



# GENERAL ASSEMBLY REPORT 2024

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# FROM THE PRESIDENT

Dear World ParaVolley Community,

On behalf of the Board of Directors and leaders of World ParaVolley, the activities of years 2022 and 2023 are presented to you in this report to the General Assembly.

We would like to thank the previous WPV President and Life Member, Mr. Barry Couzner, OAM (AUS) for his 10 years of dedicated service to World ParaVolley leading up to his retirement in December 2023. His commitment to guiding the organization is best highlighted by the activities of 2022 and 2023 where major advancements were made during his final term as President. These achievements are due in large part to the volunteer work of Board members, team leaders, international technical officials (including delegates, referees, classifiers and the communications team), host organizing committees and federations, members of the media, sponsors and suppliers, organizational partners, and the many volunteers around the world whose support is vital to the success of World ParaVolley activities.

## **Highlights of the work done over 2022 and 2023 include, but are not limited to:**

- Achieving the qualification pathway for sitting volleyball competition at the Paris 2024 Paralympic Games.
- Incorporating the World ParaVolley Federation as a U.S.-based charity non-profit corporation able to receive public and private funding from global sources, and to provide much needed financial security to the organization in the future.
- Introducing the WPV Safeguarding Integrity Commission and a progressive protection program for athletes and volunteers.
- Introducing the emerging sport discipline of Beach ParaVolley with international competitions including a World Championship and a goal of applying for inclusion in the Brisbane 2032 Paralympics.
- Working towards gender balance in all areas of World ParaVolley, with more women serving in competition roles (e.g. Jury, Referee Observer, International Referee, Classifier).
- The reorganization of the World ParaVolley Foundation, under new Chairman Jim Leask (USA) with a refocused mission of raising money to support paravolley activities around the world.



## ATHLETE VOICE



The Athlete Voice is one of the most valuable within the World ParaVolley Community. This is true of any sport organization, that if you want to build a good strategy, you must always consider the Athlete Voice. In December 2023, the Board met in Los Angeles for a 3-day in person strategy meeting. Board Members and thought leaders began the conversation. This conversation must continue regularly into the future as part of the standard best practice for the business operations of World ParaVolley. One key point shared is that when using the Athlete Voice, it is very important to seek facts and avoid the false narratives that can often accompany agendas and ambitions. The athletes understand the importance of good governance and its effect on competitions. Including the members of the Athlete Commission in a regular dialogue, and taking the opportunity to engage the athletes – past, present, and future – in meaningful conversation is an effective way to dispel rumors and achieve better transparency.

World ParaVolley has been fortunate to have two Board Members representing the collective interests of all athletes in our community. We thank Nicky Nieves PLY (USA) for her service to World ParaVolley on the Board, and as the Team Leader of the Athlete Commission. Ivan Cosic (CRO) continues to be actively engaged in voicing his view representing athlete issues at the Board level. Joining them is Heidi Peters PLY (CAN), elected by the global athlete population, who participated in the strategy meeting in 2023 as a thought leader, and has attended Board meetings as an invited guest in an attempt to wider her understanding and experience with governance issues. We welcome Heidi as the new Athlete Commission Team Leader to continue the work in all areas to represent the athlete voice. I would also like to acknowledge all the athletes who have reached out this year to express their opinions, provide valuable input, and ask important questions to clarify any misrepresentation of facts that may have come their way. This type of direct communication is essential to building trust and promoting effective action.

## BUSINESS DEVELOPMENT

The most significant advancement in 2022-2023 for World ParaVolley’s business operations was the Board decision in late 2022 to incorporate in the United States as a registered non-profit charity organization. The decision enables the organization to be eligible for new funding opportunities, and activities in marketing and branding closely associated with the vibrant business culture surrounding the next Paralympic cycle for LA28. The process to finalize incorporation was complicated and took time to ensure compliance with international business standards combined with strict U.S. tax laws. This required World ParaVolley to conduct detailed risk assessment evaluation in all areas of the organization, a process that will continue in the future. The incorporation process was completed in 2024 and the World ParaVolley Federation was successfully established and operations are in the process of transitioning to the new corporation for future business heading into the next Paralympic quadrennial.





PARIS



2024

Working in close collaboration with the legal consultants guiding the incorporation process are WPV General Manager, Phil Allen (CAN), and WPV Treasurer, Benno Meijer (NED) whose work in the area of membership administration, budget planning, and finance are important in the transition to the new corporation. Their involvement as non-voting Board members allows for continuity in these areas of expertise and contributes to the focus on achieving and maintaining good governance.



With a specific focus on eliminating conflict of interest at all levels of World ParaVolley, the work on maintaining good governance continues. Good governance is vital in order to consistently provide enhanced services and further professionalize the organization. The Board voted in 2024 to add its General Counsel, Graham Arthur (GBR), to the Board of Directors as a non-voting member. Through his work in managing many areas of adjudication and providing expert legal services, Graham has served World ParaVolley as a volunteer for several years, increasing his engagement in 2022 and 2023 in the specific area of classification and anti-doping matters. He will continue to provide his expert advice and counsel as a Board Member and as the leader of the newly formed WPV Legal Commission.

Work in the area of development, specifically education, continues to be a key focus area under the direction of WPV Development Director, Anton Raimondo (RSA). Anton's oversight includes management of WPV's development grant funding from the IPC, which is directed specifically at increasing engagement with programs and increasing professional, continuing education in many areas including technical officials, national federations, coaching education, and more.

A major business development is foreseen in the area of Marketing and Branding under the direction of Christine Shelby (USA), an international sports marketing executive working in the global apparel and footwear industry who was elected WPV Marketing Director in 2022. Christine is now working as part of a team I established after accepting the role of President in January 2024 that will engage in a new best practice involving all contracts and agreements to better protect the interests of WPV and our members in the global marketplace.

We appreciate the support of our main sponsor, Molten Japan, and our key partners and suppliers including Gerflor, Senoh, sporteq, and QH. And we look forward to realigning our partnerships for the future. Marketing, Media and Communications operations were transferred to Christine's oversight to establish additional best business practices for the future.

Media and Communications in particular have made significant strides under the direction of WPV Communications Manager, Anna Tomas (PHI). Anna will work together with Christine on a new brand campaign, logo redesign, communications calendar and content plan, and has made significant improvements to social media and on-site media starting in late 2023 and into 2024 including the Paris Paralympics where the WPV media effort was praised for its execution and content plan.





## RETURNING TO LIVE SPORT



The year 2022 was the return to live international events for World ParaVolley. Dr. Stephen Giugni, OAM (AUS) leads the Sport Department after being elected in late 2022, with the support of Assistant Sport Directors Chrissy Benz of Canada (Sitting Volleyball) and David Cox of Norway (Beach ParaVolley). The WPV Sitting Volleyball World Championship in Sarajevo, Bosnia and Herzegovina, marked an important start of the Paris 2024 Paralympic qualification pathway.

