



no transparency  
developing events and  
recruiting organisers too focused on competition  
**need to support the community more**

communication between committees  
improving website  
community doesn't know what we do  
not updated often enough  
**lack of communication**

too detailed regulatory work  
CIA vs member interests  
explaining value of sanction fees  
**hard to move up the ranks**

information difficult to find  
*accepting subpar bids*

eurocentric **no common vision**

recruiting new members  
develop more diverse event types

not keeping competitors happy  
*russia, asia, south america?*

often the same jury members  
financial reporting

*rules are hard to understand*  
excluding late but good bids

**education & youth work**  
no long-term agenda

helping organisers run successful events

*conservative tendencies*

*need to overhaul paperwork*

surveys and results don't  
always lead to actions

**old guard**

# Weaknesses

What does the community (including the commission) say the CIA does not do well?