

WAE DTAC report



WAE Congress Antalya, May, 2026

The WAE strategic plan 2024/28 was adopted at the Berlin Congress in April 2024.

DTAC has worked with the Executive Board to deliver the main goals of the plan.

DTAC comprised:

Stephen Tully (UK) – Chair

Juan Carlos Holdado (ESP)*

Milan Cornel Razvan (ROU)

* resigned Nov 25 to take up senior WA post

Additional assistance has been received from Board Champions (see below) and various WAE liaison officers.

A. Progress

The committee has worked closely with the Executive team to progress the strategic goals of the development plan. Executive buy-in is a key factor in securing successful outcomes.

Executive Board Champions (EBC's) have been nominated for each of the headline strategic objectives – The nominated Board members are noted in [blue](#) below.

The EBC's responsibilities include driving positive action against strategic targets, encouraging/ assisting DTAC, reviewing feedback, acting as conduit to the Executive Board and confirming Board directives.

	WAE Strategic goals		
	Task/ Goal	Action	Target
1.0	Organisation and Governance	Hilda Gibson/ Jean-Michel Cleroy	
1.1	Develop and agree a comprehensive strategy for WAE	Adopted at 2024 Congress	April 24
1.2	Develop and adopt a new Organisation structure	New structure proposed and discussed with Exec. To be finally agreed and adopted by next WAE President.	TBC
1.3	Adopt procedures to ensure transparent decision making and communication	Draft policy prepared awaiting Exec approval.	On going
1.4	Full review and re draft WAE constitution	Pending new President appointment.	TBC
1.5	Collect data and monitor the number of adopted MA strategic plans with the aim of having 49 plans by the end of the strategic period.	See schedule Appendix A 19 out of 50 plans have been received (38%). We hope to receive more plans over the coming months and will then	End of 2028

		undertake an analysis to ensure alignment with the WAE strategic plan.	
2.0	Support systems (Education, Development and Innovation)	Hakan Cakiroglu	
2.1	Establish an MA training programme (as required) to educate regional organisations on WA's key priorities, WAE's strategy, the establishment of local strategic action plans and Olympic solidarity funding.	A number of discussions have taken place with MA's and information communicated.	On going
2.2	Working with appropriate WAE sub committees establish training programmes for Judges, Technical delegates and coaches.	To be actioned during the next period.	On going
2.3	Incorporate specific child protection and vulnerable adult awareness training.	Ditto	
3.0	Financial Management	Arnoud Strijbis	
3.1	Establish policies for improved financial management and reporting in line with ASOIF guidance	Workshop run for Exec to encourage greater financial transparency. Fraud Detection and Prevention policy guidance has been established in line with ASOIF guidance and now awaits EB adoption.	On going
3.2	Establish a European wide framework for improved funding opportunities (inc. sponsorship and subsidies)	To be actioned during the next period.	On going
4.0	Inclusion and Equality	Maya Shalby	
4.1	Encourage MA's to monitor demographic data with specific emphasis on 'under represented' groups. The overall aim is improve current levels of participation across Europe whilst recognising the differences between an Eastern federal and a western club system.	A detailed survey was undertaken during April 2025. 16 MA's (32%) responded to a 28 point questionnaire. Key findings are shown in appendix 2. Future actions: Develop & adopt WAE policy on Inclusion & Equality (in liaison with Para/ Youth committee & new liaison officer) – Establish a training resource to assist MA's (with on line training)	April 27
4.2	Working with MA's, seek to increase growth and general participation in European archery by 5% from Jan 2023 benchmark levels over the period of the strategic plan.	See above and new vision from WA. Jan 2023 benchmark was Total WAE registered archers = 361,604	On going: End of 2028