The WPV Sitting Volleyball World Championship was led by Technical Delegate, Sven Ritter (GER), who managed a team of 56 International Technical Officials from 33 countries the largest ever at a single event for WPV. Sven served as WPV's Paris 2024 Head of Jury, working for several months in advance in many areas to contribute to the success of WPV's Paris campaign. Of the 32 men's and women's teams participating, World Champions were crowned from Brazil (women) and Iran (men) joining the host country of France as the first Paris 2024 Paralympic qualified teams.

### **In 2023 and early 2024, the four zones of World ParaVolley successfully completed their zonal tournaments to qualify 8 additional teams:**

European Champions Italy (women) and Bosnia and Herzegovina (men), Pan American Champions USA (women) and Brazil (men), Asia Oceania Champions China (women) and qualifiers Kazakhstan (men), and African Champions Rwanda (women) and Egypt (men). The 2023 WPV Sitting Volleyball World Cup in Cairo, Egypt added qualifiers from Canada (women) and Germany (men) under the direction of Technical Delegate, Glenn Stewart (AUS) who also served as the Paris 2024 Paralympic TD. And in early 2024, the WPV Sitting Volleyball Final Qualifier in Dali, China completed the qualification process for the last 2 teams, Slovenia (women) and Ukraine (men). The completion of the Paralympic pathway is due in large part to the work of the Sport Department, supported by volunteer leaders of each commission, and the efforts within each zone led by the Zone Presidents: Ehab Hassanein of Egypt (PVA), Cailiang Lu of the People's Republic of China (PVAO), Branko Mihorko of Slovenia (PVE), and Joe Campbell of the United States of America (PVPA).

The emerging discipline of Beach ParaVolley, standing 3-on-3 format, made its return with a successful Beach ParaVolley World Championship for men held in Chongqing, China. A women's World Championship is foreseen starting in 2025 and moving forward additional dual gender events are being confirmed to the global calendar starting in 2025.

When we speak about the competitions and the great work done by the sport department, we must also recognize the advancements made within our referee cadre and the work of the many classifiers and medical professionals involved in maintaining "clean sport."



Under the direction of WPV Medical Director, Louise Ashcroft (CAN), the medical area including classification, anti-doping, and scientific research has thrived and reached an important milestone with the approval of the IPC's new Classification Code scheduled to be implemented fully in 2025. Important work and input was contributed by those from WPV in the vetting process of the new code.



In the area of refereeing and rules of the game, significant changes are coming for the future, including the emergence of video challenge review. The work of WPV Referee Commission Leaders, Glynn Archibald (GBR) and Janko Plesnik (SLO) continues with the identification of new candidates and the continuing education and training of international referees. As these departments seek to increase their human resources and as faces change within the group one thing remains the same, these two areas are extremely important to running competitions with integrity and fairness.

Looking ahead to the future, Stephen and his team have been working for a few years to secure tournament hosts for the future. This remains an area where many changes are happening, as our members redefine their financial ability to host large sporting events. And new models of host city involvement have emerged which are being explored, to allow for additional resources and benefits to be considered as we support our members and interested host cities.

Returning to live events in 2022 was the starting point to try and secure multi-year agreements for annual events, and secure host bids earlier in the calendar as has been recommended by many of the teams and coaches. The recommendation of selecting host cities with more diversity in geographic location, and paying close attention to travel and safety measures are all factors that the sport department has included in its future evaluation of host city agreements.

## LEADERSHIP

There are many active and engaged volunteers working in the leadership of World ParaVolley Commissions and Committees. These individuals are, for the most part, donating their services as volunteers. Countless hours are spent helping World ParaVolley in many areas, in preparation for tournaments, to help members with administrative and other tasks, to operate at a high level that sometimes requires personal sacrifice. We have held two all-leader meetings this year, and from those sessions I have seen the importance of evolving to current times with the help of the input these leaders provide.

We also have past leaders to thank for their service and commitment to World ParaVolley. These individuals have provided expertise, passion, and a genuine interest in the development of World ParaVolley over decades of involvement and as many of them move on, we wish them the best and thank them for their part in the history of World ParaVolley.



## INTO THE FUTURE



When I became President in 2024, it was important to me to have more direct and open communication with the membership. This is an ongoing goal. For the members who reached out for discussions, I thank you for your engagement and transparency in sharing both positive and negative thoughts about the future of World ParaVolley.

When I was appointed Sport Director in 2022, and then elected as Vice President for 2023, I engaged in similar activity to have more direct communication with the members in order to understand and learn what I needed to know. The result has been very positive, and helped me shape a course for the future that is based on what are the needs of World ParaVolley and its community, what best practices will ensure smooth business operations to help the organization achieve sustainability, the importance of consistency in our standards and professionalization in many areas, and most importantly, ensuring that the community standards within World ParaVolley demonstrate respect, commitment, and a willingness to collaborate with each other in a professional manner to enhance and deliver the strategic plan for the future.

### **Some points to consider for the future include:**

- Investment of time, resources, and WORK on behalf of World ParaVolley.
- Continuing the open dialogue with all members and organizations
- Fundraising and establishing new revenue streams.
- Professionalization.
- Good governance.



I must remind myself and others occasionally that World ParaVolley is primarily a volunteer organization. We have one or two contractors, but for the most part, the operations, executive management, and support within the commissions is entirely volunteer-run. This is a remarkable achievement for an international sports federation, or any organization.

