICU World School and University events for nearly 10 years and is reflective of what is common at many sporting events with Performance Cheer athletes. Also introduced recently in Japan, and other countries, it is one of the fastest growing disciplines of Performance Cheer in many areas, as it is for Cheerleading as well. For those not familiar with Game Day, the PC TC encourages anyone and any National Federation to watch videos, attend a Game Day event or contact the ICU to get started. As an exciting and fairly new competition format for PC and Cheerleading - that is excellent for grass-roots growth of the Sport. Again, this year, the PC TC reviewed the Game Day concept, including scoresheets, and format. The PC TC sees Game Day as an excellent opportunity for the sport, and the PC TC recommends ICU Game Day training from an implementation standpoint, as this will be helpful to ICU National Federations interested in Game Day
- Novice and Masters Divisions: The ICU is always about growth of the sport and reaching new athletes around the world. The PC TC discussed the idea of promoting Performance Cheer (PC) Novice Divisions, these are divisions with more restrictions on skill difficulty to encourage very young athletes or athletes new to PC to get started in a fun and simple way. Divisions like Pom would be excellent for young students or those new to PC to begin. Likewise, the PC TC spoke about encouraging Masters Divisions for older athletes, over the age of 30 and beyond. This is an excellent opportunity for older people to become active and to enjoy our sport, and the skill difficulty could also be more restrictive to allow older athletes to participate without the pressure of high-level performance. The PC TC believes this is an exciting development that can encourage new athletes to become involved and enjoy our great sport world-wide
- New Sportsmanship Policy-Entrances and Exits: For ICU Junior World and World Championships coaches and athletes, this was introduced this year to place the focus less on entrances and exits, which are not judged, and adds unnecessary time to each performance, also a concern of our broadcasters from a schedule standpoint. Additionally, ICU and those of the Olympic family are always focused on sportsmanship and ambassadorship of our sport to all countries. Although many teams enjoyed the celebrations in entering the performance floor and exiting the performance floor, the objective of the new sportsmanship policy is to place the focus on the competition routine itself. ICU has created a training video on this to help all coaches and athletes and the PC TC is in support of this new policy as well
- Adaptive Abilities Division Requirements: The Adaptive Abilities (AA) Divisions, divisions for athletes with all disabilities, have been an excellent addition to the ICU World Championships for a number of years, and despite to short pause with the pandemic, the PC TC is thrilled to see the AA Divisions to grow once again with more AA teams competing at these World Championships. The ICU is fully applied to the International Paralympic Committee (IPC) but has introduced the AA divisions to be less restrictive to help the ICU and National Federations to be more successful in recruiting athletes with all disabilities, to have more success in forming AA teams for World Competition and all competition. As the AA divisions grow, ICU has requested that, at minimum, that ICU all teams have one of the team's athletes is fully compliant from an IPC disability standpoint. This year was a recommendation, and the PC TC endorses that this will be a requirement for 2024

This concludes the presentation by the ICU Technical Committee for Performance Cheer, asks for questions (*no questions*)

Councilmember Taivassalo thanks Performance Cheer technical Committee Member Hashiba for her report, introduces Martin Tus for the report of the ICU Cheerleading Technical Committee:

f. ICU Technical Committee - Cheerleading

Martin Tus, ICU Technical Committee Member

Committee Member Tus thanks ICU Cheerleading Technical Committee (CH TC) for the successful discussions on many important topics, with recommendations included. Presents the TC Committee Meeting report as follows:

- Officials Selection Process: As in previous years, officials/judges selection is conducted through submissions sent in and evaluated and selected by the CH TC based on matters of experience, education, and global representation. This selection process has been successful, and the values established by the ICU for quality, integrity, transparency, and global representation. With the developments of the ICU on-line education platform, the CH TC discussed the opportunities that are now available to provide added on-line training, member365, as a requirement for World Championships judge/official applicants, and it was discussed that this could be introduced in 2025. Although nothing fully replaces in-person experience, the member365 judges training is on-line, and therefore, it is accessible to the entire world. The CH PC is in favor of this as a requirement in 2025, to further and continually improve the knowledge base of all official/judge applicants – which is a benefit to the athletes we all serve and the Championships overall
- Game Day: Also presented by the Performance Cheer Technical Committee, the Cheerleading Technical Committee is also in favor of the introduction of Game Day to any National Federation who does not yet have Game Day divisions within their countries. Although this is not new and has been in the USA for nearly 10 years, also popular now in Japan and other countries - it is an easy and excellent opportunity for grass-roots growth of our sport. For those not familiar with Game Day, the CH TC encourages anyone and any National Federation to contact the ICU for assistance. CH TC Chairperson Cooper and other have conducted numerous trainings by Zoom and this is an excellent opportunity for our sport
- World Cup: The CH TC discussed the World Cup coming to Seoul, Korea this October 2023. It is certainly an excellent opportunity for National Federations to send their club teams for Cheerleading and Performance Cheer and these club teams can be community club, private club, all star, scholastic, rec teams university teams, etc. We know that October 2023 is coming quite soon, but the CH TC very much supports and encourages countries to send teams to support this event. Because each country can send up to 2 teams per division – very similar if not the same as the ICU Junior World and World Championships formats, same safety rules and scoresheets, CH TC sees this as an excellent opportunity especially for the younger and lower skill level teams on the global stage
- Coach Meetings: As the World Championships continue to grow in global prestige – as the highest-level event for our sport globally, the CH TC discussed the importance of coach meetings prior to the World Championships, including on-line and in-person sessions to review the details of the event, answer questions on the rules in order to best prepare the coaches for the World Championships. The entrance and exit sportsmanship policies were introduced this year and video was provided to assist coaches and athletes to adhere to the sportsmanship rule, but also the introduction of the background clearance for coaches, as examples of some new developments that are important to include for coaches prior to the

World Championships, new or experienced coaches, and the CH TC is in support of this development to help teams and coaches

- Length of Routines: The CH TC has had many discussions over the years about the length of the Cheerleading routines, and that with the Cheer and the Music routine together, the length of the routines for each team can be quite long and isn't necessary for an exceptional performance and presentation of our sport at its highest level. Prior to the pandemic, ICU moved the music portion of the routine from 2:30 to 2:15 and the CH PC is recommending that the music time is moved from 2:15 to 2:00. Additionally, as it is common for Cheerleading teams to include additional and unnecessary material/celebration to the 20 second time break between the Cheer and the Music Routine. Therefore and to address this, the CH TC is recommending a total routine time, with the Cheer and Music routine included, be 3:00 to enhance the performances and overall appeal of our sport. This was discussed in detail by the CH TC, music time moved to 2:00 max and entire routine with Cheer and music routine, being timed to be 3:00 or less. This will provide a better competition schedule, a better experience for the athletes and the crowd of course. This the proposal and recommendation by the CH TC
- Twisting Tumbling: This has been discussed many times by the CH TC and it is always the objective of the CH TC to review all rules, scoresheets, division for the purpose to improve the experience for our athletes and all stakeholders of our sport, but also to find way, as also mentioned by Medical Committee Member Mike Jacki, to reduce injuries in our sport. Although the ICU has a restriction of 1 full for tumbling at the higher Cheerleading levels specifically, and many competitions allow 2 fulls, the CH TC is discussing this and will be consulting with the ICU Medical Commission to come back with recommendations

Cheerleading Technical Committee Member Tus concludes the presentation by the ICU Technical Committee for Cheerleading, asks for questions (*no questions*)

Councilmember Taivassalo thanks Cheerleading Technical Committee Member Tus for his report, introduces Tone Sparby for the report of the ICU Championships Committee:

g. ICU Championships Committee

Tone Sparby, ICU Championships Committee Chair

Chairperson Sparby thanks the ICU, and ICU President Webb for the appointment to this important Committee to help coordinate the schedule and quality of ICU Championships world-wide. Presents the Championships Committee Meeting report as follows:

- First Meeting: Reports that the first meeting was held in the past day, and there is a lot to do. First, from an objective standpoint, as Chair of the committee, the focus is on 3 items: One setting a global calendar that complements the schedules for teams around the world, for planning and budgeting; and two, open and transparent bidding for those wanting to host ICU major events, and three, for quality and consistency – streamlining the planning by setting minimal expectations, with the plan to exceed those, for ICU events worldwide
- Coordination with ICU Staff: I also met with the ICU staff and the ICU Competition Committee will work closely with the ICU Staff to ensure an efficient process that is well-coordinated to help promote the ICU brand as a whole, which is beneficial for all ICU members to promote your efforts in your countries, assuring quality and wonderful experiences for your athletes for all ICU events. This certainly includes the Technical Committee Directors Liz Rifino and Mike Cooper, and

their committees, from a judging and officiating perspective and the ICU staff to assist in the same quality way, that everyone sees and experiences at these World Championships

