

2016



W O R L D

ParaVolley

www.WorldParaVolley.org

**Report to the
General Assembly**



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From the President



Dear World ParaVolley Family

On behalf of the Board of World ParaVolley, I am pleased to welcome Delegates to the General Assembly and to present this Report of the last two years of activities.

Overall, we have enjoyed a fruitful two years, the highlights of which have been the 2014 World Championships in Poland, increased administrative activity in the Zones, greater attention to the website and social media, the improvement of our financial position, more sponsorship and homologation activity, the 2014 Asian Para Games in Korea, the 2015 Parapan Am Games in Toronto, the 2015 African Championships in Rwanda, the 2015 European Championships in Germany and Slovenia, and the inclusion of Sitting Volleyball on the program for the 2020 Tokyo Paralympic Games. However, there is more to be done in areas such as Marketing, Development, Club Volleyball, Youth Volleyball and Beach Volleyball. There is more detail in the Report.

I wish to express my appreciation to all of World ParaVolley's Members and the Board of Directors for their efforts to provide the very best for the future of our athletes and officials who must always remain our focus.

Mr. Barry Couzner OAM

A handwritten signature in black ink, appearing to read "Barry Couzner". The signature is fluid and cursive.

President, World ParaVolley



About World ParaVolley

World ParaVolley is a member of the International Paralympic Committee (IPC), and is recognised by IPC as the sole International Federation with worldwide responsibility for volleyball for athletes with a physical impairment.

World ParaVolley Facts:

Founded:	1980 as an International Committee of ISOD
Independence from ISOD:	1996
ParaVolley Disciplines:	Indoor – Sitting, Standing Beach – Sitting, Standing
First international competition:	1967 – Flensburg, GER
First Paralympic competition:	1976 – Toronto, Canada
Main competitions:	Paralympic Games (sitting) World Championships (sitting, standing, standing beach) Intercontinental (sitting) World Club Cup (sitting)
ParaVolley Zones:	ParaVolley Africa ParaVolley Asia-Oceania ParaVolley Europe ParaVolley Pan America
Number of Member Nations:	46 (in 2014) across all zones
Active ParaVolley Nations:	70+



Governance:

World ParaVolley is governed by a bi-annual General Assembly, usually held in even years (2010, 2012, 2014, etc.). The General Assembly elects the President, and the Sport, Development, and Marketing Directors, each of whom is elected for a four year term. The remaining Board members are the Presidents of the four Zones, one of whom is chosen by the Board to be the Vice President. The final Board member is the General Manager, who is ex-officio, and does not hold a vote.



Vision and Mission



World ParaVolley Vision:

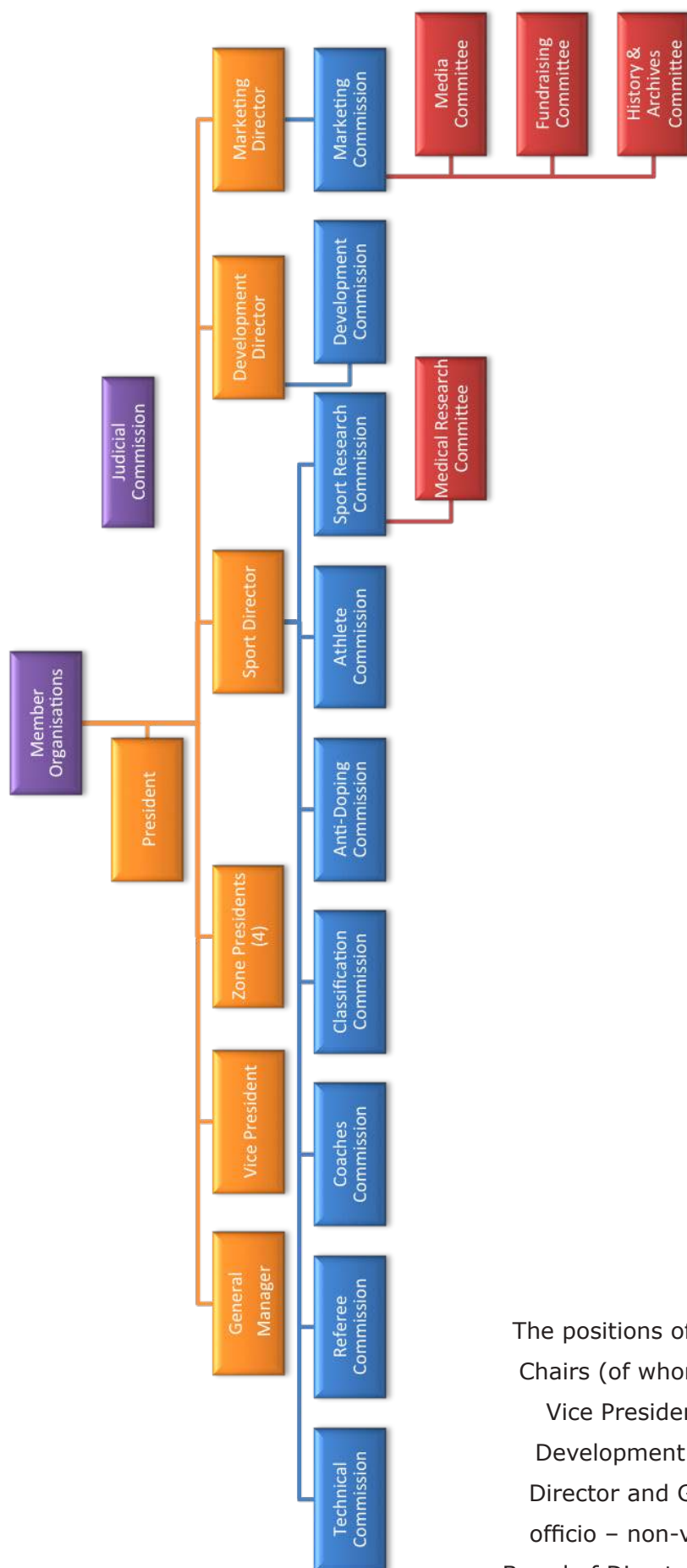
Volleyball is the most popular sport in the world for persons with a physical impairment.

World ParaVolley Mission Statement:

To develop the sport of volleyball for our athletes. We achieve this through excellence in leadership and governance, while providing comprehensive programs in competition, promotion and education.



Organisational Structure



The positions of President, four Zone Chairs (of whom one will be elected Vice President), Sport Director, Development Director, Marketing Director and General Manager (ex officio – non-voting) comprise the Board of Directors of World ParaVolley.



Board of Directors

President: _ _ _ _ _ Mr. Barry Couzner, OAM (AUS)

Vice President: _ _ _ _ _ Mr. Wayne Hellquist (CAN)

Sport Director: _ _ _ _ _ Mr. Denis Le Breuilly (GBR)

Development Director: _ _ _ _ _ Mr. John Kessel (USA)

Marketing Director (Commercialisation): _ _ Mr. James Leask (CAN)

ParaVolley Africa President: _ _ _ _ _ Dr. Hayat Khattab (EGY)

ParaVolley Asia-Oceania President: _ _ _ _ Mr. Lam Song Shen (MAS)

ParaVolley Europe President: _ _ _ _ _ Mr. Toralv Thorkildsen (NOR)

ParaVolley Pan America President: _ _ _ _ Mr. Joe Campbell (USA)

General Manager: _ _ _ _ _ Mr. Phil Allen (CAN)





W O R L D
ParaVolley

President

Vice President

Sport Director

Development Director

Marketing Director (Commercialisation)



President's Report



The 2014 Year

Your World ParaVolley Board of Directors worked hard in the year 2014 and achieved a number of positive outcomes for our sport and our athletes.

Of course the most significant event was the 2014 Sitting Volleyball World Championships in Poland that were delivered by ATAK to a very high level. Twenty eight teams participated in the event and eventually, BIH & IRI (men) and CHN & USA (women) qualified for Rio 2016. Significantly, the BRA men won a silver medal, thus ensuring that the Rio 2016 Paralympic Games will be "interesting", to say the least.

ParaVolley Asia/Oceania delivered two major Sitting Volleyball events, one in IRI that qualified teams for the Asian Para Games and then the Asian Para Games themselves that were held in KOR at which, for the first time ever, a female Technical Delegate (Chang Irene, MAS) was appointed. Irene is also the first female to gain a Level 3 Technical Official Certificate – quite an achievement! From this event, CHN (men) and IRI (women) qualified for Rio 2016.

In Elblag, Poland, we saw the largest attended General Assembly in history (37 Members represented) – we thank the Members for their support. Following a supportive vote at the GA, Europe has been established as an autonomous Zone – this represents the first move to create a more modern structure for our sport that should, in the future, be duplicated in the other Zones. In addition, the new name and branding for World ParaVolley was formally approved, marking a new era for our sport.

The Board has approved changes to the Commission structure whereby the critical areas of Anti-Doping and Classification now have their own specific Commissions and a new Sport Research Commission has been established. In addition, a History and Archives Commission and a Judicial Commission have been established, the latter being required by the Constitution.

Dr. Hossam Mostafa resigned during the year as President due to increasing work commitments and he has been replaced by Barry Couzner (AUS) as President with Wayne Hellquist (CAN) as Vice-President. We do sincerely thank Dr Mostafa for his years of service to our sport and wish him the very best for the future.

The Africa Zonal Committee has been established with very strong membership from which we can expect positive developments in the future. The Committee is ably led by Dr. Hayat Khattab (EGY). In addition, the ParaVolley PanAm Committee was established under the positive leadership of Joe Campbell (USA) and he has a very competent group of people supporting him.



Other actions include the establishment of a new set of Board procedures and processes to conduct meetings, new Board sub-committees, (External Relations, Technical, Finance, Marketing and Development) a responsible positive Budget for 2015, changing of Banking arrangements, implementation of the IPC's athlete biographies research, utilization of VolleySLIDE and Data Volley and the completion of the definition of "Registered Development Events". In 2014, five Board meetings were held.

The World ParaVolley website was completed and initial signs are that it has been well received and used extensively. It does still require further ongoing work and development as all websites do.

The Sport Director, Denis Le Breuilly and General Manager Phil Allen worked very hard during the year to fulfill all of the questionnaire requirements for Tokyo 2020 – they succeeded, thus ensuring that Sitting Volleyball will be played at the Tokyo 2020 Paralympic Games. This achievement was essential to the future development of our sport.

Other activities in 2014 have included preparation for Rio 2016 facilitated by Denis Le Breuilly as Technical Delegate and for Toronto 2015 (the Parapan Am Games) undertaken by Joe Campbell as Technical Delegate.

So what a year of achievements by any standard!

The 2015 Year

2015 has been a year of consolidation, success and development.

In the area of administration, we continued to benefit from the professional services of Phil Allen as General Manager and we have a proposal for a new Membership Fee Structure to be implemented from 2017. A number of changes to the Constitution are required to update our organization and these will be put to the General Assembly in 2016. In order to keep costs to a minimum, in 2015 we held all four Board meetings by Skype.

Financially, the year of 2015 will see the Budget close with a surplus – a big improvement on 2013 and 2014, and 2016 will also show a surplus. Such positive finances do come at a price however, including not holding a face-to-face Board meeting in 2015 that renders planning, debate and discussion rather difficult.

In the area of events, the Parapan Am Games in Toronto, the African Zonal Championships held in Rwanda and the European Zonal Championships held in Germany and Slovakia set some new standards in event management and presentation – and made history at the same time!