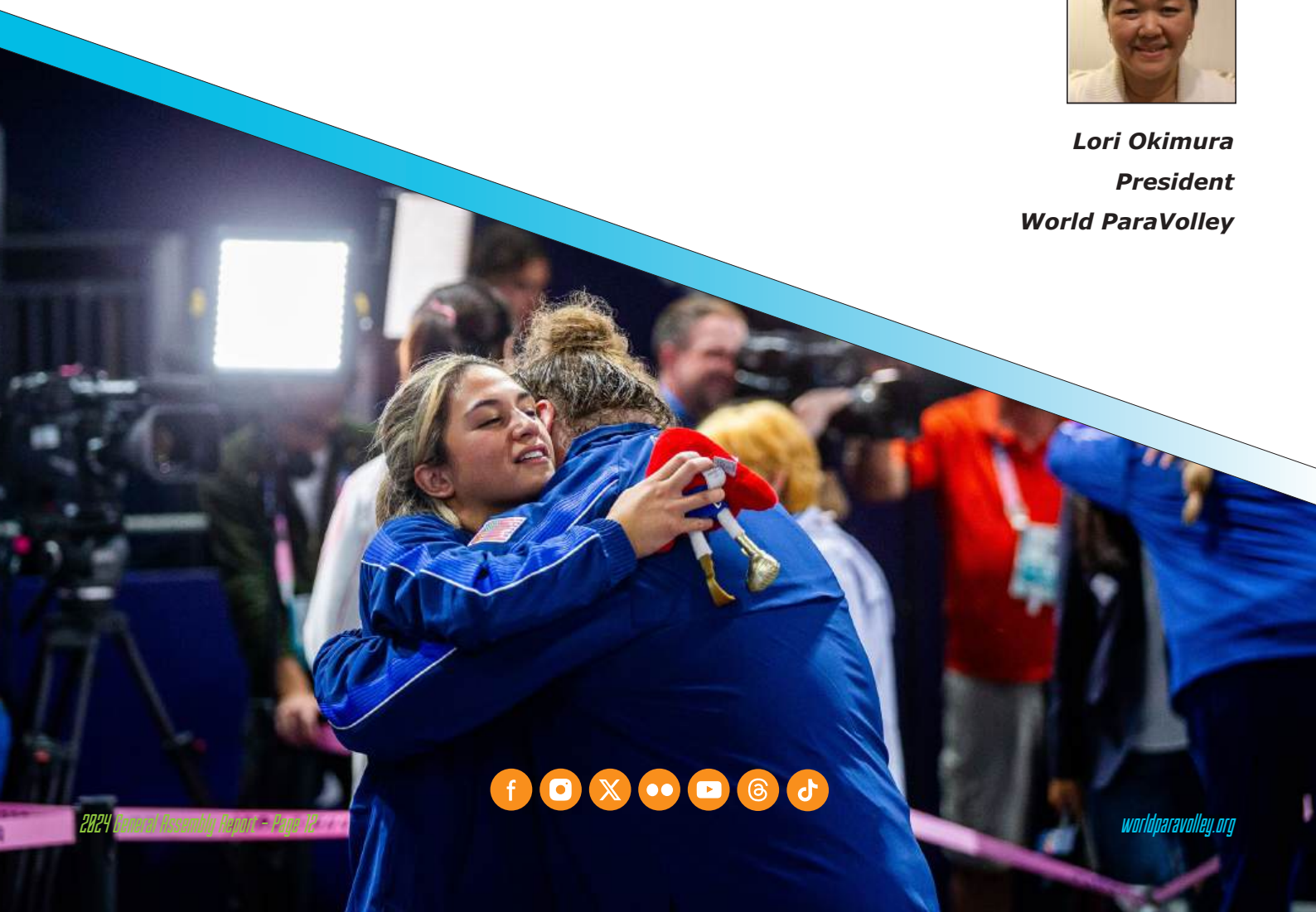


However, this is not the most sustainable model for the future. We are very fortunate to have a high level of expertise and professionals among our volunteer leaders. They dedicate their time and efforts towards ensuring World ParaVolley's needs are met, and standards are high. One of the main goals on my 2024 agenda was to build the stage to welcome additional funding sources and revenue streams that would allow World ParaVolley to professionalize and transition into a business organization with working professionals and a new vision for the future. This is perhaps the single-most impactful goal that can help lay groundwork for all other programs, processes, and activities of World ParaVolley.

Achieving this goal is not possible alone. Special thanks to the dozens of members who have reached out to offer support and ask how to become more directly involved. I thank all those involved in the World ParaVolley community, especially those Board members whose cooperation and positive outlook is vital to promoting collaboration, for doing your part to help move our federation into the future in the best possible position to succeed.



**Lori Okimura**  
**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. As an independent IF, World ParaVolley works cooperatively with a number of international organizations in order to promote and develop ParaVolley for the athletes.

World ParaVolley works with National Paralympic Committees, National (Volleyball and ParaVolley) Federations, Organizations for Athletes with an Impairment, other international sport organizations and private companies to promote ParaVolley competitions and development activities on a global level.

| WORLD PARAVOLLEY FACTS                 |  |
|--|--|
| <b>Founded</b>                         | 1980 as an International Committee of ISOD   |
| <b>Independence from ISOD</b>          | 1996   |
| <b>ParaVolley Disciplines</b>          | Sitting Volleyball and Beach Paravolley  |
| <b>First International Competition</b> | 1967 – Flensburg, GER  |
| <b>First Paralympic Competition</b>    | 1976 – Toronto, Canada   |
| <b>Main Competitions</b>               | Paralympic Games (sitting)<br>Regional Paralympic Games (sitting)<br>World Championships (sitting, beach paravolley)<br>World Championship Series (beach paravolley)<br>World Cup (sitting)<br>World Super 6 (sitting)<br>Qualification Events (sitting) |
| <b>World ParaVolley Zones</b>          | ParaVolley Africa; ParaVolley Asia-Oceania<br>ParaVolley Europe; ParaVolley Pan America  |
| <b>Number of Member Nations</b>        | 55 Plus Across Four Zones  |
| <b>Active ParaVolley Nations</b>       | 80 Plus  |
| <b>Main Sponsors</b>                   | Molten, Senoh, QH, Gerflor (Sport Court and Taraflex)<br>Sporteq by Inacional  |
| <b>Main Affiliates</b>                 | IPC, APSO, FIVB, BSU, WAS  |



## GOVERNANCE



As declared in its Constitution, World ParaVolley is governed at the highest level by the General Assembly, which is convened every two years. The General Assembly consists of all World ParaVolley member nations who are in good standing with the International Federation.

The Federation is governed by the World ParaVolley Constitution and by a complete set of policies, procedures, and guidelines in line with modern sport practices.

The Board of Directors is the body responsible for the overall management of World ParaVolley, overseeing the work of its Departments, Commissions, Committees, and the Zonal Confederations. At the end of 2023, the Board of Directors was comprised of:

- the President
- the Vice President
- the Sport Director
- the Development Director
- the Marketing Director
- the Medical Director
- the Athletes' Commission Chair
- the Athletes' Commission 2nd Representative
- four Zonal Presidents
- the Treasurer (non-voting)
- the General Manager (non-voting, ex-officio)