- Selection of Committee Members: Being recently appointed to Chair this committee, it is well understood that I cannot do this alone, and with this, we will select other members to serve on the Championships Committee who have experience in competitions, but also who represent our global committee and perspectives from around the world. More to follow
- Next Steps: It is an honour to be selected as the Chair of the ICU Championships Committee and thanks President Webb for the confidence for me in this role. As stated there is much to do, and there are some major competitions coming very soon with significant work already underway. I look forward to more dialogue with everyone, populating the committee as mentioned, and for wonderful progress and quality of ICU Championships around the world

Councilmember Taivassalo thanks Cheerleading Championships Committee Chair Sparby for her report and congratulates her for the appointment. Thanks all Committees and Commissions for their reports, asks for any questions (no questions). Expresses appreciation to the AGM and introduces President Webb for the ICU President Remarks

12. President Remarks – ICU President Jeff Webb

ICU President Webb thanks Councilmember Taivassalo, and all Committees and Commissions for their reports as well, as great work has been completed with more to do, as stated by Chairperson Tone Sparby. ICU President Webb takes the podium for the ICU President Remarks/Speech: “Progress through Solidarity” (Copy of Speech included at <https://cheerunion.org/about/assembly/>)

13. Hein Verbruggen Award – ICU President Jeff Webb

As a final item on the agenda, but a very important one: 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, also the President of UCI / the International Cycling Federation for many years. A true leader in Sport throughout the world and emphasizes that the ICU 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. In 2020, ICU had 2 recipients for this distinguished award, that was presented in 2022 delayed due to the pandemic. In 2023, ICU is thrilled to be back this year to honour the 2023 recipients of the Hein Verbruggen Award at today’s AGM

2023 Hein Verbruggen Recipient(s)

President Webb announces the 2023 Hein Verbruggen Award recipients:

RODRIGO ANGUIA & IRMA OLIVARES

- In the mid 1990’s, this husband-and-wife team watched on television the excitement of Cheerleading competition from Orlando Florida on ESPN, and since that time they were committed to the development of Cheer in Chile, which led to nearly 30 years of their work to grow the sport, that made a huge impact for Cheer in Chile of course, but also in South America and the world

- In 1996, Rodrigo and Irma introduced Cheer training camps in Chile, and worked tirelessly to promote the safe and healthy grow of the sport in Chile-seeing thousands of young people attending their camps throughout the country – that exploded participation in the sport
- As there was no National Cheer Federation and no ICU at that time, Rodrigo & Irma established their own Cheer company, Cheer Chile, as a vehicle to expand participation there, holding their 1st Chile National Championships in 1998 with great success
- Around this same time, Rodrigo & Irma/ Cheer Chile, truly international pioneers in our sport, were one of the 1st countries to begin to bring teams to Orlando, to the US National Championships, to highlight the progress of Cheer in Chile but also to expose their athletes to the US National Championships experience
- When the ICU was launched in 2004, Rodrigo and Irma were there. They were part of the 1st meetings to develop the ICU, and remained as fierce and loyal supporters of the ICU and our efforts to grow globally and pursue Olympic recognition
- In 2008, Rodrigo was elected as the ICU Councilmember for South America and continues today to provide incredible leadership, counsel and advice to the National Federations of South America and Latin America, but to the ICU Council overall, with Irma as an important advisor to ICU as well
- Over the years, Rodrigo and Irma established the National Cheer Federation for Chile FEDECHEER and continue, every year, compete in the ICU World Championships with an impressive Team Chile Delegation, winning many medals
- In 2019, Chile was granted the 2021 ICU Pan-American Championships and Copa America event, this was delayed to 2022 but at great odds with the pandemic still looming, Rodrigo & Irma pushed forward – and hosted a spectacular event – at the Chile National Olympic Training Center in Santiago, which was a thrill for the athletes and coaches who participated
- Another milestone in 2023, this is their 25th anniversary of the founding of their company Cheer Chile that has led the charge for our sport in Chile, in Latin America and worldwide
- Rodrigo and Irma have invested almost 30 years of their lives in developing and growing our Sport in Chile, South America, and the world. This is their 25th anniversary of their company Cheer Chile and their impact on the Sport of Cheer & ICU world-wide is unmeasurable and we owe a deep gratitude to them both, for the contributions they have made

RECIPIENT OF THE 2023 HEIN VERGRUGGEN AWARD: RODRIGO ANGUITA & IRMA OLIVARES

(Rodrigo Anguita walks to the podium, while ICU General Assembly awards a standing ovation)