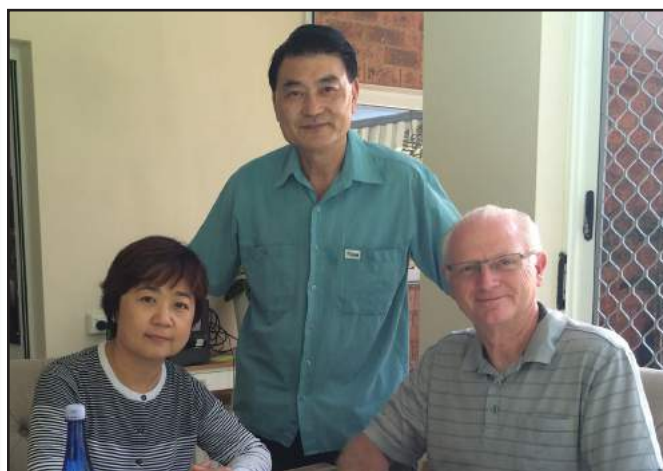
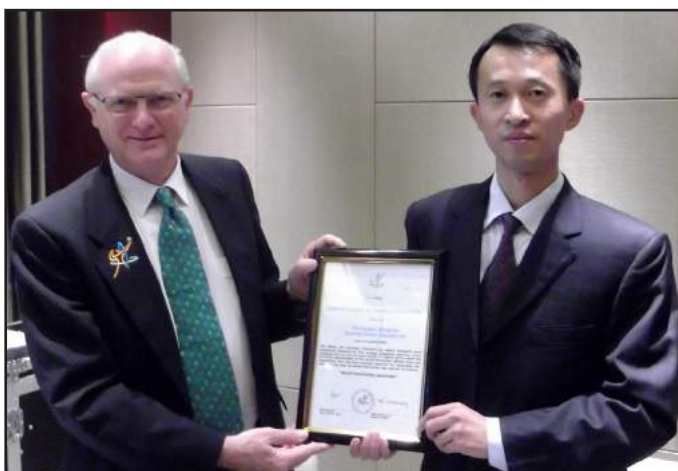
President's Report *Cont'd*

On the international relations front, we have continued our strong and positive relationship with the IPC as evidenced by our increased IPC Grant monies, our successful Agitos Foundation Grant, our professional relationship building with Sir Philip Craven (IPC President) and our presence in Mexico at the IPC General Assembly.

The area of our sport that is strongest is technically as we have the knowledge and experience to stage great events for the athletes at the top level. However, even here we are working on continuous improvement by adopting Data Volley as our statistical program and re-writing the sport handbooks.

On the human resources side, we are making some improvements by building the number of people who can deliver events worldwide and by increasing the number of females involved. A Human Resources (HR) audit study undertaken in 2014 showed that nearly 30% of our leadership positions in areas such as ITOs, Refereeing, Classification and Anti-Doping are female. Our next target is to improve to 40% and eventually to a 50-50 situation. One thing that was obvious from the study was that the availability of such human resources varied greatly between the four Zones and much work remains to enable all Zones to conduct their events without having to involve staff from other Zones and thereby reducing costs.

In the area of marketing, promotion and communication we need much improvement. Over the past 2 years we have enjoyed some successes such as the revision and activation of the website, the regular communication activities of VolleySLIDE that have truly taken us into the world of social media, and the signing of sponsorship and homologation agreements that we have never had before. We are continuing to actively develop positive professional relationships with organisations such as QH (equipment supplier), HJF Sports (sports clothing supplier), AI Qamra (holding group of Companies), Gerflor (Volleyball floor supplier) and Blue Mountains Natural Spring Water. We look forward to greater activity in the sponsorship area under the leadership of our new Marketing Director, Jim Leask.



An important focus for WPV in 2016 and beyond must be development. There is such great potential in Zones such as Africa, Pan America and Asia/Oceania that we must facilitate development programs for these areas of the world. In 2015 there have been clear demonstrations of the value of development programs by Development Director John Kessel in the Americas (in cooperation with FIVB) and in South Africa where Denis Le Breuille ran a very successful Agitos Grant program. Development will drive membership that makes us stronger and helps to ensure that Sitting Volleyball remains on the IPC calendar for the Paralympic Games.

Planning activities remain high on the Agenda for the Board – a 3-day Strategic Planning session has just been completed in China and we must look further ahead into the future at marketing, development activities and financial issues. Good planning characterizes the best international organisations and I am sure that is what we want to be so that we deliver the best and most frequent opportunities for our athletes.

On the negative side, we have been unable to stage a Beach Volleyball World Championship over the past two years and we were unable to deliver a World Club Championship in 2015 (although we continue to work on both activities). The number, quality and availability of events for the teams is an area we need to address with a focus on creating exciting events that enable us to promote all ParaVolley disciplines. The Board is considering some options at the moment, particularly for 2017.

In sum, 2014-15 have been very busy years with some sound developments in all aspects of our work in administering the sport. I believe that our future focus needs to be particularly on marketing, communications and development as all areas provide opportunities for World ParaVolley to continue to improve and become a world leader of the Paralympic movement.

We have more to do.

In conclusion, I would like to thank the Board for their faith in appointing me as President since late 2014, and for their time and commitment to the cause of World ParaVolley.

Sincerely,

Barry Couzner, OAM



President

Vice President's Report



After having served as the Marketing Director in the four years leading up to the General Assembly in 2014, I was honoured to have my name to stand for the position of Vice President. It has been a pleasure to continue to work as Vice President with a very dedicated Board of Directors and General Manager to advance the development of the World ParaVolley organization over the past two years.

My focus in this period has been to provide support to the President and the General Manager on an ongoing basis. The focus has been on several key areas including the refinement of a new Membership Fee structure which will better reflect the levels of service provided to the membership and will result in an improved process to review fees and provide greater rationale for the fees assessed. In addition I have assumed responsibility for the revisions and updates to the WPV Constitution which requires ongoing review and refinement to meet the changing needs of the sport and the membership. In addition, I am responsible for leading the ongoing strategic planning process that will guide our operations over the next few years. The Board has completed a 3 day planning and priority setting session while in attendance at the Intercontinental Cup in China. This is an important activity for the Board to be engaged in as will be the process for ongoing monitoring and evaluation of our progress against the plan as we go forward. This was also the first time we have been able to meet face-to-face as a Board of Directors since the Sitting Volleyball World Championships in Poland in 2014. It's important for your Board to be able to meet to continue the work that we have started.



I have also continued some involvement in the marketing area and am very pleased with the progress that has been made in increasing the profile of the sport and most notably of Sitting Volleyball. Much work still needs to be done to ensure that all disciplines of our sport are recognized, have a higher profile and receive our support. Progress in the area of corporate sponsorship has been very encouraging. I have had the opportunity to work with Gerflor to finalize a contract with them that will provide ongoing financial support for our development and have also assisted Barry in the refinement of contracts and proposals to other sponsors and supporters. The progress in this area will provide some long-term financial resources for WPV.



Vice President's Report *Cont'd*

In addition, I had the pleasure of working at the Para PanAm Games this past year in Toronto. This was a very well organized event and my partner Tracy Knutson and I assumed responsibility for social media activities at the event. We posted results and photos to Facebook and Instagram within 30 minutes of the conclusion of each match and posted a daily update and photo album at the end of each day along with a summary and photos for posting to the website. We saw increased activity on Facebook, Instagram, Twitter and the website throughout the Games. Over the course of the competition, we took more than 10,000 photos of the competition.

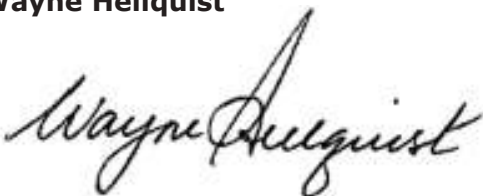


There continues to be much work still to be done to promote and organize opportunities for our athletes to compete. This requires a strong and vibrant organization with the resources needed to increase our profile and further develop the sport for all of our athletes and coaches throughout the world.

I want to thank the members of the Board and, in particular, Barry Couzner, for their leadership and commitment to change and for helping to grow our sport and World ParaVolley.

Sincerely,

Wayne Hellquist



Vice President



Sport Department Report



As World ParaVolley Sport Director it is my pleasure to report on the Department for the period 2014 – 2016. The report hopefully reflects the efforts of many colleagues working voluntarily on behalf of our athletes, not only within the Department but also in liaison with the other World ParaVolley Departments and external agencies.

Your time reading this report would be appreciated. Hopefully you will find it informative and it will raise your awareness of at least some of the considerable work being undertaken.

Achievements of the Department, its Commissions, Committees and staff include:

1. Highly successful 2014 World Championships in Poland in partnership with IKS ATAK and START which, thanks to the LOC and the World ParaVolley VolleySLIDE team received excellent media and social media coverage highlighting the high quality volleyball provided by our world class athletes. The media coverage showcased to the world the professional approach of WPV and the high standard of courts and equipment being provided for our athletes and officials at International level.
2. For the first time, staging a Women's Rio qualifying event as part of the Parapan American Games in Toronto, following several years of negotiations, including lobbying for Women's teams of twelve and not ten as previously allocated. An added bonus was the inclusion of the Cuban Women's team.
3. Staging, in partnership with NPC Rwanda, the first ParaVolley Africa Championship to include teams from both the North and South, including a first Women's Championship for six new teams. Prior to the event there was not one woman classified in the whole of Africa!
4. As a result of 3) above, qualifying a Women's team (Rwanda) for the Paralympics for the first time. This was voted third of the IPC 50 Top Moments of 2015, and will inspire development in ParaVolley Africa.
5. Further development and updating of the WPV Ranking Points system for the Paralympics and World Championships.
6. Completion of establishment of the three-level pathway for all WPV Technical officials, with exams and practical assessments. All three levels delivered at a variety of Zonal and WPV events.
7. Increase in the number of WPV Qualified International Technical Officials and Jury Members, including International Technical Official (Level 3) Chang Irene (MAS) the first woman to achieve the level and to be appointed as a Technical Delegate (Asian Para Games) and a Jury Member for the Rio Paralympics.
8. Database of all technical officials established.
9. Following lobbying, a major increase in the IPC grant after IPC recognized that WPV had not been receiving support comparable to some other sports for a number of years. The formula for calculating grants has now been changed.

10. As the result of an International Referee Course and a Referee Observer Course in Poland, the number of each and the number of now qualified Referee Delegates has considerably increased. This was made possible by the IPC grant. This will assist us in our aim to ensure the Zones are capable of running their events using their own Officials, whenever possible.
11. A second International Referee Course held in Rwanda, which catered for ParaVolley Africa candidates who were refused visas for the course in Poland, and served the needs of the ParaVolley Africa Championships. This resulted in the doubling of the International Referees on the African continent from 8 to 16.
12. Comprehensive referee database developed and maintained by Referee Commission Secretary.
13. First WPV Coaches Commission established, with representatives from each Zone. Level 1 courses delivered. Major progress with course tutor's disk to be made available to appointed tutors throughout the Zones. Potential tutors currently being identified. Close liaison with the WPV VolleySLIDE team, which focuses on pre-Level 1 grassroots.
14. Distribution of VolleySLIDE materials and links to over sixty countries/individuals.
15. Completion of the draft WPV Classification Code, and required forms, based on the new IPC Code passed at the IPC GA in Nov 2015 and due for implementation 1st Jan 2017. Major work undertaken by the Classification Commission, including identification of changes and possible future issues.
16. The establishment and delivery of the Level I National/Regional Classifier Course, shortly to also be available in Portuguese.
17. With Level 2 and Level 3 candidates trained at events, the pathway to International Classifier is clearly established.
18. An increase in the number of Level 1 National/Regional Classifiers, notably through courses in Rwanda, as part of the ParaVolley Africa Championships, and in South Africa as part of the Agitos Foundation project. It should be noted that all nations should have at least two National classifiers.
19. The development and use of Player Classification Consent forms as required by IPC.
20. Clearer instructions to International Classifiers on assessment, reporting and recording, including a separation of the points system used for Sitting from that used for Standing, resulting in greater consistency.
21. More comprehensive database of Classifiers (all Levels).
22. New WPV Anti-Doping Code written by the SD in close liaison with WADA and IPC. WPV now recognized as fully compliant.



23. Second member of staff registered for ADAMS (WADA's) Anti-Doping Administration and Management System.
24. All relevant anti-doping materials prepared, with relevant links, and ready to be added to the website.
25. Each individual team, and their officials, at the ParaVolley Africa Championships in Africa receiving two hours of instruction on Anti-Doping. A major initiative in Anti-Doping Education and awareness-raising.
26. Instructions written for NADOs and RADOs (National and Regional Anti-Doping Agencies), based on IPC and WADA advice, to ensure all tests are accredited to WPV, which has not always been the case in the past even when financed. This is extremely important to ensure that WPV remains compliant with testing requirements.
27. New Medical Research Committee established and currently planning future research topics, as well as gathering and evaluating recent research.
28. IPC Medical Code, a code of best practice rather than a Code with which compliance is required as per Anti-Doping and Classification, reviewed and WPV Code planned.
29. System for approving doctors and therapists reviewed, with recommendations being considered.
30. Initial Athlete meeting held at World Championships. Chairperson appointed and two members. Full membership of Interim Commission to be determined, possibly by vote at Intercontinental Commission to consider Bylaws.
31. Sport Research Commission, renamed after the establishment of the Committee with specific responsibility for Medical Research.