# VISION AND MISSION

## WORLD PARAVOLLEY VISION

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

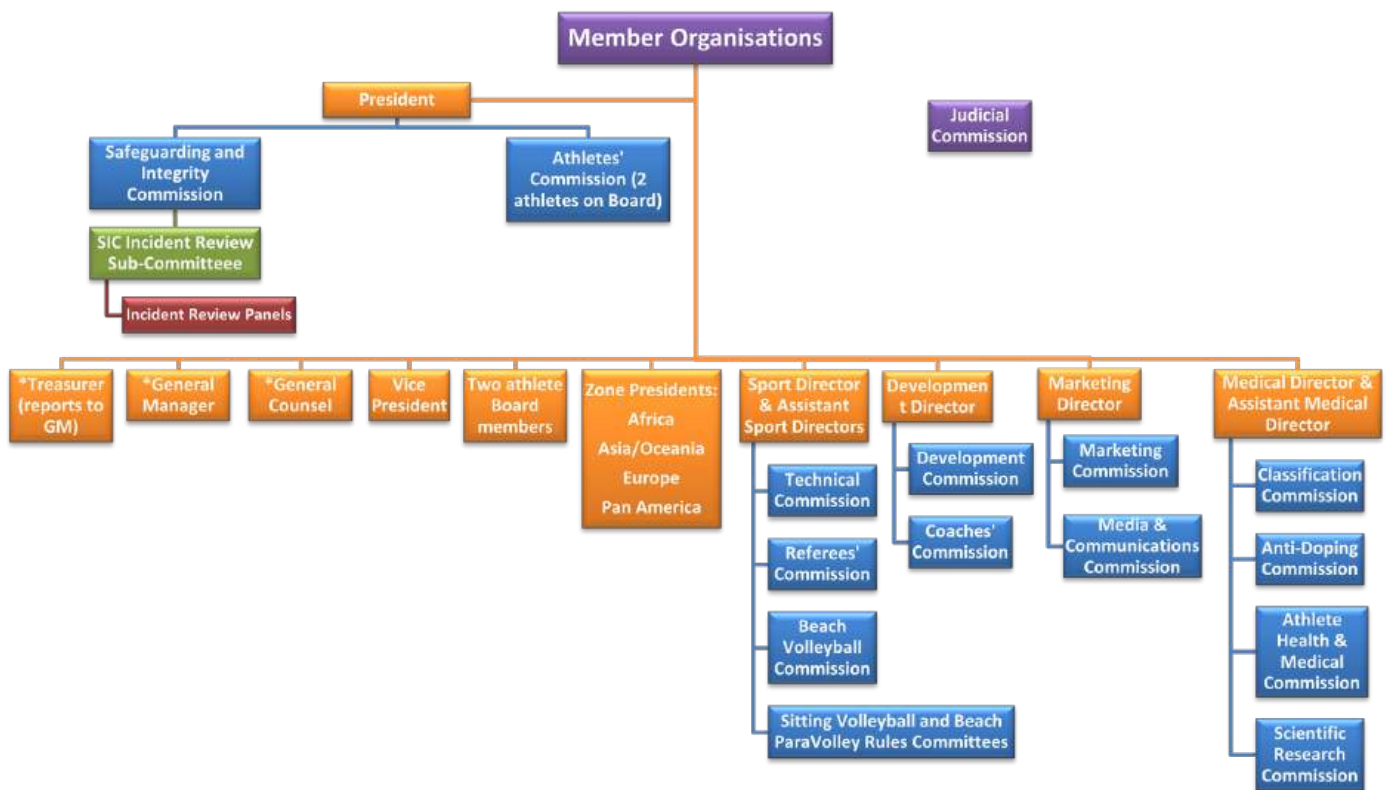
## WORLD PARAVOLLEY MISSION STATEMENT

World ParaVolley aims to deliver a variety of the highest quality Volleyball programs and competitions for athletes with a physical impairment through the implementation of effective governance, development, training, education, research and event management activities.



# ORGANISATIONAL CHART

OCTOBER 2024



\*The General Manager and Treasurer are non-voting members of the Board of Directors.





# BOARD OF DIRECTORS

## WORLD PARAVOLLEY BOARD OF DIRECTORS (AS AT DECEMBER 2023)

### President

Barry Couzner OAM (AUS)



### Vice President

Lori Okimura (USA)



### Sport Director

Stephen Giugni (AUS)



### Development Director

Anton Raimondo (RSA)



### Marketing Director (Commercialization)

Christine Shelby (USA)



### Medical Director

Louise Ashcroft (CAN)



### Athletes' Commission Chair

Nicole Nieves (USA)



### Athletes' Commission 2nd Representative

Ivan Cosic (CRO)



### ParaVolley Africa President

Ehab Hassanein (EGY)



### ParaVolley Asia-Oceania President

Lu Cailiang (CHN)



### ParaVolley Europe President

Branko Mihorko (SLO)



### ParaVolley Pan America President

Joe Campbell (USA)



### Treasurer (Non-voting)

Benno Meijer (NED)



### General Manager (Non-voting)

Phil Allen (CAN)



# VICE PRESIDENT'S REPORT

I would like to take this opportunity to report on the activities of the Vice Presidents who held office in 2022 and 2023. The role of the Vice President in 2022 was held by Wayne Hellquist (CAN), and in 2023 by current WPV President, Lori Okimura (USA). Both were involved in different areas of leadership for World ParaVolley, and supported the activities of past President Barry Couzner OAM (AUS).

In 2022, Wayne continued to provide his expert guidance in the area of strategic planning, and safeguarding. During his long history with World ParaVolley, Wayne served in many roles besides Vice President. He was an international technical official, served on the Communications Committee for many years, including as media delegate at past events. He was selected to chair a special hearing panel that conducted an 18-month investigation regarding a safeguarding matter from the Tokyo Paralympics and through his leadership saw the case resolved to a successful end.

The primary focus of his work was on the strategic planning process, under the direction of President Couzner. Though Wayne retired from World ParaVolley at the end of his term in 2022, he continued to work closely with Lori who was elected Vice President at the end of 2022, and in December 2023 Wayne led the Board and Thought Leaders in an in-person strategy meeting as the first step towards the LA28 and Brisbane 2032 Paralympic cycles.

In 2023, the role of Vice President was filled by Lori and served as a shift in some responsibilities for the position as directed by President Couzner. Based on her focused area of expertise, Lori was tasked with the final stages of incorporation of World ParaVolley in the United States and enlisted the help of professionals in the business and legal industry to help support World ParaVolley through to a successful completion of this task.

President Couzner had previously assigned her the responsibility of representing World ParaVolley in the area of international relations, specifically to represent the international federation at the IPC General Assembly and to oversee the relationship with IPC to improve communications and establish better relations. In addition, she was tasked with building and maintaining new international relationships using her background in Volleyball and Beach Volleyball, specifically to revisit a Memorandum of Understanding between World ParaVolley and our Olympic counterparts at the Federation Internationale de Volleyball (FIVB), and to help finalize a similar relationship with World Abilitysport.

Lori also supported the implementation of safeguarding standards and best practices to the Safeguarding Integrity Commission under the supervision of President Couzner.