Rodrigo Anguita: Expresses his deep appreciation and honour to receive this award, and adds that is always the case, Irma is with the Chile Teams as to her the athletes always come first, but she also expresses her deep gratitude for receiving this prestigious award. On behalf of himself and Irma, Cheer has been/encompassed their life and passion, with all heart and soul, for over 25 years. There have always been ups and downs in their efforts to grow cheer and provide wonderful experiences to young, people, but when anyone’s heart is committed to something, no matter how difficult something can be- it is always worth it. He recalls the early days of administering the camps, and the support of President Webb then, and SG Olson, and TC Chairs Mike Cooper and Liz who taught in Chile, and the pleasure of himself and Irma looking back, knowing that their progress was a result of following the right track of the sport, doing the right thing always, which benefits the young people enjoying our sport.

Concludes with expressing his and Irma's happiness for this award, confirms that his efforts are always based on the faith of the good things that the sport delivers to others, will never lose this faith with the great things Cheer provides now and always. He is thankful for his and Irma's opportunities experienced through the years, as well as the opportunities provided for thousands of coaches and athletes. Very proud of that. Expresses appreciation to the AGM for this honour to receive this prestigious award

2023 Hein Verbruggen Recipient(s)

President Webb announces the 2023 Hein Verbruggen Award recipient:

TONE SPARBY

- Tone began her involvement in cheerleading as a mom of an athlete and as a club volunteer in 2002, becoming the club manager for the high-profile team, the Viqueens in Oslo Norway from 2004-2007
- Through success in management of the Viqueens and her passion for sport, specifically for Cheer, in 2007, became the Secretary General of the Norwegian Confederation of American Sports (NAIF) in 2007 and still serves in this role today – overseeing the sport of Cheer, Flying Disc, American Football and Lacrosse
- When the ICU was formed in the mid-2000s, a fledgling International Sport Federation at the time, with no recognition, Tone quickly supported ICU's efforts and assumed great leadership to promote ICU's mission in Europe, becoming a natural leader in working with the National Federations in Europe to help promote the growth of the sport throughout the continent
- In 2008, Tone was elected as the ICU Councilmember for Western Europe and also served as one of ICU's first Vice Presidents from 2008-2016; promoting the ICU mission during ICU's most challenging years as ICU sought SportAccord recognition (achieved in 2013) and IOC recognition (provisionally recognized in 2016, full recognition in 2021)
- To further promote the sport and the ICU's presence on the European Continent, Tone spearheaded and co-founded the ECU and the annual European Championships specifically designed for the ICU Member National Federations in Europe, serving as the ECU President from 2011-2015, with great success in the growth of the sport and presence of ICU throughout Europe
- Following her 4 year term as the ECU President, Tone was elected to the role of ECU Secretary General (2015 to present) where Tone continues to work closely with the ECU President Aljaz Britvic on the daily operations of the organization, but serves as the director of the ICU European Championships, helping to administer a very successful ICU European Championships this past year in Athens Greece with the host, the Hellenic Cheerleading Federation
- Its also important to note: That Tone does all of this, while also continuing to serve as the Secretary General of NAIF (the American Sports Confederation of Norway) where she oversees 4 National Sport Federations, and continues to drive the NAIF Cheerleading Committee with its President Richard Vogt, Liv, Thomas (and their team) that to this day continually improves and grows the sport of Cheer in Norway, hosting the renowned Norwegian National Cheerleading Championships in a spectacular fashion
- Norway will also host the ICU European Championships in 2024
- More recently, for Tone, and due to her vast experience, knowledge and reputation for her grit and getting things done, ICU has appointed Tone to Chair the ICU Championship Committee, which will work on establishing a standards and processes for selecting ICU Major Events world-

wide, establishing a global event calendar, and operational assistance to assure ICU holds the best Cheerleading Championships events throughout the globe

RECIPIENT OF THE 2023 HEIN VERBRUGGEN AWARD: TONE SPARBY

(Tone Sparby walks to the podium, while ICU General Assembly awards a standing ovation)

Tone Sparby: Expresses deep appreciation to President Webb, and to the AGM and the entire ICU for receiving the prestigious Hein Verbruggen Award, a tremendous honour. With this award and the feeling, it is difficult to have words to say right now, except to say thank you. The real award that this precious award truly represents, is the opportunity to work with kids, the athletes, day in and day out. To see their enjoyment and the benefits they receive by being part of this great sport is an award, it is fun and it's what I love to do. Adding the Hein Verbruggen Award to this is wonderful and overwhelming. Thank you so much!