Major Achievements Resulting from Joint/Cross Department Negotiations and Efforts:

1. Selection in the first list of sports accepted for the Tokyo Paralympics. This followed an extremely comprehensive application collated by the General Manager. Many thanks to all staff and nations for their contribution, enabling WPV to meet all the requirements. The audit will also prove extremely useful for the International Federation's Strategic Planning, and it is recommended that Zones follow a similar process.
2. Successful application to the IPC Agitos Foundation, resulting in a grant for Level 1 Referee, Coaches and Classification Courses as well as a Technical Workshop in South Africa. Previously there was no Sitting Volleyball activity in the Southern Africa Sub-Zone. Nations who will be working on Sitting Volleyball, and later possibly Beach Volleyball, include South Africa, Malawi, Mozambique, Zimbabwe, Namibia, Botswana and Zambia.
3. Following an initial meeting at London 2012, and meetings and other communications over the last 3.5 years, Sitting Volleyball to be included, for the first time, in the next Youth Parapan American Games in Sao Paulo, Brazil in 2017. IPC and WPV are working together to establish a standard competition format. This should result in four-a-side teams in two age groups playing to the same rules at all Regional Youth Games, also leading to worldwide WPV competitions.
4. Contract with The Jiangsu Qianghuai Sporting Goods Company Limited, known as QH, to supply equipment designed to meet all regulations for Sitting Volleyball. Subsequent agreement by Rio 2016 that QH supplies equipment for the 2016 Paralympics. QH were suppliers for the Beijing Games and the Asian Para Games. This is the first company whose volleyball equipment has been homologated by World ParaVolley.
5. By agreement between the WPV Technical Delegate/Sport Director and Rio 2016, Gerflor approved as 'sole supplier' of floors for the Rio Paralympics. They will be supplying the Competition Court, two Warm-Up Courts and three training courts. This agreement was followed by an homologation/approval agreement with WPV. Gerflor supplied floors for the London Games and the 2014 World Championships.

The Sport Department Consists of:

- **Technical Commission**
- **Referee Commission**
- **Coaches Commission**
- **Classification Commission**
- **Anti-Doping Commission**
- **Medical Research Committee**
- **Athlete Commission**
- **Sport Research Commission**

[See organisational chart for full departmental structures as approved by the Board of Directors.](#)

It should be noted that restructuring has taken place with regard to the elements that formerly composed the Medical and Scientific Research Commission. This has resulted in the establishment of much stronger, well led and more efficient Classification and Anti-Doping Commissions, and a Committee specifically responsible for Medical Research.

Technical Commission:

Following the establishment by the Board of Directors of Board Sub-Committees, the Sport Director refers Technical matters to the Board's Technical Sub-Committee, which is composed of myself, Barry Couzner and Toralv Thorkildsen. This Board Sub-Committee is separate from the Committee below whose members represent their Zones or have specific responsibilities.

Members:

ParaVolley Africa:	Mr. Morad Elbaroudy (EGY)
ParaVolley Pan America:	Mr. Elliott Blake (USA)
ParaVolley Asia Oceania:	Mr. Billy Lee (MAS)
ParaVolley Europe:	Mr. Maciej Chodzko-Zajko (GBR)
Commissioner for Statistics/Data Volley:	Mr. Steve Matthews (GBR)
Commissioner for Equipment:	Mr. Claude Tremblay (CAN)

It is important for all members to be aware and to fully appreciate that Zonal members are responsible for their Zonal events, and their administration of international events needs to be according to the WPV Sport Regulations, WPV/IPC Classification Codes and the WPV/WADA Codes and WADA International Standards. There is now far greater regulation of World sport than there was in the past and ensuring World ParaVolley remain compliant with the Codes and Regulations is a major part of the Department's work, that will help to ensure Sitting Volleyball remains on the programme of the Paralympic Games.

The Board of Directors' Technical Sub-Committee, of which the SD is Chair, is currently working on (i) a 5 Star category system for events, to clarify what is required at each level and the obligations of event organisers. The aim is to aid development by removing some of the historic regulations that are restricting flexibility for competition, whilst at the same time maintaining WPV obligations regarding compliance with IPC and WADA Codes, (ii) a new Handbook for event organisers.

The Board of Directors has in principle approved the Sport Department proposition to allow greater freedom for teams to use sponsorship on team jerseys (*No advertising is permitted at the Paralympics). This will hopefully lead to teams/nations securing sponsorship to support their activities and competition entries. More details are to follow, including the date from which this will be applicable.

Referee Commission:

Chair:	Mr Gaby Lotan (ISR)
Secretary:	Mr. Pierre Farmer (CAN)
Senior Referee Observer:	Mr. Peter Koncnik (SLO)

Members:

ParaVolley Africa:	Mr. Khalid Shanishah (LBA)
ParaVolley Pan America:	Mr. Ronaldo Chaves (BRA)
ParaVolley Asia Oceania:	Mr. Ebrahim Firouzi (IRI)
ParaVolley Europe:	Mr. Anton Probst (GER)
Commission Responsible for Beach ParaVolley:	Mr. Steve Giugni (AUS)

See Achievements section for brief details of major courses. The Commission has maintained its high standards with all referees Observed and Evaluated at WPV and Qualifying events, receiving debriefs after every match.

It has been decided that the current Sitting Volleyball net rule will not be subject to any modification following the new FIVB net rule, at least until after the Paralympics. Whilst the new FIVB Rule may be considered for Standing and Standing Beach, it is not considered that it would aid the continuity of play that we have enjoyed since the original FIVB change.

Both referees, the reserve referee and scorers and line judges are routinely alcohol tested 45 minutes prior to matches. The accepted limit is zero.

Coaches Commission:

Chair: Mr Jouke De Haan (NED)

Members:

Mr. Martin Blechschmitt (GER)
Mr. Peter Karreman (NED)
Dr. Mosaad Elaiuty (EGY)
Mr. Bill Hamiter (USA)
Mr. Ali Reza Moameri (IRI)
Mr. Wei Ping Tu (AUS)



The Commission is being very ably led by the Chair who has shown an outstanding commitment to developing Level 1 tutor materials and liaising with coaches at events.

A Panel of Tutors is being developed. Coaches with good communication skills, teaching and course delivery experience, who wish to be considered for appointment as tutors should send their CV with a covering letter to the Chair of the Commission, copied to the Sport Director.

Classification Commission:

Chair:	Dr. Jurate Kesiene (LTU)
Commissioner Responsible for WPV Classifier Education:	Mrs. Jenni Cole (AUS)
Administration Commissioner (Athlete Database):	Mr. Saro Keresteciyan (CAN)

Members:

ParaVolley Africa:	Dr. Innocent Komakech (UGA)
ParaVolley Africa:	Ms. Pheona Kimonge (KEN)
ParaVolley Pan America:	Mrs. Louise Ashcroft: (CAN)
ParaVolley Pan America:	Dr. Rolando Borges (CUB)
ParaVolley Asia Oceania:	Prof. Jin Zong MA (CHN)
ParaVolley Asia Oceania:	Mrs. Jenni Cole (AUS)
ParaVolley Europe:	Mrs. Dora Szatmari (HUN)

World ParaVolley is extremely fortunate to have a committed and vastly experienced Commission of Internationally Qualified Classifiers, many of whom are highly respected outside of our sport. To qualify at International level (Level 3) takes time. Prior to the Sport Department establishing the three level pathway, WPV had no base to the pyramid. Because of a previous policy, there has been a time lapse between WPV development and the provision of International Classifiers. It should be noted that at an International event there should be two panels of two International Classifiers, preferably in addition to the Chief Classifier.

The demands for Classification opportunities are increasing as WPV develops. Previously the Code only permitted Classification at the major international events. IPC are now allowing us to sanction other events where classification can take place, but the limited number of International Classifiers and their personal commitments to work and family mean they are not always available.

To increase the number of International Classifiers there is a need for an inflow of Level 1 National/ Regional Classifiers, who then need to be given opportunities by their nations to gain experience. Some time ago IPC requested that all nations have two National Classifiers. This needs to be a target for all our members.

Members are encouraged to investigate the possibilities for sending candidates, qualified doctors and physiotherapists, to courses and/or hosting courses.

Anti-Doping Commission:

Chair: Dr. Jun Ming 'Jamie" Zhang (GBR)

Secretary: Mrs. Louise Ashcroft (CAN)

Members:

ParaVolley Africa: Dr. Osama Ghoniem (EGY)

ParaVolley Pan America: Prof. Rolando Borges (CUB)

ParaVolley Pan America: Prof. Alberto Martins (BRA)

ParaVolley Asia Oceania: Prof. Jin Zhong MA (CHN)

ParaVolley Europe: Mrs. Dora Szatmari (HUN)

As indicated in the Achievements section above, there has been major progress with regard to updating the Code and associated Forms and Instructions in order for WPV to remain fully compliant with the World Anti-Doping Agency (WADA Code). The Secretary, with the support of the Chair, and in liaison with the WPV General Manager, has completed a major section on Anti-Doping to be added to the WPV website.



WADA are increasingly focusing on Out of Competition testing, and increasing the range of tests, which provides WPV and its event organisers with financial challenges. It has been brought to our attention that when athletes permanently retire they remain subject to testing unless they sign a Retirement Form.

Athletes must be aware that they are ultimately responsible for anything that enters their bodies. A Therapeutic Use Exemption (TUE) application must be lodged where relevant. Coaches and nations have a responsibility to educate their athletes. Note that food supplements may also result in test failures. Extreme caution is required.

Members are encouraged to investigate the possibilities for sending candidates, qualified doctors and physiotherapists, to courses and/or hosting courses.

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Members:

ParaVolley Africa: Dr. Osama Ghoniem (EGY)

ParaVolley Pan America: Prof. Rolando Borges (CUB)

ParaVolley Pan America: Prof. Alberto Martins (BRA)

ParaVolley Asia Oceania: Prof. Jin Zhong MA (CHN)

ParaVolley Europe: Mrs. Dora Szatmari (HUN)

As indicated in the Achievements section above, there has been major progress with regard to updating the Code and associated Forms and Instructions in order for WPV to remain fully compliant with the World Anti-Doping Agency (WADA Code). The Secretary, with the support of the Chair, and in liaison with the WPV General Manager, has completed a major section on Anti-Doping to be added to the WPV website.

WADA are increasingly focusing on Out of Competition testing, and increasing the range of tests, which provides WPV and its event organisers with financial challenges. It has been brought to our attention that when athletes permanently retire they remain subject to testing unless they sign a Retirement Form.

Athletes must be aware that they are ultimately responsible for anything that enters their bodies. A Therapeutic Use Exemption (TUE) application must be lodged where relevant. Coaches and nations have a responsibility to educate their athletes. Note that food supplements may also result in test failures. Extreme caution is required.



Medical Research Committee: (currently being developed for final approval by WPV Board)

Chair: Mr. Kerry McDonald (CAN)

Members:

Mr. Jonathan Reeser (USA)

Mr. Ferhat Esatbeyoglu (TUR)

Anyone currently conducting research, or who has recently completed research, which in any way relates to ParaVolley, (Sitting, Standing, Standing Beach, Sitting Beach) is requested to forward details to the WPV Sport Director, who will in turn forward to the Committee when fully established. This also applies to research which is not medically related, which will be forwarded to the Sport Research Commission

Athlete Commission (Interim):

Chair: Ms. Elvira Stinissen (NED)

Members:

Mr. Juergen Schrapp (GER)

Ms. Katie Holloway (USA)



A meeting was held at the World Championships in Poland in 2014 but a full Commission was not elected. The above will be planning a meeting in China at the Intercontinental. Athlete Commission will review the draft Bylaws provided.

Sport Research Commission:

This Commission is to be re-formed following the establishment of the separate Medical Research Committee.