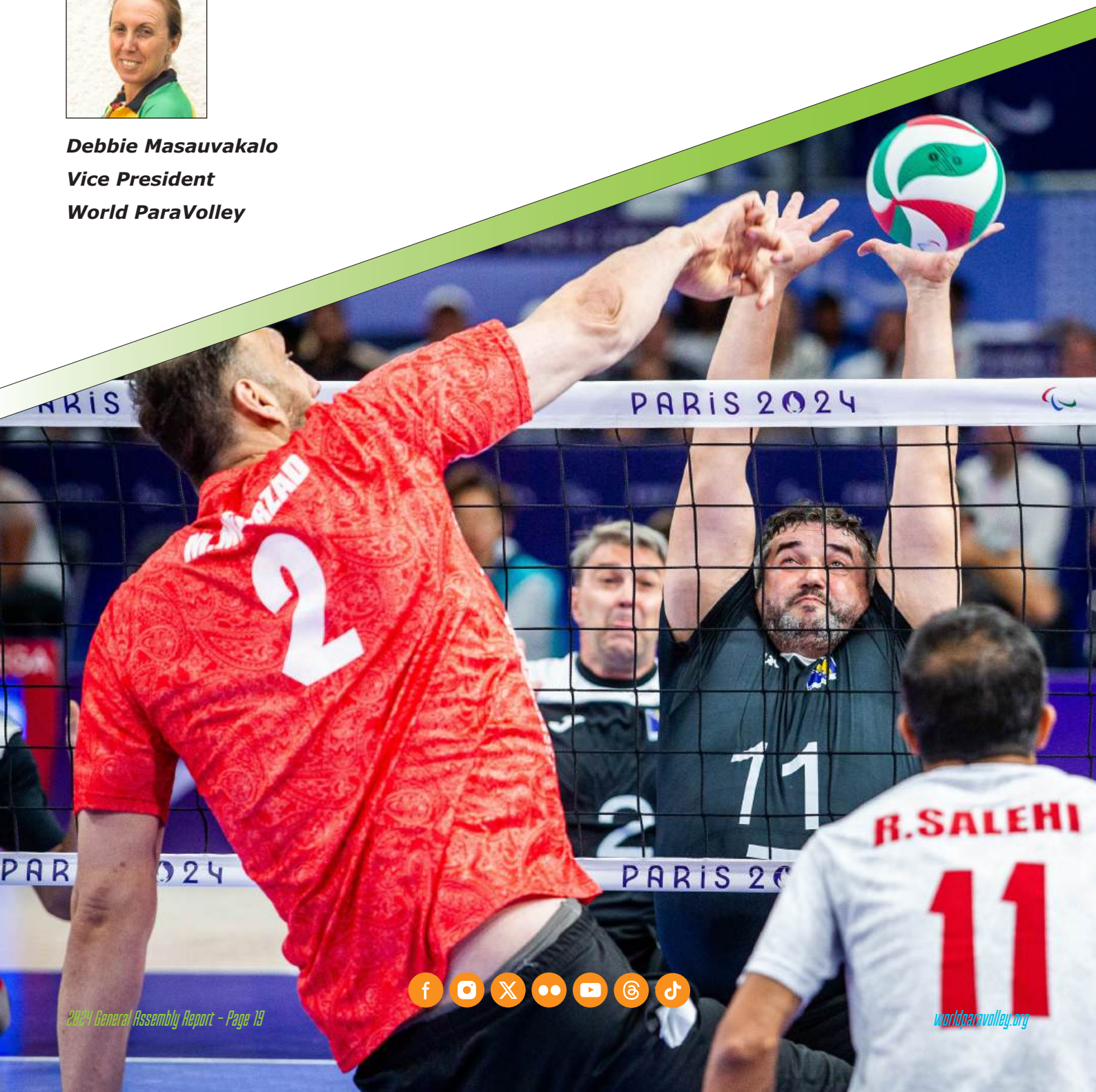
Lastly in 2023, the Vice President using her business and personal contacts in the international sports industry managed an important visit for World ParaVolley as the first Olympic or Paralympic international federation to sit down with key organizers from the LA28 Olympic and Paralympic Organizing Committee.



At the strategy meeting in December 2023, past President Couzner announced his retirement from World ParaVolley due to medical reasons. With one year remaining in his last Presidential term, Vice President Okimura entered the line of succession to full-time federation President. The Board appointed me to the role of Vice President and I have served in that role in 2024.



**Debbie Masauvakalo**  
**Vice President**  
**World ParaVolley**



# SPORT DIRECTOR'S REPORT

**This Report covers the Period 1 January 2022 to 31 December 2023.**

## STRATEGY

### **Commenced review / discussion papers regarding:**

- Sitting Volleyball quadrennial competition calendar
- Ranking point structure
- Paralympic Games qualification pathway
- Functions / operation of the Technical Commission
- ITO training and development
- Development of standard competition formats.

## 2022 EVENTS

### **2022 World Championships – Sarajevo:**

- Moved from China due to COVID impacts
- Very good event given the short preparation time available – a big thank you to Bosnia and Herzegovina for taking on the opportunity
- MEN – 16 Teams – (1) Iran, (2) Bosnia and Herzegovina (3) Brasil
- WOMEN – 13 Teams – (1) Brasil, (2) Canada, (3) USA
- <https://worldparavolley.org/2022-world-paravolley-sitting-volleyball-world-championships/#hfaq-post-13718>

## 2023 EVENTS

2023 World Cup was held in Egypt – this was a successful event, despite concerns related to planning, communications, payment of funds, completion of PVSAS information, security issues and general unrest in the region.

### **Highlights:**

**MEN** – 13 Teams – (1) Iran, (2) Egypt, (3) Germany

**WOMEN** – 10 Teams – (1) China, (2) Canada, (3) Brasil

<https://worldparavolley.org/2023-wpv-sitting-volleyball-world-cup/>



- PVE, PVAO, and PVPanAm Zonal Championships completed
- PVA Zonal Championship re-scheduled for early 2024
- Womens Super 6 in Pajulahti – Cancelled due to low number of entries
- Mens Super 6 - French Federation withdrew their bid
- African Para Games – Sitting Volleyball withdrawn from the competition due to the scale of activity required to meet the deadlines.



## REVIEW OF EVENTS

A review of the delivery of World ParaVolley events held across 2022 and 2023 has raised a number of concerns as they do not appear to be fully compliant with World ParaVolley regulations including:

- Sub-standard venue facilities, courts, warm-up courts, air-conditioning, change rooms, toilets, accessibility
- Non-compliance with homologated equipment requirements
- Transport and accommodation for ITOs
- Completion of PVSAS information on time
- Lack of performance by the LOC in delivering against the contract requirements
- Safety and security of ITOs
- Harassment of classifiers for doing their job of maintaining the integrity of the competition and athlete evaluation
- Consistency of understanding and implementation of the technical regulations by Jury Members
- Inconsistency in performance by the Technical Delegate
- Excessive distance from a major international airport to the event location, resulting high costs and long travel times and inconvenient connections
- Enhancement of safeguarding arrangements at events
- Requirement to implementation fines and sanctions against teams and LOC for failure to meet deadlines as non-compliance is causing significant stress on organisers, TD and classifiers.

## PLANNING FOR 2024 EVENTS

- PVA Zonal Championships re-scheduled for early 2024 in Nigeria
- Discussions commenced with FRA regarding the potential for a Womens Super 6 event as a “test event” as part of preparing for Paris 2024.

## FINAL QUALIFICATION EVENT PARALYMPIC GAMES 2024

- Bids were received from CHN to host Men and Women, and FRA to host only host the Women
- FQ was awarded to CHN, to be held in Dali in April 2024.





Confirmed teams for Paris 2024 prior to the conclusion of World Cup, the PVA Zonal Championship and the Final Qualifier:

**MEN** – France, Iran (WCs), Brazil (PVPA), Kazakhstan (PVAO)

**WOMEN** – France, Brazil (WCs), USA (PVPA), China (PVAO)

- Glenn Stewart (AUS) took over from Jonathan Moore as Technical Delegate and is actively engaged with Paris 2024 planning
- Initial inspection visit went well
- Issues associated with IPC determining that media, medical and classification observer roles are not “ITO” roles and should not form part of our ITO Nominations to undertake the event. Media team will be funded by WPV to attend.

## 2026 WORLD CHAMPIONSHIPS

- China was selected as the host for the Sitting Volleyball World Championship for 2022 but was unable to host due to COVID.
- The Board has recommended that China be offered the first right of refusal to host the 2026 WCs.