President Webb congratulates Rodrigo Anguita and Irma Olivares, and Tone Sparby – the 2023 recipients of the Hien Verbruggen Award, and thanks them for all they have done and continue to do for the Sport of Cheer, for the ICU and the athletes we all serve

14. Next Annual Meeting – ICU President Jeff Webb

President Webb highlights one final item of the 2023 ICU AGM, and this is to approve the dates for the AGM and World Championships in 2024. Asks the AGM to look to the screen for the proposed and final resolution of the meeting. Reads it, and without any objection or discussion, calls for a motion to approve:

2023 ANNUAL GENERAL MEETING AND WORLD CHAMPIONSHIPS

“RESOLVED, that, as recommended by the Executive Committee, the General Assembly approves the dates of 23 April 2024 for the 2024 ICU Annual General Meeting and 24-26 April 2024 for the 2024 ICU World Championship, both to be held in Orlando, Florida, USA”

Action:

- Discussion: No Discussion
- Motion by Germany
- Seconded by Canada
- VOTE: In Favor: 35 Opposed: 0 Abstention: 0
- Motion carries, the dates for the 2024 Annual General Assembly dates and 2024 ICU World Championships are approved

15. Adjournment – ICU President Jeff Webb

President Webb provides closing remarks. With no further business, the 2023 ICU Annual General Meeting is adjourned at 16:49/4:49 PM (EST)

(Asks for a group photograph, wishes safe travels to all)

Respectfully submitted,

Karl Olson
Secretary General

APPENDIX A

SUMMARY OF ATTENDANCE

Meeting of the General Assembly of the International Cheer Union

Tuesday 18 April 2023 Orlando, Florida, USA

The following voting Member Federations were in attendance:

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

The following voting Member Federations were not in attendance:

- | | | |
|--------------|------------|-------------|
| 1. Argentina | 3. Moldova | 4. Mongolia |
| 2. Croatia | | |

The following non-voting Member Federations were in attendance:

- | | | |
|---------------------------|----------------------|-------------------------|
| 1. Barbados | 7. Hungary | 13. Panama |
| 2. Brazil | 8. India | 14. Philippines |
| 3. Bosnia and Herzegovina | 9. Ireland (Rep. of) | 15. Russian Federation |
| 4. Dominican Republic | 10. Jamaica | 16. Spain |
| 5. Estonia | 11. Latvia | 17. Trinidad and Tobago |
| 6. Guatemala | 12. New Zealand | |

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

- | | | |
|-------------------|--------------|---------------------------|
| 1. Bahamas | 6. Georgia | 11. Saint Kitts and Nevis |
| 2. Belarus | 7. Indonesia | 12. Uzbekistan |
| 3. Bolivia | 8. Nigeria | 13. Zimbabwe |
| 4. Costa Rica | 9. Peru | |
| 5. Czech Republic | 10. Rwanda | |

The following Provisional Federations were in attendance:

- | | |
|-----------|-------------|
| 1. Israel | 2. Slovakia |
|-----------|-------------|

The following Provisional Federations were not in attendance:

- | | | |
|---------------------------|------------------|------------------|
| 1. Armenia | 14. Ivory Coast | 27. San Marino |
| 2. American Samoa | 15. Kenya | 28. Saudi Arabia |
| 3. Azerbaijan | 16. Kyrgyzstan | 29. Serbia |
| 4. British Virgin Islands | 17. Laos | 30. Sri Lanka |
| 5. Botswana | 18. Luxembourg | 31. Suriname |
| 6. Burundi | 19. Macau, China | 32. Tanzania |

7. Cameroon
8. Egypt
9. El Salvador
10. Ghana
11. Guam
12. Haiti
13. Honduras

20. Mali
21. Montenegro
22. Morocco
23. Namibia
24. N. Macedonia
25. Pakistan
26. Romania

33. Uganda
34. UAE
35. Venezuela
36. Vietnam
37. Virgin Islands
38. Zambia

APPENDIX B

VOTING RECORD

Meeting of the General Assembly of the International Cheer Union
Tuesday 18 April 2023 Orlando, Florida, USA

6. Approval of the 2022 AGM Minutes

“RESOLVED, that the April 2022 Annual General Meeting minutes are approved”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries, the April 2022 Annual General Meeting minutes are approved

7.d Adoption of the ICU 2023 Proposed Budget

“RESOLVED, that the budget for 2023 is accepted and approved”