Chair: Prof. Athanasios Papageorgiou

Sport Department Report *Cont'd*

For those who have taken the time to read this report I thank you for your enthusiasm and congratulate you on your energy level. Hopefully my efforts in compiling this report have been worthwhile, and I have done justice to all colleagues in the Sport Department, whether named or not, as well as other colleagues in numerous roles. I hope the report has raised awareness of the considerable achievements since the last General Assembly and of the work being undertaken by our voluntary workforce on behalf of our athletes.



Finally, my personal thanks to our President Barry Couzner OAM and our General Manager, with both of whom I work on a weekly, sometimes daily, basis. Their administrative support, expert advice, efforts and support are greatly appreciated. Others are too numerous to mention.

Congratulations to those who have qualified for Rio and all those who will be participating in the Intercontinental. Have a great competition. Good luck to the teams challenging for the Rio 2016 final places (1M & 1W). Please repay the LOC's efforts, and those of the World ParaVolley Staff who have worked on the event, by treating them to the highest possible level of competition.

Sincerely,

Denis Le Breuilly

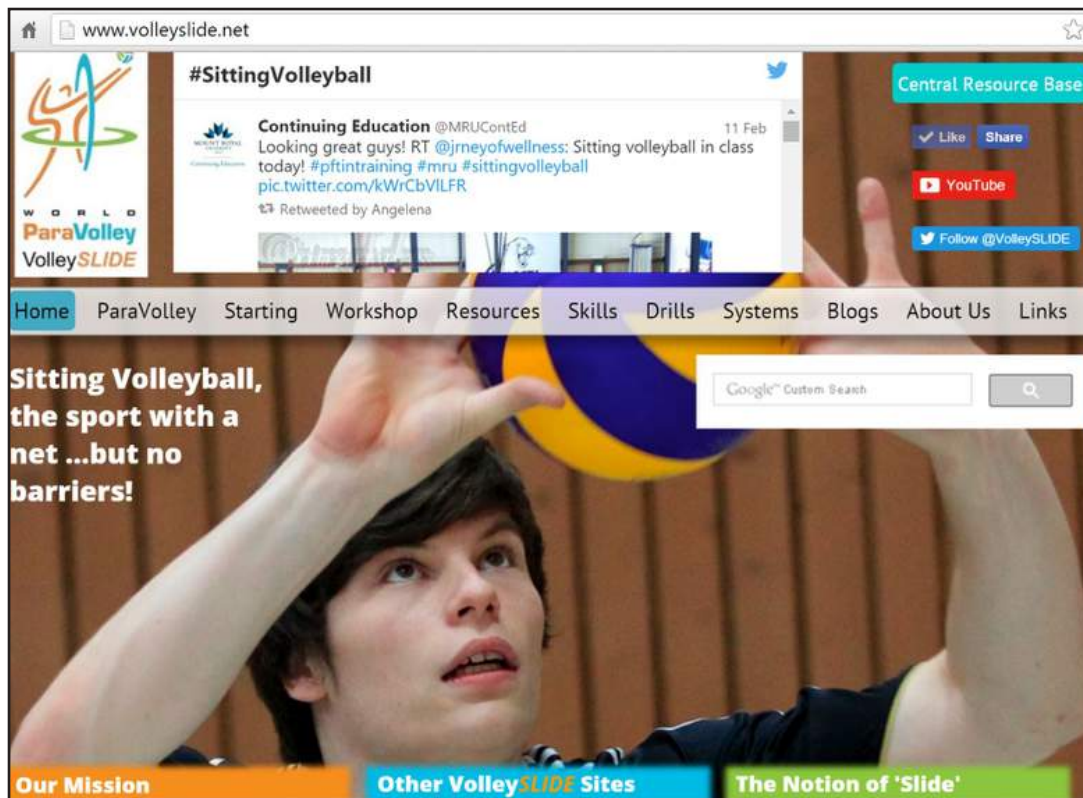
Sport Director

Development Department Report



VolleySLIDE

Continuous and excellent work by Matt Rogers and his VolleySLIDE team.



VolleySLIDE looks to offer a resource for anyone and everyone, no matter what their motivation, situation or target. Below you will see the whole VolleySLIDE collection, with each level getting gradually more detailed and technical.

BumBall - A very basic game which is designed to be a great starting point. Perfect if you want to get going in a game situation quickly.

My Skill Graphics - Some of the World's top players talk us through their thoughts on all the most important Sitting Volleyball skills.

Short Resource - Aimed at anyone looking to get started with Sitting Volleyball, whether they be a school teacher or a rehabilitation worker.

Full Resource - Aimed at those looking to deliver a number of sequential sessions/become a regular Sitting Volleyball trainer or coach.

Differences - 4 graphics, each of which outline and explain one of the main differences between Volleyball and Sitting Volleyball.

Misconceptions - There are many incorrect perceptions about Sitting Volleyball, here are graphics focusing on the 10 most common misconceptions.

Development Department Report *Cont'd*

Twitter:

World ParaVolley:	323 Following;	951 Followers
VolleySLIDE:	535 Following;	776 Followers
WPV Director of Development:	91 Following;	2,968 Followers



The image shows three Twitter profile screenshots. The top left is for World ParaVolley (@ParaVolley) with 1,616 tweets, 323 following, 951 followers, and 39 likes. The top right is for VolleySLIDE (@VolleySLIDE) with 3,928 tweets, 535 following, 776 followers, 801 likes, and 1 list. The bottom center is for John Kessel (@JohnKesselUSAV) with 1,818 tweets, 91 following, 2,968 followers, and 265 likes. A tweet from John Kessel is also visible, dated 12 Apr 2015, with the text: "New GTGT Blog 'Developing REAL Ball Control' - food 2 ponder 4 ALL sports - teamusa.org/USA-Volleyball...".

FIVB:

The last two years, the WPV Director of Development (WPVDD), a FIVB Level IV International Instructor, has been working with the FIVB and NORCECA Development staff to bring ParaVolley disciplines into all international FIVB courses. In July 2015 in Barbados, the 14 day FIVB course there included a half day of indoor sitting and sitting beach volleyball training. This led to the final 14 day course of the FIVB being filmed in Lithuania, and inclusion of a day of indoor sitting and sitting beach volleyball training for use in the FIVB online courses being developed for 2016.

The WPV SportKit DVD has been updated with new ParaVolley information, as has the USAV SportKit DVD with special Paralympic and ParaVolley information, and over 200 WPV and 5,000 USAV DVDs have been given away. The Coaches Commission has created a new coaches DVD as well. The image right shows FIVB LTU Coaches playing Sitting in the gym.



Here are FIVB Coaches playing volleyball in the classroom.

ParaVolley Europe:

Development is strong, with the VolleySLIDE program being primary focus, and a youth camp in summer 2016.

ParaVolley Europe (PVE) is organising the first ever Sitting Volleyball Youth Camp in Elblag, Poland. The Camp will be held from 2nd to 5th June, 2016, at the same time as the 2016 Elblag Cup.



The Development Department of ParaVolley Europe (PVE) raises awareness of ParaVolley through continuous education and development events, including working with new countries and those starting more youth development projects. It aims at providing a clear development pathway within Europe for people or organisations who are looking to progress their knowledge and understanding of our sports.

PVE has established start-up 'Level O' PVE VolleySLIDE workshops with a network of tutors who can launch and provide basic education about Sitting Volleyball. From here, people and countries can progress to World ParaVolley (WPV) Level 1 Courses for Coaches, Classifiers, Referees and Technical Officials, which can also be provided for PVE Member countries.

In addition to the LTU course, the WPVDD was a featured speaker at the WEVZA International Coaches Clinic in Valladolid, Spain in 2015, and all coaches from 12 nations learned about developing the Sitting game, featuring the 2015 Spanish Youth National men's team.



ParaVolley Africa:

(see Sport Director Report)

ParaVolley Asia-Oceania:

Hosted a standing beach volleyball event.
Working to coordinate an FIVB course to include sitting volleyball training in the next year.



ParaVolley Pan America:

The Director of Development serves as Secretary of the NORCECA Development Commission, and NORCECA, the FIVB Zone, voted to promote sitting volleyball in all 44 nations, under the coordination of Nelson Ramirez, FIVB Development Center Director. Also in 2015 the FIVB Baja Development Center hosted two sitting volleyball courses. In November 2015 Argentina Paralympic Commission joined with the Argentina Volleyball Federation, to host a 5 nation 3 day sitting volleyball clinic conducted by the WPVDD at the FIVB Regional Development Center, with Laura Cometto as host.

Laura Cometto is pictured below at the Closing Ceremonies and 1 vs 1 using a wall in Argentina.



In July 2016 the WPVDD will conduct two new FIVB Courses in Trinidad and Tobago and St. Kitts, which will include all coaches being trained in sitting volleyball and sitting/standing beach volleyball.

USA Director of Sport Development:

Finally, some ideas being used to promote the game in the USA which may be used by other WPV nations include:

Development Department Report *Cont'd*

Wounded Warrior Games – the WPVDD has served as the Tournament Director for this event for the last 6 years, which also spawned the Invictus Game. Below, see Prince Harry play with the GBR team against a USA team, featuring 3x Olympic Gold medalist Misty May.

- 1. Coed Sitting Volleyball Tourney** - during the 2015 USA National Championships. An event with almost 500 teams on 50 courts, included 2 sitting courts at the entrance area for a 10 team tournament.
- 2. National Girls and Women's Sports Day** – parents playing with their children at a booth promoting USA Volleyball, which became the NF for not only indoor and beach, but Sitting Volleyball in 2015.
- 3. Regional Support for Sitting Programming** - by USAV Regions, for example junior clubs support adult sitting training in Florida. USA Volleyball plans to help the FLRVA host the 2017 World ParaBeach Volleyball Championships.
- 4. Youth Tennis Net/Ribbon Options** - in STEM programming (example below from Toronto ParaPan Ams).
- 5. Testing of the 4 v 4 Reverse Coed/Mixed Game** - at the USAV High Performance Clinic, February 2016, and filming by USAV video staff.



Sincerely,

John Kessel

Director of Development



Marketing (Commercialisation) Report



In late 2015 I joined the WPV Board of Directors to serve as Marketing Director for Commercialisation. Although new to the WPV Board I am not new to the Paralympic Movement as I have extensive experience in the world of sport for people with a disability, including roles as a coach, team manager and administrator.

Most recently I served as the Chair of the International Paralympic Committee Sports Council from 2010 to 2015. I have attended 10 Paralympic Games in various roles and I am the Vice President of Procurement for a major USA Manufacturing Company. I hope to use this experience and by working with the Board of WPV to develop and implement a comprehensive strategic marketing and funding plan to help WPV to achieve its mission of developing the sport of volleyball for para-athletes.

In order to achieve financial stability, expand organizational capacity, increase sport development for the member nations and support the WPV strategic plan: WPV must develop a strategic marketing plan to acquire revenues from a multitude of sources. To achieve financial stability the WPV must be able to attract support from the various funding platforms available to WPV including: traditional sports sponsors, social media avenues, affiliated sports organizations, NGOs, Foundations, Government Agencies and other strategic partnerships. WPV has an inspiring and exciting sport product and must take advantage of the funding opportunities that are out there.

There are several activities that will need to be done in the short term to set up WPV for long term financial success and in order to access the available funding sources in the short term there are several priorities I have set out related to this marketing position.



- Recruitment of high level business leaders to serve on the WPV Marketing Committee to take advantage of their access to potential sponsorship from large multinational companies. Part of the long term goals would be to recruit high profile individuals from business, sport and government to serve on the committee.
- Establish the necessary framework to receive beneficial tax status in the targeted countries.
- Design a Social Media campaign.
- Seek out direct sponsorship for WPV and its events.
- Seek Grants from various NGOs , Foundations and Government Agencies.
- Understand any funding synergies that may exist between WPV and FIVB.
- Develop key Partnerships within the Paralympic Movement.

Strategic Priorities should include growing income through targeted, long-term alliances and sponsorship deals that maximize revenue based on the uniqueness and value of the sport of ParaVolley.

During the Board of Directors meeting in March I will be presenting a comprehensive framework plan for the commercialisation of WPV to the Board of Directors for their approval and direction. I look forward to talking to as many individual members as I can at the General Assembly to get your ideas, views and input into the sponsorship and revenue generating process.