## BEACH PARAVOLLEY



### 2024 World Championships

- EOIs were received from the USA and Norway to host the World Championships, which were subsequently withdrawn.
- CHN lodged a bid to host the World Championships in Chongqing, which was accepted.

### ASSISTANT SPORT DIRECTOR APPOINTMENTS

- Chrissy Benz (CAN) appointed as ASD – Sitting Volleyball – taking on initial responsibility for the ITO database, training, digitisation project
- David Cox (NOR) appointed as ASD – Beach – taking on responsibility for all aspects of development of Beach ParaVolley.

### TECHNICAL COMMISSION

- Many members of the Commission are not actively engaged in discussion.
- Toralv Thorkildsen (NOR) is providing extremely valuable support to the delivery of Sport Department objectives.
- There is significant work to progress ITO training for existing candidates and the targeted development of ITOs in Africa
- Need to refresh the membership and re-activate the Commission.

### REFEREE COMMISSION AND SITTING VOLLEYBALL RULES OF THE GAME COMMITTEE

- Primary focus has been on appointments
- There is significant work to do regarding referee course development, RO development, and delivering referee courses.
- Significant number of international events in the second half of 2023 highlighted concerns related to being able to provide sufficient number of ROs, and referees for events.
- ROTG Committee have been active exploring ideas and feedback from coaches and teams.

### BEACH COMMISSION

- Chris Seilkop (USA) stood down as Team Leader in 2023
- Joep van Iersel (NED) confirmed as new Team Leader
- Christian Battisti (ITA) took over as Leader for the Beach ParaVolley Rules of the Game Committee.
- There is significant work to be done to activate this Commission as it has not met for a long time.



## EXPECTATIONS OF ALL PEOPLE INVOLVED WITH WPV ACTIVITIES



- Recently, we have become aware of some situations where players, coaches and administrators have made comments about referees or WPV staff which have been shared on social media platforms.
- This behaviour is not appropriate and goes against the expectations included in the Code of Conduct and Ethics that applies to everyone involved in our sport.
- Some of these statements may occur after matches where emotions may still be high, or individuals may not be aware that their comments may be being recorded, so these situations may be unintended or not representative of how that person would normally speak about our sport, our athletes, or our officials.

However, some of these comments could be considered against the World ParaVolley Discipline regulations, in particular with respect to:

**Section 4.1** - Sports offences, Item (v) - improper, abusive or violent words or actions, or any form of harassment towards match or competition officials;

**Section 4.3** - Bringing the sport into disrepute – Item (vi) actions or words, in a public forum or in writing (including by electronic means), which are likely to damage the relationships of World ParaVolley or a zone with a member nation, international sports governing body, or national or regional government; and

**Section 1, Item 1.1** - In the Code of Conduct and Ethics, which relates to the obligation to - Safeguard the dignity of the individual and of the sport.

- The Sport Department would like to remind all members that these behaviours reflect on all of us and our sport. Therefore, it is in our interests to make everyone aware of this situation and the potential for sanctions that could be applied to individuals and organisations including warnings, fines, and potentially suspension for major or continued breaches.
- Education and awareness raising will serve World ParaVolley and its members better than imposing sanctions on any one individual.

## TECHNICAL EDUCATION STATUS

### **Level 1 Technical Official Course completed, and Diploma awarded:**

- 6 PVE (8 awaiting practical assessment)
- 3 PVA (1 awaiting practical assessment)
- 4 PVAO (7 awaiting practical assessment)
- 1 PVPA (2 awaiting practical assessment)





**Level 2 Technical Official online theory and exam completed but awaiting a practical assessment:**

- 5 PVE
- 1 PVA
- 1 PVAO



**Level 2 Technical Official Course completed, and Diploma awarded:**

- 1 PVA
- 1 PVAO

**Enrolments:**

- There are many who commenced the Level 1 online course who have not completed it, despite reminders being sent.
- Course content under revision – all candidates that haven't completed Level 1, will start again.

**Forward planning:**

- Online courses have been temporarily closed off as they require updates – will re-open in 2025 after revision
- Revision of enrolment methods and certification is recommended
- A solution to how to provide sufficient opportunities for practical assessment is required
- Solution on how to assess recognised prior learning and who makes the decisions is required
- List of approved tutors requires re-assessment.
- A WPV representative should be appointed to coordinate and manage tracking of completion and registration of official WPV Technical Officials.



## MAJOR SPORT DEPARTMENT CHANGES DURING THE PERIOD



- **PROSTHESES ON FIELD OF PLAY (FOP) AND**
- **WEARING OF COMPRESSION GARMENTS**

As of August 2023, for immediate implementation.

### **Placement of prosthesis during the match:**

- prostheses, crutches, wheelchairs, and other devices that may be required during the match may be stored behind the benches in a tidy manner, where they are able to be easily accessed for movement between sets,
- the court staff and Jury Member should ensure that the prostheses, crutches, wheelchairs, and other devices removed from the FOP are easily accessible, should an emergency occur during the match.

Players Uniforms and the wearing of compression garments should respond to an individual team member's requirement.

### **Compression sleeves:**

- Reinforce the current implementation from 1 January 2022.
- Each player can choose to wear compression sleeves on one or both arms.
- If the player wears more than one compression sleeve, they must be of the same colour.
- Acceptable colours are one of the neutral colours (black, white, or nude / skin), or matching to the playing top.
- If more than one player uses compression sleeves, each player is free to choose the colour of their compression sleeves, provided that they are one of the neutral colours, or matching to the playing top.

### **Compression Pants / Long Pants:**

- Each player can choose to wear either shorts / short pants, compression pants or long pants as required.
- Each player may wear compression pants under their shorts / short pants, provided that the colour matches the colour of the shorts, or is one of the neutral colours (black, white or nude / skin).
- All players that wear compression pants must wear the same colour.
- Short Pants and Long Pants must be of the same colour.





## Commission Members

|                         |                          |
|-------------------------|--------------------------|
| <b>LEAD:</b>            | Mr Glynn Archibald (GBR) |
| <b>GENERAL MANAGER:</b> | Mr. Janko Plesnik (SLO)  |
| <b>MEMBER:</b>          | Ms. Yoo Yeon Jung (KOR)  |
| <b>FIVB LIAISON:</b>    | To Be Advised            |