		*See proposal for WAE recruitment week during May 2027.	
4.3	As data collection improves focus growth targets on specific archery disciplines.	To be actioned during the next period.	On going
5.0	Competitions and Events	Sabrina Steffens	
5.1	Review current European competition strategy and sense check this against current WA objectives, cost, media ambitions, programming/ procedures and available resources.	Working group was agreed at November 25 EB meeting A competition consultation report is being prepared.	End 26
5.2	Publish a comprehensive European wide competition strategy following 5.1 above with a clear focus on growth and future ambitions for international archery.	To be actioned during the next period.	TBA
5.3	Establish effective bidding process in line with 5.2 above	See above	
5.4	Integrate and Publish a comprehensive WAE/ International calendar of all events	Discussions have taken place with Jon Nott (WA)	On going
6.0	Promotion/ sponsorship	Viktoria Koval	
6.1	Appointment of a Consultant to assist WAE with their promotional and sponsorship aspirations.	A direct appointment has been made by the Exec Board for this role. See separate congress media report from Giulio Borzacchini.	Review every six months from appointment date
6.2	<i>Promotion goals:</i>		
	Grow interest and engagement among archery fans across Europe	As above	6 monthly review
	Strengthen relationships with European athletes in our sport	As above	6 monthly review
	Improve the content experience to attract new audiences	As above	6 monthly review
6.3	Secure new revenue streams	As above	Annual reviews
7.0	Sustainability	Darko Uidl	
7.1	Establish a sustainability liaison to lead this initiative.	Victoria Barby (UK) was appointed to this post in Dec 2025.	Actioned
7.2	Develop a policy for key sustainability drivers linked to WA competition bidding process.	A draft policy has been produced and discussed with Darko. Now awaits EB approval.	TBC

B. A new vision from WA.

Many of you will have now seen Greg Easton's vision for World Archery supported by its family of continental regions and network of MA's throughout the World.

In his Every Part Matters. Every Voice Counts initiative the WA President aims to lead World Archery into its next era as a responsive, collaborative, and forward - looking federation. One that reflects the diversity, energy, and aspirations of its global membership, while advancing operational excellence, Olympic relevance, and sustainable growth.

As the largest Continental region (by far), WAE needs to play a full role in supporting this initiative.

The vision focuses on four key focus areas:

- Member Associations & Athletes
- Events
- Governance
- Our Sport

Each area is developed with detailed objectives and is founded on the need for realistic commercial and financial support.

They will only come to fruition with all of our support, continued input and buy-in.

A foundation for generating income will be the growth of our membership numbers (see item 4.2 of the WAE strategy), however Greg will want to go further, faster.

C. DTAC Proposal for 2027.

During the second week of May 2027, DTAC encourage all WAE MA's to become growth ambassadors for our sport and focus attention on bringing new participants into archery.

How the 'Start Archery' initiative is administered is for each MA to decide. We would simply ask that you record and feedback the number of new archers you introduce and the number of these you convert into fee paying members.

D. World Archery Excellence Centre

DTAC are keen to work with WA to explore new ways in which the World Archery Centre in Lausanne can be made more affordable to European Member Associations. We would like to see more attractive (inclusive & affordable) packages developed to promote the Centre. We are keen to see this facility as a key asset in our region.