A key priority for WPV is to build a sustainable income stream to satisfy the demands of growing the sport of Para Volley in a challenging economic climate. Between now and 2018 the goal is to establish a funding framework that will allow the WPV to carry out its aim of delivering high quality programs and competitions through funding development projects, training, education , research and event management.

Sincerely,

James Leask

Director of Marketing (Commercialisation)



W O R L D

ParaVolley

ParaVolley Africa

ParaVolley Asia-Oceania

ParaVolley Europe

ParaVolley Pan America



ParaVolley
A F R I C A



ParaVolley Africa is the Regional/Zonal Committee of Africa in the World ParaVolley Organization. 2010 At a meeting at the World Cup, held in Port Said (EGY) the Management Committee decided to establish Africa as a separate zone, with former AACVD members being moved to the AOCVD Zone.

ParaVolley Africa includes nations that are divided into four (4) zones:

Zone 1- North: Algeria, Djibouti, Egypt, Ethiopia, Tunisia, Libya, Mauritania, Sudan, Morocco, Chad and Somalia

Zone 2 West: Benin, Mali, Liberia, Niger, Nigeria, Sao Tome, Seneg I, Sierra Leone, Togo, Cape Verde, Principe, Guinea Bissau, Burkina Faso, Cameroon, Gabon, Cote d'Ivoire, Equatorial Guinea, Gambia and Ghana

Zone 3- East Central: Burundi, Central African Republic, Congo Brazzaville, Democratic Republic of the Congo, Eritrea, Kenya, Rwanda, South Sudan, Tanzania and Uganda.

Zone 4-South: Angola, Botswana, Comoros, Lesotho, Madagascar, Malawi, Mauritius, South Africa, Swaziland, Zambia, Zimbabwe, Mozambique, Namibia and Seychelles

Activities:

1 - African Championship in Rwanda: One of the most important events that PVA has achieved is the ParaVolley Africa Sitting Volleyball Championship in Rwanda. This championship was an African Championship to qualify the winning team for the 2016 Rio De Janeiro Paralympic Games. ParaVolley Africa organized this championship, after the approval of the World ParaVolley Board. The event was prepared by ParaVolley Africa with the help and with the assistance of Mr. Denis Le Breuille the WPV Sport Director.

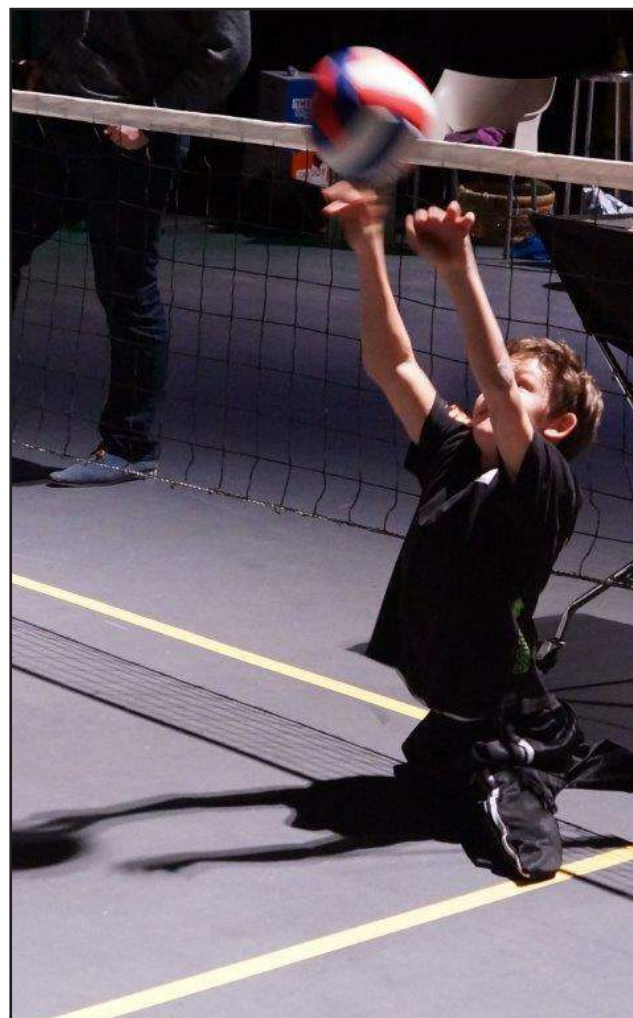
It is the first time that Africa came together to organize such a big event, and it is the first time that Africa had women playing Sitting Volleyball in its history. The feedback was very satisfying and all the audience was very satisfied.

The championship was between 6 men's teams and 6 women's teams. Participating nations included Egypt, Algeria, Rwanda, Kenya, Congo, Burundi, Uganda. The event took place in Kigali, Rwanda on the 23rd of July and ended on the 28th of July. The teams arrived on the 19th of July. It was in the main stadium. The following comprised the leading World ParaVolley officials for the event:

- Mourad El Baroudi (Egypt)
Technical Delegate
- Khalid Shanisha (Libya)
Referee Delegate
- Dr. Innocent Komakech (Uganda)
Chief Classifier
- Ms. Pheona Kimonge
Classifier
- Dr. Osama Ghoneim (Egypt)
Anti-Doping Commission

Before the beginning of the championship, a training course for the referees took place under the supervision of Mr. Le Breuilly.

There were also on the job training courses for classifiers that were given by Dr. Innocent and Mrs. Pheona. By doing this, Africa will be able to double the number of International referees and the number of classifiers will increase considerably. Dr. Osama Ghoneim and his assistant Dr. Hanem gave very interesting orientation courses on the rules of the anti-doping.



The event was honored by the presence of the Honorable Minister of Sports and Culture Uwacu Juliene. The ambassadors of the nations of the participating teams were also present.

Egypt's men's team and Rwanda's women's team won the Gold medals at the 2015 ParaVolley Africa Sitting Volleyball Championships. Both teams have thereby qualified for the Rio 2016 Paralympic Games.

2- The Open African Club Championship: PVA is planning to have an open African Club Championship in April 2016 after the Intercontinental Championship, and an announcement was made to all African nations to inform the clubs and a date due was announced.

The Egyptian Paralympic Committee received an expression of interest from El Horeya Club in Port Said to host the event and sent it to PVA.

3- Beach Volleyball (sitting and standing): The board in its last meeting decided to work hard on developing Beach ParaVolley. The provisional date for this event will be in October 2016 and it will include sitting and standing volleyball.

4- Training courses: One of the objectives of PVA is to have training programs and courses, seminars, and workshops in coaching, referees, anti-doping, and jury. The coordination between all commissions of PVA must take place in order to arrange for courses on classification, coaching, referees, jury and anti-doping during the Open Africa Club Competition in April.

Arrange for orientation and technical courses for all the African teams that are heading for Rio De Janeiro.

PVA will update the addresses of all the nations in their archives and try to get more new nations to be members in PVA.

5 - Southern Africa Sub-Zone:

During the South Africa Training courses that were organized and arranged by Mr. Denis Le Breuilley - the World ParaVolley Sport Director - and attended by Dr. Mossaad El Ayuti, the Chief coach in the WPV and the Coach commission for PVA, in Cape Town, there were joint and side meetings on the establishment of Sitting Volleyball National Federations.

There were also meetings involving all nations to establish a Southern Africa Sub-Zone Committee and planning for the next stage, which will involve a ParaVolley Africa Southern Zone Club Cup either late in 2016 or early in 2017 and an International Championship late in 2017.

Denis Le Breuilley was delighted to see the number of women involved and gaining qualifications. The International Federation saw the development of female officials and administrators as an important strategy in helping overcome some of the barriers to women in sport and particularly the extra barriers for women with a physical impairment.

The International federation stressed the advantage and potential of using Sitting Volleyball, with its low technology needs and lower start-up costs, compared with the majority of other Para Sports, as a tool for social change.

The nations attending elected a ParaVolley Africa Southern Sub-Zone Board for submission to the ParaVolley Africa Zone Board for approval. Members were elected for the expertise and not because of their nation or gender. The ParaVolley Africa Board is welcoming this new entity and will give it all its support.

Dr. Hayat Khattab
President
ParaVolley Africa





ParaVolley
ASIA OCEANIA

ParaVolley Asia-Oceania Report



2014 - 2015 Projects and Activities:

#	DATE/MONTH	PROJECT	VENUE	ORGANISED / CONDUCTED BY	PARTICIPANTS
1	14 - 20 Jan 2014	7th ASEAN Para Games Myanmar 2014	Nay Pyi Taw, Myanmar	PVAO - Ms. Chang Irene (TD)	Men: MYA, THA, CAM Women: INA, MYA
2	21 - 25 Apr 2014	Mashhad 2014 Volleyball-Sitting (Men & Women) World Championships & Asian Para Games Qualification Tournaments	Mashhad, I.R. Iran	PVAO - Mr. Billy Lee (TD)	Men: IRI, KAZ, CHN, IRQ, KOR, MYA, JAP, MGL Women: CHN, IRI, JAP, MGL
3	20-Apr-14	PVAO General Assembly 2014	Mashhad, I.R. Iran	President: Mr. Lam Song Shen, PJK Secretary-General: Mr. Hadi Razaei Sports Director: Mr. Billy Lee Development Director: Mr. Tu Wei-Ping	
4	19 -23 Oct 2014	Incheon 2014 Asian Para Games	Incheon City, Korea	WPV - Ms. Chang Irene (TD)	Men: IRI, CHN, IRQ, KAZ, KOR, JAP, MYA, MGL Women: CHN, IRI, JAP, KOR, MGL, SRI
5	1-Feb-15	Launching of PVAO New Website: http://ParaVolley.org	Kuala Lumpur, Malaysia	PVAO	
6	17 -19 Mac 2015	PVAO ParaVolley Introductory Workshop	Vientiane, Laos	Course Director: Mr. Billy Lee Instructor: Ms Chang Irene	22 participants
7	11 - 13 May 2015	Para Volley Level 1 Referee Course	Riyadh, Saudi Arabia	Instructor: Mr. Amin Al-Trafi (WPV Referee)	7 participants
8	17 - 20 July 2015	PVAO Introductory & Coaches Workshop	Ulaan Batar, Mongolia	Course Director: Mr. Billy Lee Coaching Instructor: Mr Hadi Razaei Instructor: Ms Chang Irene	45 participants

#	DATE/MONTH	PROJECT	VENUE	ORGANISED / CONDUCTED BY	PARTICIPANTS
9	31-Jul-15	Signing of Pattaya 2015 Para Beach Standing Challenge Cup	Pattaya, Thailand	PVAO Sports Director: Mr. Billy Lee	
10	24 - 29 Oct 2015	Pattaya 2015 Para Beach Standing Challenge Cup	Pattaya, Thailand	PVAO - Mr. Billy Lee (TD)	7 Teams from 6 countries - GER, KAZ, LAO. POL (1st), THA A (3rd) & B, USA (2nd)

Report Prepared By:

Chang Irene
Deputy-Secretary General
ParaVolley Asia Oceania

Report Approved By:

Lam Song Shen, Pjk
President
ParaVolley Asia Oceania





ParaVolley
E U R O P E



Introduction:

ParaVolley Europe (PVE) is the Regional International Federation of Europe in World ParaVolley. It has been an official entity with a duly and fully elected committee since 1993 and changed to an autonomous organisation affiliated to World ParaVolley since 2013.

PVE is now registered in Luxembourg as an autonomous organisation affiliated to World ParaVolley. The Board is at the moment working to establish bank accounts in the same country.

The board applied in 2014 to be a member of the European Paralympic organisation (EPC). This application was approved by EPC in 2015 so PVE is now a member of EPC.

Members of ParaVolley Europe Executive Board:

President:	Toralv Thorkildsen (Norway), since 2007
Vice-President:	Steve Walton /Great Britain) until 2015; Branko Mihorko (Slovenia), since 2015
Secretary General:	Danuta Kowalewska-Helac (Poland), since 2013
Marketing Director:	Vacant until 2015; Andris Ulmanis (Latvia,) from 2015 to January 2016; Isabelle Collot (France) since January 2016
Development Director:	Suvi Blechschmidt (Finland), since 2007
Sport Director:	Maciej Chodzko-Zajko (Great Britain), since 2009

The President is a member of the WPV Board. The Directors are member of the relevant WPV Committees.