## Zone Commissioners

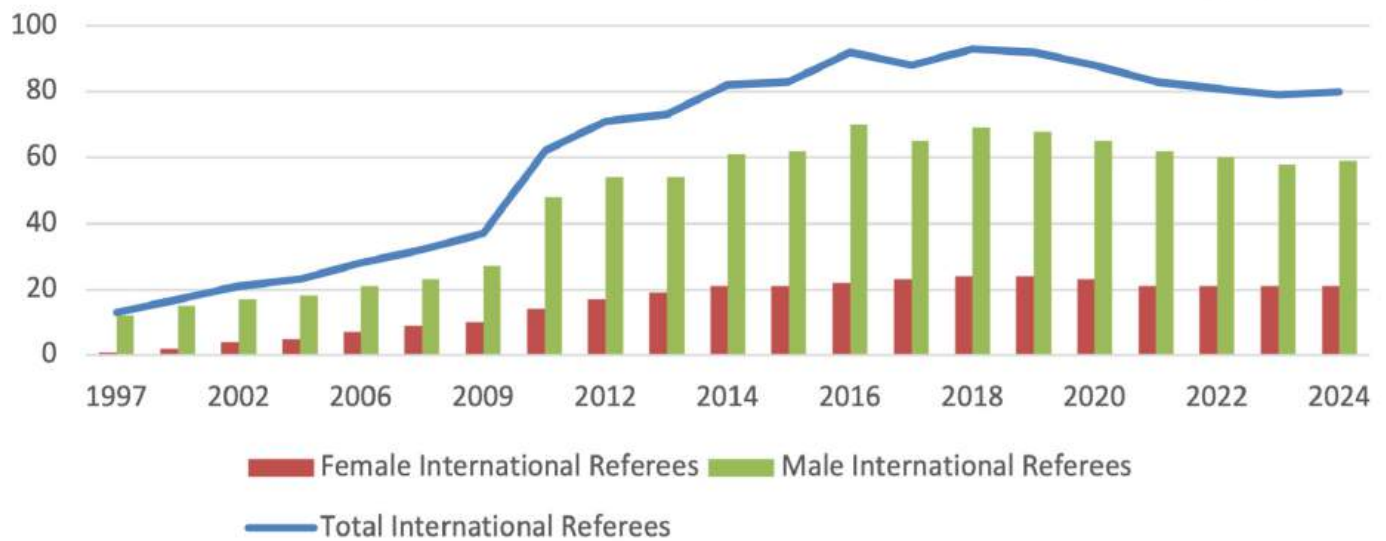
|                                 |                                   |
|---------------------------------|-----------------------------------|
| <b>ParaVolley Africa:</b>       | Mr. Khalid Salem Shanishah (LBA)  |
| <b>ParaVolley Asia Oceania:</b> | To Be Advised                     |
| <b>ParaVolley Europe:</b>       | Mr. Dimosthenis Kostopoulos (GRE) |
| <b>ParaVolley Pan America:</b>  | Mr. Neal Konowalyk (CAN)          |

## Summary

- Between 2022 and 2023, the Referee Commission supported two WPV events, appointing 54 officials.
- As we came out of the COVID-19 pandemic, our challenges included:
  - » re-establishment of development opportunities for officials and updating of the course material
  - » updates to the Case Book and the Referee Guidelines
  - » It should be noted that Asia Oceania has not had an active Referee Commissioner since late 2022. This has impacted the working of the commission in the Zone.
- Following the dip in appointments for 2020 due to the COVID-19 pandemic, we have seen a return to a more regular pattern of appointments.
- The tables below provide various summaries of the number of active WPV international referees.
- The first chart shows how the number of L3 referees has changed over the years and also the ratio of males to females. While there has been a slight decline over the last 5 years, this has not had a negative impact on WPV appointments. The table above does not include the L2 Referees which are now coming through the system.
- The Table shows the number of international referees distributed by zone.
- We continue to work with the zones to develop additional referees as required and two courses have been scheduled for 2024. As part of this delivery, we will also be trialling newly developed training material.



## NO. REFEREES BY GENDER - OVER TIME



| Zone                           | Female    | Male      | Total     |
|--------------------------------|-----------|-----------|-----------|
| <b>Paravolley Africa</b>       | 5         | 10        | 15        |
| Candidate                      | 4         | 8         | 12        |
| Referee                        | 1         | 2         | 3         |
| <b>Paravolley Asia Oceania</b> | 4         | 22        | 26        |
| Candidate                      | 2         | 10        | 12        |
| L2REF                          | 1         | 6         | 7         |
| Referee                        | 1         | 6         | 7         |
| <b>Paravolley Europe</b>       | 10        | 34        | 44        |
| Candidate                      | 1         | 13        | 14        |
| L2REF                          | 2         | 5         | 7         |
| Referee                        | 7         | 16        | 23        |
| <b>Paravolley PanAm</b>        | 5         | 4         | 9         |
| Candidate                      |           | 1         | 1         |
| Referee                        | 5         | 3         | 8         |
| <b>Total</b>                   | <b>24</b> | <b>70</b> | <b>94</b> |



## APPOINTMENTS SUMMARY



- Number of sitting volleyball appointments per zone made by WPV Referee Commission for the period 2020 to 2023.

| Zone                    | 2020     | 2021      | 2022      | 2023      | Total      |
|-------------------------|----------|-----------|-----------|-----------|------------|
| Paravolley Africa       |          | 1         | 4         | 4         | 9          |
| Paravolley Asia Oceania |          | 6         | 6         | 1         | 13         |
| Paravolley Europe       | 4        | 46        | 20        | 10        | 80         |
| Paravolley PanAm        | 3        | 7         | 6         | 3         | 19         |
| <b>Total</b>            | <b>7</b> | <b>60</b> | <b>36</b> | <b>18</b> | <b>121</b> |

- Sitting volleyball appointments broken down by role:

| Description                   | 2020     | 2021      | 2022      | 2023      | Total      |
|-------------------------------|----------|-----------|-----------|-----------|------------|
| <b>Sitting</b>                | <b>7</b> | <b>60</b> | <b>36</b> | <b>18</b> | <b>121</b> |
| 1. Referee Delegate           | 1        | 3         | 1         | 1         | 6          |
| 2. Assistant Referee Delegate |          | 1         | 2         | 1         | 4          |
| 3. Referee Coach              | 1        | 7         | 5         | 2         | 15         |
| 4. Referee                    | 5        | 49        | 28        | 14        | 96         |
| <b>Total</b>                  | <b>7</b> | <b>60</b> | <b>36</b> | <b>18</b> | <b>121</b> |





## Beach ParaVolley

Commenced program to create, adjust, amend, establish documents to support beach paraVolley including:

- Guidelines for the creation of forms governing bids, contracts, confidentiality, travel, per diem, etc.
- Sports Regulations
- Event handbook – zonal, international, championship, Paralympic
- Protocols including match preparation and running
- Medical protocols for injuries, forfeits, time outs, recovery time
- Forms for registering teams, change of players, withdrawal from events, etc.
- Forms for reporting before, during and after an event that can be used by the next event and to help develop the sport's presentation
- Player agreement which includes allowing for streaming, TV production, filming, photographing
- Medical form showing the officials and players are capable of participating in zonal and international events regardless of classification
- Classification of players – to move beyond sitting volleyball and establish a specific classification regulation for beach paravolley
- Safeguarding issues – reporting, investigating, resolving, publishing the findings

Update the Rules of the Game including referee guidelines and casebook (if possible).

## Establish Development projects including:

- Referee education and development – where do we recruit, educate and develop beach paravolley referees both zonal and international
- TD education and development – same as above
- Classification education and development – same as above

Commence discussions with VolleyStation and what they could provide in the way of an electronic scoresheet, competition system, results, standings. At the moment, there is no program designed to cater to the needs of beach paravolley. Some exist in regard to regular beach volleyball and/or snow volley. But the unique needs of beach paravolley will require that a system be adapted or created to meet the competition formats.