- **VOTE:** In Favor: 34 Opposed: 0 Abstention: 1 (Sweden)
- Motion carries, the budget for 2023 is accepted and approved

8. (#1) Membership- Cypress, Monaco, Lithuania, Slovakia

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the following actions:

Cyprus (Cyprus Cheerleading Federation)	Admit as Provisional Member Federation
Monaco (Monaco Cheerleading & Performance Cheer)	
Lithuania (Lithuania Cheerleading Federation)	
Slovakia (Slovak Cheer Union)	Current Provisional Member Federation; Admit as a Full Member Federation

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries. Cyprus, Monaco, and Lithuania are admitted as ICU Provisional Member Federations, Slovakia is admitted as an ICU Full Member Federation

8. (#2) Membership - Brazil

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the removal of current Member Federation União Brasileira de Cheerleaders (UBC), and the admittance of Confederação Brasileira de Cheerleading Desportivo (CBCD) as a Member Federation in its place.”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries for the removal of União Brasileira de Cheerleaders (UBC) as the ICU Member Federation for Brazil, and Confederação Brasileira de Cheerleading Desportivo (CBCD) is admitted as the ICU Member Federation for Brazil

8. (#3) Membership - Netherlands

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the removal of current Member Federation Dutch Cheerleading Association (DCA), and the admittance of Cheer Sport Netherlands (CSN) as a Member Federation in its place.”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries for the removal of Dutch Cheerleading Association (DCA) as the ICU Member Federation for the Netherlands, and Cheer Sport Netherlands (CSN) is admitted as the ICU Member Federation for the Netherlands

8. (#4) Membership - Italy

“RESOLVED, as recommended by the Governing Council, the General Assembly approves the removal of current Member Federation Federazione Italiana Cheerleading e Cheersport (FICEC) and the recognition of Lega Italiana Cheerleading e Cheersport (LICEC), a division of Federazione Italiana degli Sport Musical (FISM), as a Member Federation, effective upon (i) the formation of LICEC and FISM under the same name or similar names, and (ii) the approval by the Governing Council thereof.”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries for the removal of Federazione Italiana Cheerleading e Cheersport (FICEC) as the ICU Member Federation for Italy, and the admission of Lega Italiana Cheerleading e Cheersport (LICEC) as the ICU Member Federation for Italy under the conditions provided herein

-

8. (#5) Membership - Costa Rica

“RESOLVED, that, as recommended by the Governing Council, the General Assembly approves the termination of Federación Cheer and Dance Costa Rica (FECAD CR) as a Member Federation, pursuant to Article 3.6.2 of the ICU Statutes, for non-compliance of the rules and Statutes, disregard for ICU policies, and conduct unbecoming a National Cheer Federation given the responsibility to manage and conduct its respective sport.”

- **1st VOTE:** Motion is carried; however, not all paddles are raised. Secretary General Olson highlights that all votes must be cast for an accurate count for the minutes. Reminds proxy voters to vote on this matter as well, and asks for a 2nd vote (1st Vote was missing 2 proxy votes)
- **2nd VOTE:** In Favor: 33 Opposed: 1 (Mexico) Abstention: 1 (Canada)
- Motion carries, the ICU General Assembly approves the termination of Federación Cheer and Dance Costa Rica (FECAD CR) as a Member Federation

9. (#1) Proposals – Confirmation of policies regarding “Transgender Participation”/Gender identity and sex variations for our sport

“RESOLVED, as a result of discussion in topic groups concerning transgender participation, the Governing Council agrees to investigate the matter and provide a recommendation in the future.”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries, the General Assembly agrees to investigate the matter of “Transgender Participation”, Gender identity and sex variations for our sport and provide a recommendation in the future

10. Approvals – Ratification of Administrative and Operational Actions

“RESOLVED, that the General Assembly approves and ratifies the actions taken on behalf of ICU during such time period.”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries, the General Assembly approves the Ratification of Administrative and Operational Actions

14. Next Annual Meeting

“RESOLVED, that, as recommended by the Executive Committee, the General Assembly approves the dates of 23 April 2024 for the 2024 ICU Annual General Meeting and 24-26 April 2024 for the 2024 ICU World Championship, both to be held in Orlando, Florida, USA”

- **VOTE:** In Favor: 35 (All) Opposed: 0 Abstention: 0
- Motion carries, the dates for the 2024 Annual General Assembly dates and 2024 ICU World Championships are approved