Permanent commissioners:

Referee Commissioner:	Steve Walton (GBR) until December 2015; Anton Probst (GER) from December 2015
Classification Commissioner:	Dora Szatmari (HUN)
Anti-doping Commissioner:	Dora Szatmari (HUN)
Coaching Commissioner:	Martin Blechschmidt (GER)
Beach Commissioner:	Mats Anderson (SVE) until December 2015; Matijaz Majdic (SLO) since December 2015
Sub Zone Commissioner:	Eddy Schipper (NED)

The Commissioners report to the relevant Director. The Commissioners are members of the relevant WPV Committee.

Athletes Commission: (elected in 2015)

1. **NED:** Karin Van der Haar
2. **FIN:** Helena Skogström
3. **SLO:** Jana Ferjan
4. **ITA:** Federico Blanc
5. **GER:** Lukas Schiwy
6. **POL:** Michał Wypych

ParaVolley Europe Executive Board Meetings:

During all the official ParaVolley Europe competitions (European Championships and international tournaments) PVE has always held its Board meetings. Since 2001 PVE also organised extra meetings outside of those regular competition meetings.

During the period 2014 - 2016 the following meetings were held:

- **In 2014:** in February in Leverkusen, Germany, in August in Bonn, Germany, and in November electronic meeting.
- **In 2015:** in January, March, June and December – electronic meetings.
- **In 2016:** in January in Elblag, Poland.

Minutes of those meetings were prepared by PVE Secretary General and duly distributed to PVE Executive Board members, but also to the Board of Directors of World ParaVolley and to the concerned WPV Officials. Since the Board meeting in October 2011 a protocol of the Board Meetings was prepared and sent to the federations in the European Zone.



ParaVolley Europe General Assembly 2015:

ParaVolley Europe General Assembly took place during European ParaVolley Championships for Men in Warendorf, Germany on 4th October 2015. Representatives of Azerbaijan, Bosnia and Herzegovina, Croatia, Finland, Germany, Great Britain, Hungary, Italy, Latvia, Norway, Poland, Russia, the Netherlands, Serbia, Slovenia, Ukraine and Malta were present, all of the nations presented the mandates, one country without voting rights. The main subject discussed:

- Financial Report 2013 – 2014
- Activity strategy for ParaVolley Europe 2016 - 2019
- ParaVolley Europe programme 2014 - 2017
- Budget for 2016 – 2017
- Elections: The nominated candidates for elections were:

Vice-President:	Mihorko, Branko (SLO)	elected 16 – 0 – 0
Sports director:	Chodzko Zajko, Maciej (GBR)	elected 14 – 0 – 2
Marketing Director:	Ulmanis, Andris (LAT)	elected 8 – 6 – 2
	Mihalyi, Andras (HUN)	

Sport Department:

Competition Report 2014:

The first ParaVolley Europe Sub-Zonal event was held 7-9 November 2014 at the National Institute for Medical Rehabilitation in Budapest, Hungary. Of the 5 teams in the sub-zone, two chose not to attend, leaving the hosts (Hungary), Finland and Russia.

As it was not possible under the then-current World ParaVolley Regulations to allow teams from other sub-zones to attend, the LOC decided to hold another event at the same time, in which Croatia graciously agreed to participate. This gave all the travelling teams more matches in order to make the costs of the trip more worthwhile. Thanks are due to LOC and again to Croatia, as well as to the 3 teams from the sub-zone for agreeing to participate in this extra set of matches, which no doubt increased the numbers of spectators.

The final standings and PVE Ranking Points awarded were as:

RUS	1.90	Max	1	2	2	0
HUN	0.75	0.6	2	2	1	1
FIN	0.85	0.33	3	2	0	2

Ranking Points:

Russia: 250
Hungary: 225
Finland: 203

The above was the only official PVE event organised during the year. It is unfortunate that no-one from the other Women's sub-zone, nor from the three Men's Sub-Zones felt able or willing to host a Sub-Zonal event, even on a single weekend in the same way as the one that did take place.



Competition Report 2015:

PVE Sport Department was informed late in 2014 that the only interested bidders for the European Championships were unsure of their financial position, due to changes in government and that they had no choice but to tell us they could not hold the event. It was not until 2 months into 2015 that we finally had bids, although for separate Men's and Women's competitions.

EC Men - Warendorf, Germany, 2-7 Oct:

12 Men's teams took part, with the final placings being as follows:

PLACE	COUNTRY
1	Bosnia and Herzegovina
2	Germany
3	Russia
4	Ukraine
5	Netherlands
6	Poland
7	Azerbaijan
8	Croatia
9	Serbia
10	Hungary
11	Latvia
12	Italy

EC Women - Podčetrtek, Slovenia, 9-14 Nov:

8 Women's teams took part, with the final placings as follows:

PLACE	COUNTRY
1	Ukraine
2	Russia
3	Slovenia
4	Netherlands
5	Germany
6	Finland
7	Hungary
8	Croatia

2016 Onwards:

We have one Sub-Zonal Championship organised for the end of January 2016 in Finland, immediately prior to the Pajulahti Games. 3 teams from the post-reorganisation SZ 1 will compete, the Polish team deciding not to travel. We have interest in at least one more Women's event and Sport Department is hopeful that we will elicit bids from the Men's sub-zones also.

Beach:

It is hoped that our new Beach Commissioner, aided by the 2 athlete commissioners will manage to organise an event of some sort this year. It is not clear at the moment how formal this will be and it is likely that it will be more of a "challenge" event than a full-blown formal championship.

Development Department: (main focus on youth and new nations)

Due to lack of organizers for ParaVolley Europe events there weren't any development events organized in 2014. In 2015 development work focused on youth and new nations and a lot of effort was put on finding the organizers for the new nation tournament and the youth camp.

In order to attract young people with the impairment and bring them into ParaVolley we investigated the current situation with young players in sitting volleyball in PVE member countries by interviewing all coaches during the men's European Championship in Germany and women's European Championship in Slovenia. This investigation was done in cooperation with VolleySLIDE and is part of the five year development plan which ParaVolley Europe established with VolleySLIDE in 2015. The report of the investigation will be published in spring 2016.

ParaVolley Europe got a request from Lisbon to help them to start sitting volleyball in Portugal. In the end of April, the PVE coaching commissioner held a PVE coaching clinic in cooperation with the Portuguese volleyball federation in Lisbon in 2014. The clinic was a part of the PVE development work and did not have any World ParaVolley official status.

In 2016 PVE New Nation Tournament will be organized from 22nd to 24th April in Prague in Czech Republic. PVE Youth camp will be held during the Elblag Cup in June in Elblag in Poland.

Marketing Department:

This department has been vacant the last two years. The progress has therefore been poor. The board decided to develop a new website and nominated Mats Andersson (SWE) as webmaster. The "old" website will be closed in 2016.

All obligations have been divided among the board members in order to do as much as possible in addition to their own work. We have also had lots of support from VolleySLIDE that have taking care of our Facebook page and also helped organising feed on Twitter during our Championships. All this work has been done in cooperation with local marketing personnel in the Championships.

ParaVolley:

The Board made a proposal for the PVE General Assembly in 2015 for changing the name of the organisation to ParaVolley Europe. This is in line with the new brand developed by World ParaVolley.

The Board will promote the brand as much as possible and urge that all nations in the zone will use the brand in their promotion of the sport.

Medical Classification and Anti-Doping:

The SV European Championship of Men was held on 30 Sept-08 Oct 2015 in Warendorf, Germany. The relevant report from the Chief Classifier, Dora Szatmari was sent to PVE. Short summary of the event:

- The appointed classifiers: Dr Jurate Kesiene, Jenni Cole, Louise Ashcroft and Dora Szatmari.
- 29 athletes were classified (all of them were found eligible).
- Jolanta Marszalek was trained as Level 1 (National) classifier.
- 8 doping tests were carried out in cooperation with National Anti Doping Agentur (NADA) in Germany.

The SV European Championship of Women took place in Podcetrtek, Slovenia in 07-15 Nov 2015. The Classification and Anti-Doping report was sent by Dr Innocent Komakech, the Chief Classifier of the event. Short summary of the event:

- The appointed classifiers: Margaret Durant, Dr Malcon Botteon, Dr Innocent Komakech and Pheona Kimongue (she could not arrive due to inappropriate visa).
- 18 athletes were classified (2 were found NE).
- 12 doping tests were carried out in cooperation with SLOADO (OC and IC as well).

There were no other European event where classification or classification course opportunity were offered.

3 Medical Review Requests were received, 2 were declined and 1 was accepted by the WPV classification expert group.

ERC Report:

During 2015 there have been 49 referees in Europe; 28 are international referees, and 21 are candidates (including 6 who were students on the WPV international referee course held in Poland in 2015). In Europe there are also 8 referee observers (including 3 who were students on the WPV referee observer course held in Poland in 2015). One of the referees retires at the end of 2015 (Anton Probst) and one of the observers (Steve Walton).

The only PVE competitions in 2015 were the two ParaVolley Europe championships in sitting volleyball. We nominated 12 referees to the men's championship in Germany, and 8 to the women's championship in Slovenia. At each championship we also nominated a referee delegate and two referee observers. These tournaments were excellent opportunities to work with and develop our best referees.

The European Referee Commission has worked hard during the year; however, the work we can do is very limited by the small number of PVE tournaments during the year. So PVE referee observers are available to go to other 'private' tournaments (club or national teams) to work with the referees, and there is money in the PVE budget to cover the travel costs. We would like to use these opportunities to develop our newer referees.

ERC Members 2015: Steve Walton (GBR, Chair); Anton Probst (GER);
Sari Mannersuo (FIN); Senad Helac (BIH)

Activity Program for 2016 - 2020:

The board has prepared the activity program for the period of 2016 to 2020. The aim of the program is to make it possible for European National Federations to participate in international Championships with their national teams and clubs. This 4-year period is therefore a follow-up program to WPV and IPC and preparing the best way for European National Federation's to qualify for World Championships and Paralympic Games.

The accomplishments of these Championships depend on the member countries being interested to organise those Championships.

WPV has developed education program in many areas. PVE will follow-up this and organise courses and clinics based on these programs.

Toralv Thorkildsen
President
ParaVolley Europe



ParaVolley
PAN AMERICA

ParaVolley Pan America Report



Introduction:

The ParaVolley Pan America Zone is responsible for development, organization and implementation of ParaVolley disciplines throughout the region. The zonal committee delivers full support to World ParaVolley in achieving its goals to train, promote, and organize the ParaVolley disciplines.

PVPA Board of Administration:

President:	Joe Campbell
Technical Officer:	Elliott Blake
Secretary / Treasurer:	Claude Tremblay
Classification Commissioner:	Rolando Borges
Referee Commissioner:	Ronaldo Chaves
Marketing Director:	Christina Fiebich
Development Officer:	John Neilson
Athlete Representative:	Vacant

PVPA Member Nations:

- Brazil
- Canada
- Colombia
- Costa Rica
- Cuba
- Mexico
- United States of America

Technical Delegate / Asst. TD – Referee Delegate / Referee Observer:

- TD/ATD = 4
- RD/ARD = 3
- RO = 3

International Classifiers:

- IC = 5



Development & Promotion:

- **Jan–Nov 2014:** Coaches/Players Clinics – Various locations around the United States / USAV Coaching Education Program (over 500 coaches reached).
- **April 2014:** (30 attendees) Coaches Clinic – In conjunction with an FIVB Level 1 course in San Jose, Costa Rica.
- **April 2014:** (60 attendees) Coaches/Administrators – Sport clinics at Santa Paula University in San Jose, Costa Rica.
- **April 2014:** (25+ attendees) Coaches Introductory Session – Gatineau, Canada.
- **July 2014:** (50 attendees) Coaches/Administrators – Santa Paula University in San Jose, Costa Rica.
- **Aug 2014:** (6 attendees) National Referee Clinic CBVP – Rio de Janeiro, Brazil.
- **Nov 2014:** (50 attendees) Coaches/Administrators – Santa Paula University in San Jose, Costa Rica.
- **Nov 2014:** (12 attendees) National Referee Clinic-NPC Cuba – Havana, Cuba.
- **Dec 4-6, 2014:** (4 teams) Metal & Muscle Expo. George R Brown Convention Center, Houston, Texas USA. 8 sports make up this Expo for injured service members. Non-physically challenged persons are encouraged to participate during exhibition times throughout the day. This was the sixth year for this Expo and Sitting Volleyball is one of the premier sports during this event each year.
- **Jan–Nov 2015:** Coaches/Players Clinics – Various locations around the United States (over 500 coaches reached).
- **March 2015:** (50 Attendees) Coaches/Administrators – Ontario Volleyball Assoc. Ottawa, Canada.
- **March 2015:** (125 students) Kin Games – University of British Columbia / Vancouver, Canada.
- **March 2015:** (20 attendees) Coaches/Administrators – Coaches course / Volleyball BC in Vancouver, Canada.
- **March 2015:** (40 attendees) Coaches Administrators – Alberta Adapted Physical Activity Symposium / Red Deer, Canada.
- **Nov 26-28, 2015:** Mr. John Kessel administered a coaches' clinic in Buenos Aires, Argentina. The following countries attended:

Argentina; Chil ; Colombia; Uruguay

- **November 22-25, 2015:** Agitos Foundation "Road to Rio" Sitting Volleyball Workshop: Natal, Brazil. The following countries attended:

Argentina; Chile; Ecuador; Guatemala; Honduras; Nicaragua; Peru; Uruguay

- **Dec 3-7, 2015:** Coaching clinic held at the NORCECA-FIVB Development Center in Tijuana, Mexico (Clinician - Bill Hamiter (Coach USA)).