Stephen TULLY (Chair DTAC)
London/GBR
May 2026

Appendix 1

Strategic plans - Returns			as at May-26
	Member Association	DTAC ref	Strategy received
1	ALB – Albanian Archery Federation	1C	
2	AND – Andorra Archery Association	2C	
3	ARM – Archery Federation of Armenia	1E	
4	AUT – Österreichischer Bogensportverband	3C	
5	AZE – Azerbaijan Republic Archery	2E	
6	BEL – Royal Belgian Archery (RBA)	1W	
7	BLR – Belarus Archery Federation BLR	3E	
8	Bosnia & Herzegovina * (Membership suspended)	4C	
9	BUL – Bulgarian Archery Federation	4E	
10	CRO – Croatian Archery Association	5C	Y
11	CYP – Cyprus Archery Federation	2W	
12	CZE – Czech Archery Association	6C	Y
13	DEN – Bueskydning Danmark (Archery Denmark)	3W	Y
14	ESP – Royal Spanish Archery Federation	7C	Y
15	EST – Estonian Archery Federation	5E	Y
16	FIN – Finnish Archery Association	6E	
17	FRA – Fédération Française de Tir à l'Arc	4W	Y
18	FRO – Faroese Sports Association Archery Section	5W	
19	GBR – Archery GB	6W	Y
20	GEO – Georgian Archery Federation	7E	
21	GER – German Shooting and Archery	7W	Y
22	GRE – Hellenic Archery Federation	8E	
23	HUN – Hungarian Archery Association	9E	
24	IRL – Archery Ireland	8W	Y
25	ISL – World Archery Iceland	9W	Y
26	ISR – Israel Archery Association	10W	Y
27	ITA – Federazione Italiana di Tiro con l'Arco	8C	
28	KOS – Archery Federation of Kosovo	9C	Y
29	LAT – Latvian Archery Federation	10E	
30	LIE – Liechtensteiner Bogensportverband	11W	

31	<u>LTU – Lithuanian Archery Federation</u>	11E	
32	<u>LUX – Luxembourg Archery Federation</u>	12W	
33	<u>MDA – Archery Federation of the Republic of Moldova</u>	12E	
34	<u>MKD – Macedonian Archery Federation</u>	13E	
35	<u>MLT – Archery Association of Malta</u>	13W	
36	<u>MNE – Montenegro Archery Association</u>	10C	
37	<u>MON – Federation Monegasque de Tir (Section Arc) Monaco</u>	14W	
38	<u>NED – Nederlandse Handboog Bond</u>	15W	Y
39	<u>NOR – Norges Bueskytterforbund</u>	16W	Y
40	<u>POL – Polish Archery Federation</u>	11C	
41	<u>POR – Federation Portuguesa de Tiro com Arco</u>	12C	
42	<u>ROU – Romanian Archery Federation</u>	14E	
43	<u>RUS – Russian Archery Federation</u>	15E	
44	<u>SLO – Archers Association of Slovenia</u>	13C	
45	<u>SMR – Federazione Sammarinese Tiro con L'arco (San Marino)</u>	14C	Y
46	<u>SRB – Archery Association of Serbia</u>	15C	Y
47	<u>SUI – Swiss Archery Association</u>	16C	Y
48	<u>SVK – Slovak Archery Association</u>	17C	Y
49	<u>SWE – Swedish Archery Association</u>	17W	Y
50	<u>TUR – Turkish Archery Federation</u>	16E	
51	<u>UKR – Ukrainian Archery Federation</u>	17E	

Appendix 2

Inclusion & Equality WAE Membership Assoc. Survey – April 2025

Purpose of the Survey: To assess how inclusion and equality principles are implemented across WAE Member Associations

- **Survey Distribution:** Sent to **50** WAE Member Associations
- **28 questions** covering Disabled (Para) archers, Gender equality, Youth archers, Ethnic backgrounds, Accessible facilities and education
- **Responses Received:** **16** Member Associations responded (*Response rate: 32%*)

Heading	Key Findings (based on sample replies)
General	Less than 56% of MA's have a representative dedicated to Inclusion & Equality and 38% fail to have policy guidance.
Para Archers	Only 31% of MA's provide dedicated Para training for coaches.
Gender Equality	Majority of MA's have no specific initiatives to promote gender equality although equal opportunities exist for training and 75% encourage female leadership opportunities.
Youth Archers	88% of MA's encourage youth archery through a dedicated training programmes but only 25% encourage participation under the age of 10 yrs old. 33% have no clear pathway programmes into competitive archery.
Ethnic Background	25% of MA's do not support participation from ethnically diverse backgrounds and 30% have an antidiscrimination policy. 70% do not promote diversity.
Accessible facilities	88% of MA's claim accessible archery venues but only 12% have official design guidelines. 66% of MA's have no archery programmes for athletes with disabilities.
Education	70% of MA's do not run coach training on inclusion and diversity but would welcome guidance and training from WAE.