Zonal Competitions:

Wounded Warrior Games: (Sep 28–Oct 2, 2014) Colorado Springs, Colorado USA

- Air Force
- Army
- Marine Corps
- Navy Special Operations

2nd National Men's Sitting Volleyball Championships: (Sep 17–20, 2014) Colombia

- 7 Teams Participated

Cuba Men & Women National Championships: (Nov 28–30, 2014) Havana, Cuba

- 10 Teams Participated

Dēfi Sportif Altergo Men's Competition: (May 1-3, 2015) Montreal, Canada

- Canada #1
- Canada #2
- Costa Rica

2015 Parapan America Games: (Aug 8–15, 2015) Toronto, Canada

The magnitude of this IPC/APC event was spectacular as well as gratifying as the teams competed to obtain a position in the 2016 Paralympic Games. Here are the results of both the men's and women's competitions:

PLACE	MEN	WOMEN
1	Brazil	USA
2	USA*	Brazil
3	Canada	Canada*
4	Colombia	Cuba
5	Mexico	
6	Costarica	

*Qualified for Rio Paralympic Games.

Club Competitions:

USA Open Adult National Championships Coed Teams: (May 23-26, 2014) Phoenix, Arizona, USA

6 teams participating:

- USA – Gold
- Oklahoma City - Blue
- Mizuno - White
- Air Force - Blue
- Molten - Red
- Air Force - White

USA Open Adult National Championships Coed Teams: (May 22-25, 2015) Detroit, Michigan, USA

10 teams participating:

- Team Florida
- The Eh Team
- Net Live
- Molten USA
- Sport Court
- Sports Imports USA
- Mizuno USA
- Air Force Blue
- Air Force White
- SOCOM

Brazil Men's "C" SERIES National Sitting VB Club Championships: (Oct 27–Nov 1, 2015) Aracaju, BRA

5 teams participating

Brazil Women's Series National Sitting VB Club Championships: (Nov 9–15, 2015) Goiania, BRA

4 teams participating

Brazil Men's "A" SERIES National Sitting VB Club Championships: (Nov 18 – 22, 2015) Sau Paulo, BRA

8 teams participating



Recognized Development Events (RDE):

Denver Sitting VB Challenge Women's

Event: (March 14 – 16, 2014) Denver, Colorado, USA

- BRA
- RUS
- CHN
- USA



Beach Discipline:

Mr. Steve Bishop owner of Hickory Point Beach is prepared to host the World ParaVolley World Championships at his facility in Tavares, Florida USA. Hickory Point Beach has 21 regular beach courts and can convert as many as needed for Sitting Volleyball. Tavares, Florida is 44 miles (1-hour drive) from Walt Disney World amusement park.

Referee Report:

The Pan America Zone currently has 14 active referees throughout the zone. 8 are International Certified and 6 are Candidates. From 2014 to 2016, the following World ParaVolley nominations were approved and fulfilled.

- **APOL, Dan (USA)** – 2014 Denver RDE Challenge / 2014 World Championships
- **BRENAY, Gigi (USA)** – 2014 Denver RDE Challenge / 2014 Asia Para Games
- **CALADO, Andre (BRA)** – 2015 Parapan America Games
- **CHAVES, Ronaldo (BRA)** – 2014 Zonal Championships / 2015 Parapan America Games
- **FIEBICH, Christina (USA)** – 2015 Parapan America Games
- **AZEVEDO, Flavio (BRA)** – 2015 Parapan America Games
- **HARLOW, Tim (USA)** – 2014 Denver RDE Challenge / 2015 Parapan America Games
- **KONOWALYK, Neal (CAN)** – 2014 World Championships / 2015 Parapan America Games
- **NGUYEN, Thang (USA)** – 2015 Parapan America Games
- **REDES, Vanessa (BRA)** – 2014 World Championships / 2015 Parapan America Games
- **RICHER, Marie-Claude (CAN)** – 2014 World Championships / 2015 Parapan America Games
- **SANTOS, Debora – (BRA)** – 2014 World Championships
- **SARTORIO, Ana Paula (BRA)** – 2014 World Championships / 2015 Parapan America Games
- **YEE, Marrick (CAN)** – 2015 Parapan America Games

Lima, Peru (2019 Parapan America Games):

For the first time in the history of sitting volleyball participating in the Parapan America Games, World ParaVolley had to complete a very all-encompassing application to apply for the 2019 Games. This process was not unique to Sitting Volleyball...all sports had to apply. Leading the charge with this project was WPV General Manager, Mr. Phil Allen. In a short amount of time, he had to create a questionnaire (all-inclusive from 2011 – 2019), sent it out to 53 countries, then gather that information and produce a document. His finished product turned out to be an 83 page document that was well organized and very thorough.

Upcoming Events:

- **April 28 – May 1, 2016:** Défi Sportif Altergo (Montreal, CAN)
- **May 26, 2016:** Level 2 Referee Course (Orlando, Florida USA)
- **March 20 – 25, 2017:** Youth Parapan America Games (Sao Paulo, BRA)

Sincerely,

Joe Campbell

President

ParaVolley Pan America





W O R L D
ParaVolley

World ParaVolley 2014-15 Statement of Operations

Account Name	2014 Budget	2014 Final	Variance +/-	2015 Budget	2015 Final	Variance +/-
REVENUE						
Membership Fees	16500	20537	4037	20000	20743	743
Grants	22200	14200	(8000)	15000	39165	24165
Sponsorship	7300	7324	24	0	0	0
Tournament fees	10200	10198	(2)	3000	0	(3000)
Event fees	0	0	0	0	0	0
Clinic Fees	1150	750	(400)	1000	3576	2576
Anti-Doping	0	0	0	0	0	0
Homologation Fees	0	0	0	1000	4539	3539
Broadcasting and TV rights fees	0	0	0	0	0	0
Administration Fees	0	0	0	500	508	8
Miscellaneous	550	765	215	0	256	256
TOTAL REVENUE	57900	53775	(4125)	40500	68787	28287
EXPENSES						
Sport Development						
Referees Clinics	400	0	(400)	200	6765	6565
Classification Clinics	0	0	0	200	1399	1199
Technical Official Clinics	0	0	0	200	9061	8861
Coaching Clinics	0	0	0	0	0	0
Anti-Doping	0	0	0	0	2581	2581
Grants to nations	0	0	0	0	0	0
Development Programs	24000	12000	(12000)	11000	24000	13000
Development Materials	500	6596	6096	2000	0	(2000)
WPV personnel travel - development	2955	2955	0	2000	0	(2000)
Total Sport Development	27855	21551	(6304)	15600	43806	28206
Management/Administration						
Professional Fees	0	0	0	400	0	(400)
Membership Fees	1000	436	(564)	450	623	173
Conference expenses	6057	6079	22	4000	3233	(767)
Marketing/Promotion	0	3590	3590	1305	215	(1090)
Sponsorship	1100	0	(1100)	0	168	168
General Assembly	5773	5643	(130)	0	0	0
Board Meetings	15000	13876	(1124)	0	0	0
Board of Directors/GM Travel	1970	1970	0	3325	275	(3050)
WPV Commissions	0	0	0	0	500	500
General Manager	17209	17209	0	15504	15533	29
General Administration	745	895	150	250	72	(178)
Insurance	0	0	0	0	0	0
Bank Charges	800	1001	201	400	1073	673
Miscellaneous	6100	554	(5547)	1991	1491	(500)
Total Management/Admin.	55753.68	51252	(4501)	27625	23183	(4442)
TOTAL EXPENSES	83608.68	72804	(10805)	43225	66989	23764
NET SURPLUS (DEFICIT)	(25709)	(19029)	6680	(2725)	1798	4523

* Approximate: 2015 FINAL figures remain to be finalized for this budget line

Note to Rio 2016 Travel Grant

Grant Amount	49675
Grant Expenditures (flights)	44000 approx.
Balance	5675



World ParaVolley
Statement of Financial Position 2014-2015

	31-Dec-14	31-Dec-15
Assets		
Cash	550	626
Bank Accounts	57671	72000
Accounts Receivable	0	0
Inventory	0	0
Total Assets	58221	72626
Liabilities		
Accounts Payable	0	0
Deferred Revenue	0	0
Other Commitments	0	0
Total Liabilities	0	0
Net Position	58221	72626



**World ParaVolley
2016-17 Budgets**

Account Name	2016 Budget	2017 Budget
REVENUE		
Membership Fees	24000	29000
Grants	19665	19600
Sponsorship	25400	18500
Tournament fees	20400	8000
Event fees	0	0
Clinic Fees	3950	3950
Anti-Doping	0	0
Homologation Fees	9000	9000
Broadcasting and TV rights fees	0	0
Administration Fees	650	500
Miscellaneous	1800	250
Total Revenue	104865	88800
EXPENSES		
Sport Development		
Referees Clinics	6000	5700
Classification Clinics	6000	5700
Technical Official Clinics	0	5200
Coaching Clinics	6000	0
Anti-Doping	0	0
Grants to nations	0	0
Development Programs	0	0
Development Materials	0	1000
WPV personnel travel - development	1600	2000
Total Sport Development	19600	19600
Management/Administration		
Professional Fees	400	400
Membership Fees	625	625
Conference expenses	3775	10775
Marketing/Promotion	5100	2600
Sponsorship	1000	1000
General Assembly	3460	0
Board Meetings	21400	15000
Board of Directors/GM Travel	1155	1750
WPV Commissions	3000	3000
General Manager	16500	18000
General Administration	100	100
Insurance	750	750
Bank Charges	1000	1000
Miscellaneous	1491	1991
Total Management/Admin.	59756	56991
TOTAL EXPENSES	79356	76591
NET SURPLUS (DEFICIT)	25509	12209



W O R L D
ParaVolley

Membership Report



The following information is designed to give the World ParaVolley members an idea of the current status of the International Federation as related to our paid membership. We have had a relatively consistent number of members over the past 12 years, with peaks in recent years.

For 2016 World ParaVolley is on track to exceed the 40-member mark once again. However, it is our hope and plan to exceed the 50-member mark in 2016.

It should be noted that it is not always the same nations that pay each year. By and large, most nations are consistent in paying their membership fees from year-to-year. However there are several each year that, no matter how many reminders are sent, do not pay. It is extremely important, and becoming more and more so, that you, the World ParaVolley members, continue to pay your membership each year.

It is important that World ParaVolley demonstrate to other sporting bodies, to existing and potential funders, to the FIVB, and most of all to the International Paralympic Committee that we have a consistent and growing membership.



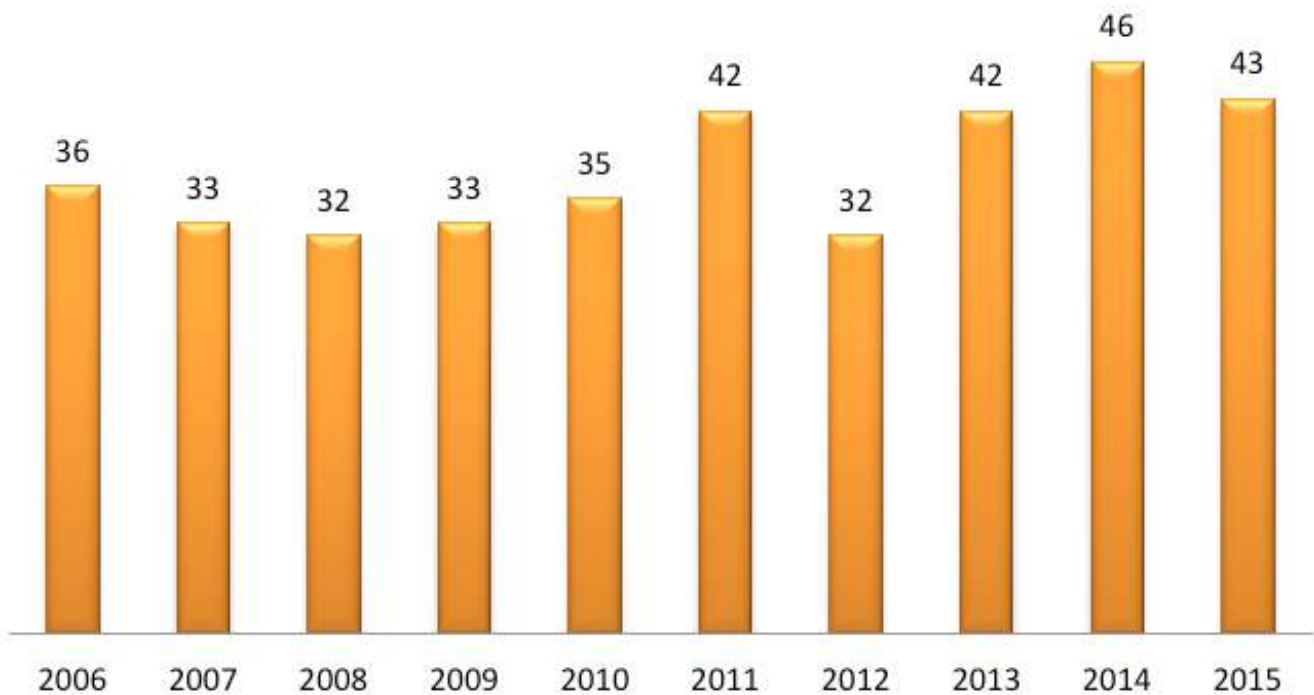
The IPC has made changes to the minimum numbers of nations required who compete internationally in a sport for that sport's Federation to be officially recognized within the Games Family. While we currently exceed these numbers, so do other sports that are already in the Games, and others who are vying for a spot as a new Paralympic Games sport.

If our membership numbers fluctuate, stay the same, or decrease, it does not demonstrate stability to the IPC. We must be a stable, growing organization in order to be seen in the best possible light by all.

A warm welcome to our newest members – Georgia, Turkey, and Cuba. Thank you for becoming part of the World ParaVolley family, and we look forward to welcoming you in World ParaVolley competitions! The following charts indicate some membership statistics.

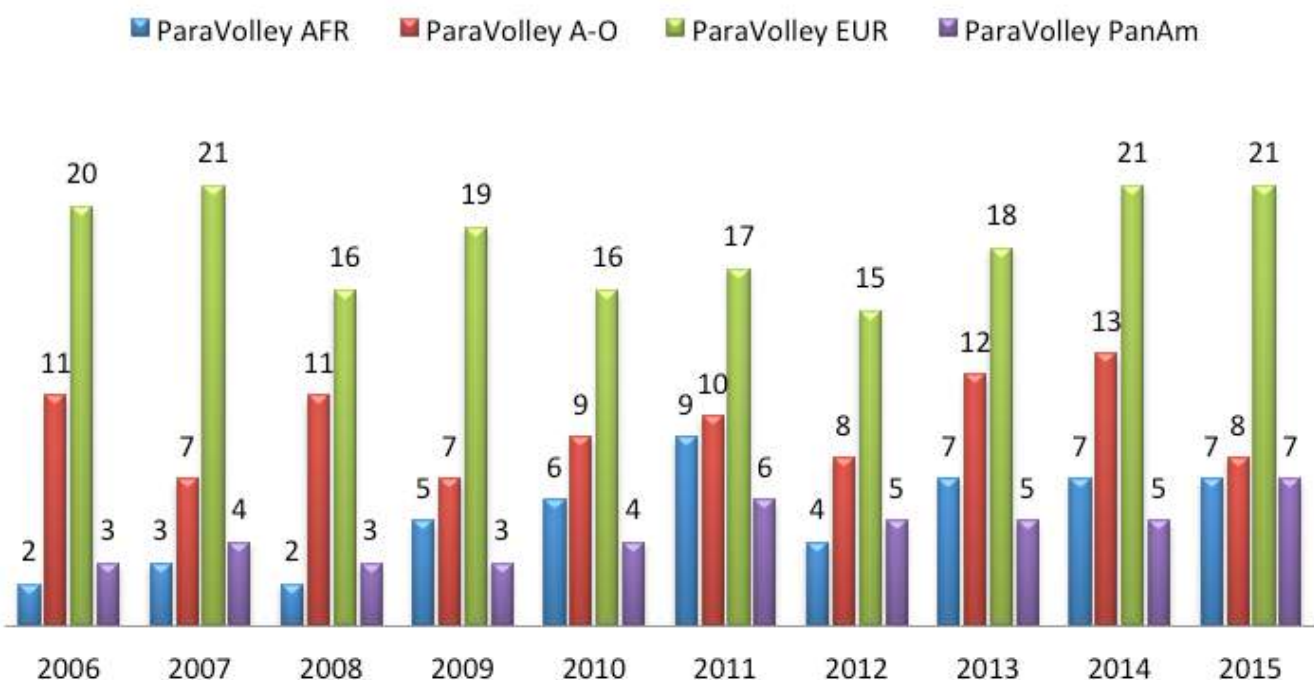
The following chart illustrates the overall membership numbers from 2006-2015:

World ParaVolley Members 2006 - 2015



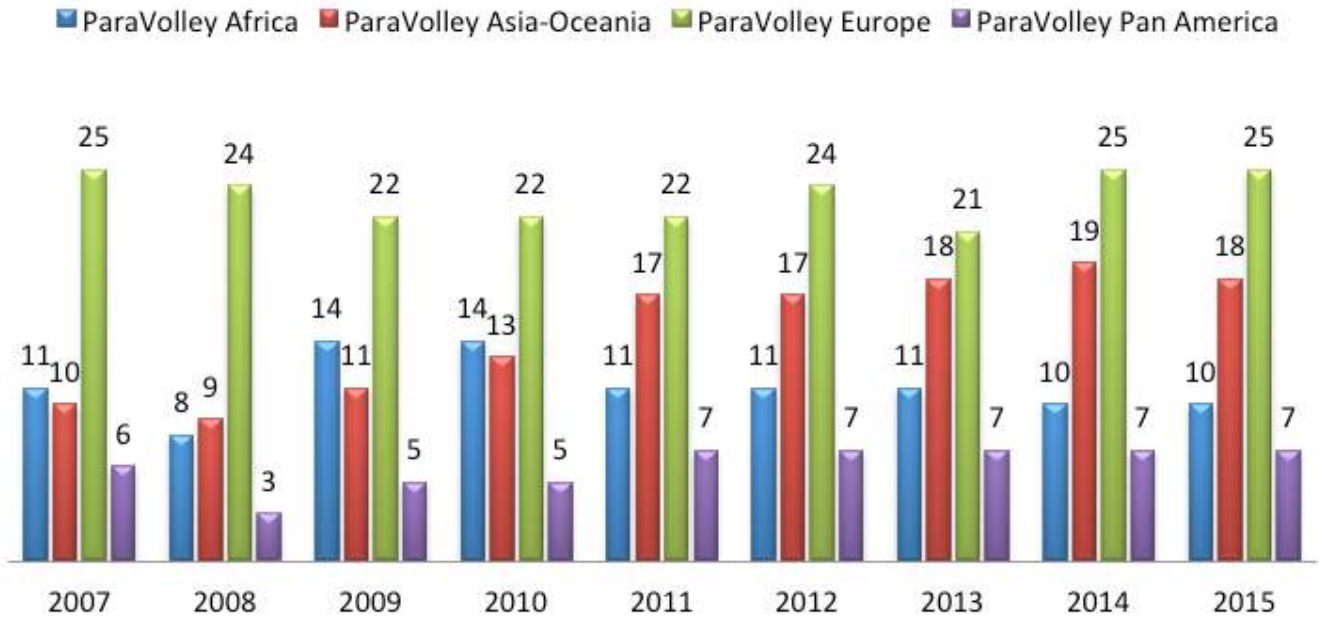
The following chart illustrates the breakdown of the membership by Zone:

Members by Zone



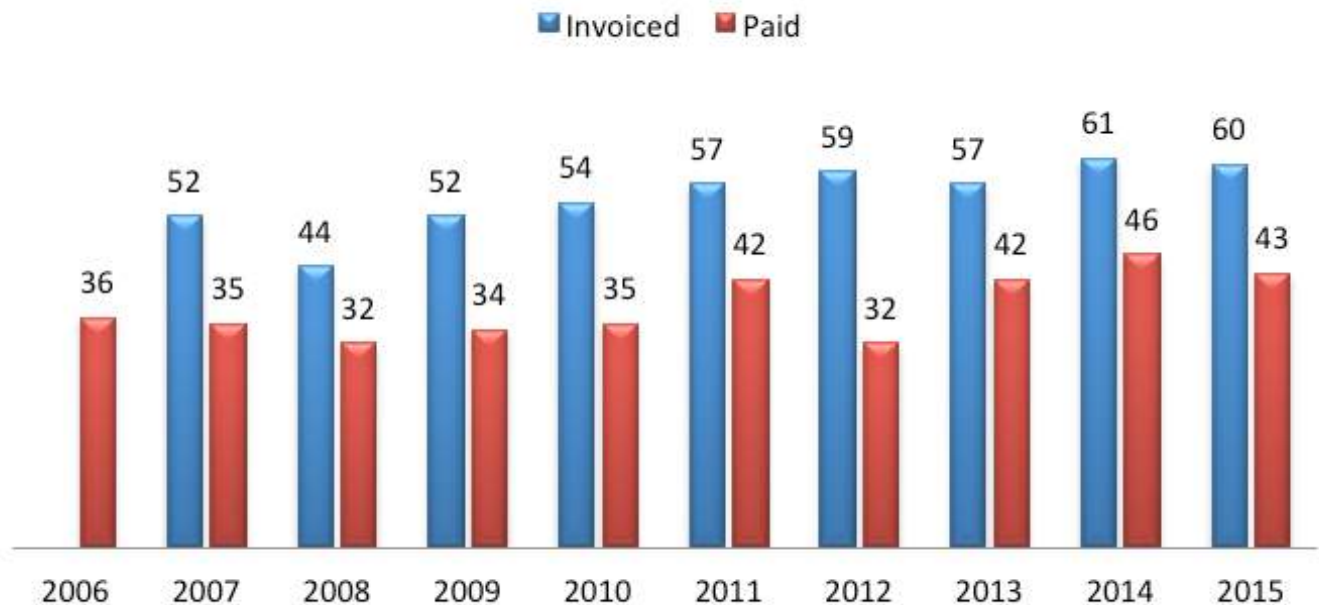
The following chart illustrates the breakdown of the number of invoices sent to nations in each World ParaVolley zone:

Invoiced per Year - By Zone



The following chart illustrates the breakdown of the number of invoices sent to and number of invoices that were paid (no record of # invoices sent in 2006):

Invoiced vs. Paid





W O R L D

ParaVolley

www.WorldParaVolley.org



*Photos Courtesy of: Wayne Hellquist;
John Kessel; Jouke de Haan; @zappedaniel;
ParaVolley Malta; Rio2016; Volley Club
Sarrebouurg and ParaVolley Asia Oceania*