## Plans for 2024 – 2028:

- Lead a working group to address the above issues in concert with the appropriate Commissions



- Establish a joint working group, with the ASD – Sitting Volleyball to look at mutual needs and possibilities for both sitting volley and beach paravolley to use joint documents, regulations, interpretations etc.
- Ensure the Rules of the Game Commission and the Referee Commission and all other commissions evaluated and amended to meet the needs of both major disciplines for the future. WPV as we move into a new era.



**Chrissy Benz, Sitting Volleyball**  
**David Cox, Beach ParaVolley**  
**Assistant Sport Directors, World ParaVolley**

## SPORT DEPARTMENT PLANNING 2024 - 2026

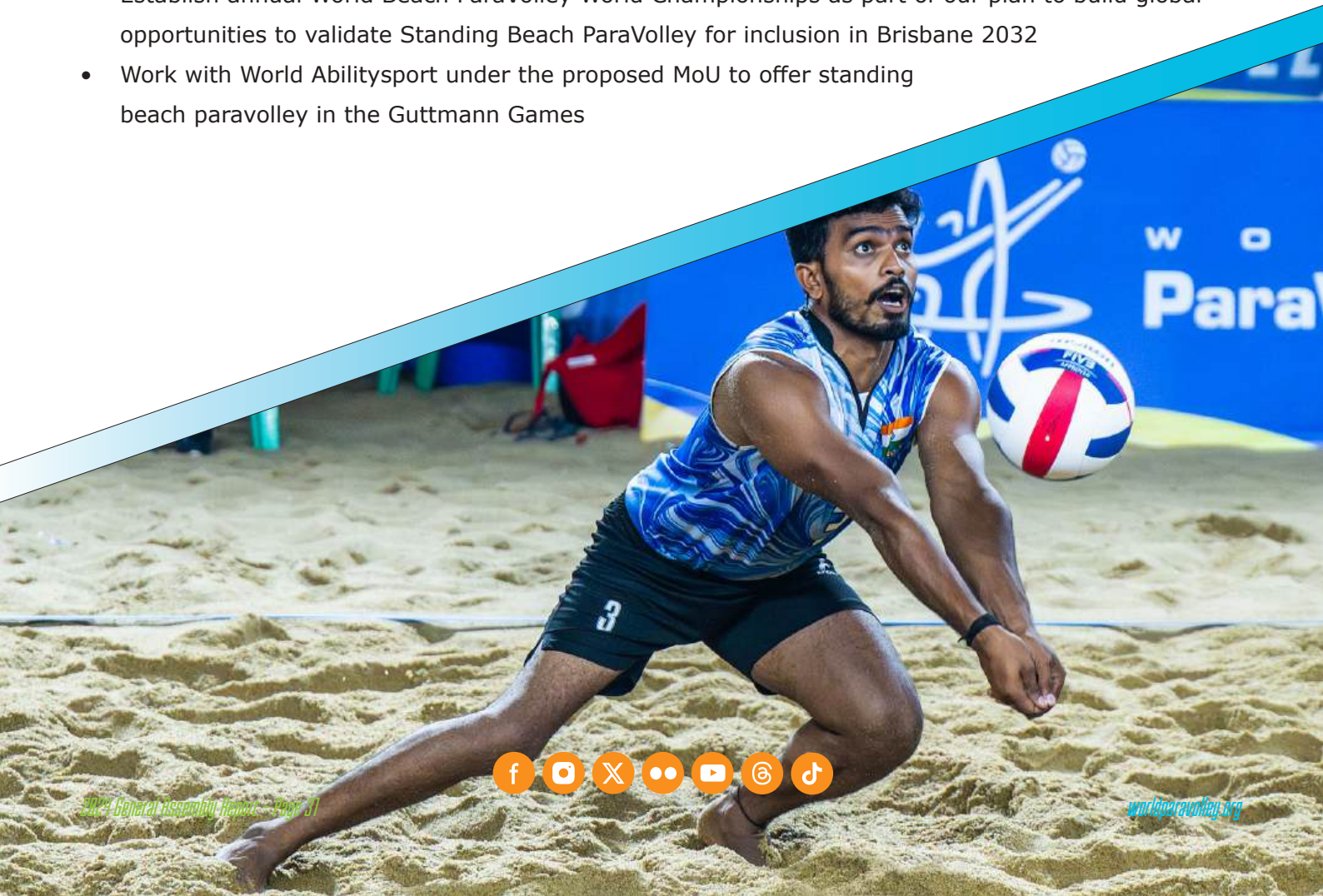
### Empower the Assistant Sport Directors

#### Sitting ParaVolley Events

- Plan for the new quadrennial and deliver events in 2025 World Cup and 2026 World Championships
- Support the preparations for Paris 2024 and deliver the Paralympic Games

#### Beach ParaVolley Events

- Establish annual World Beach ParaVolley World Championships as part of our plan to build global opportunities to validate Standing Beach ParaVolley for inclusion in Brisbane 2032
- Work with World Abilitysport under the proposed MoU to offer standing beach paravolley in the Guttman Games



## Sport Department

- Review the qualification / ranking pathway in preparation for the 2025 - 2028 Paralympic Cycle.
- Review the structure / activities / responsibilities of the Commissions within the Sport Department to enhance operations, communications, sharing of information, and enable greater participation and involvement by Commission members.
- Enhance relationships between WPV and Zonal Sport Departments to leverage information and share best practice.
- Formalise ITO training and ensure capacity and capability within each Zone to ensure sustainability – e.g., establish minimum numbers of accredited TOs, Classifiers, etc., in each Zone. (e.g. African Zonal Championships - but no qualified L3 TD in Africa).
- Collate and publish all useful documentation to ensure best practice, sustainability of operations, use of common standards and access by members.
- Monitor Zonal implementation of their event management / operations / scoring / statistics / teams management software, to determine minimum global standards for future WPV events as part of the digitisation project.



**Stephen Giugni**  
**Sport Director**  
**World ParaVolley**





# MEDICAL DIRECTOR'S REPORT

## Dear World ParaVolley Community:

I am pleased to provide you with this report on the activities within the Medical Department for the period of 2022 and 2023.

Much of the activities have been centered around providing opportunities for athlete classification as the number of events ramped up following the COVID-19 pandemic.

## The main priorities guiding activities have been:

1. To ensure World ParaVolley is compliant with the 2021 WADA Anti-doping Code and International Standards
2. To expand our out-of-competition anti-doping testing program, and its effectiveness through collaboration and communication with other NADOs and testing agencies
3. To contribute to the new IPC Classification Code Review, keeping in mind the specific areas World ParaVolley will need to review and refresh to stay compliant with the IPC Classification Code that will take effect in January 2026.
4. To recruit, train, and retain classifiers for the increasing event opportunities (sitting volleyball and beach paravolley), and to provide full classification panel requirements for covered competitions.

This report has had significant input from the Team Leaders of the Commissions within the Medical department, and I would like to acknowledge their work and their contributions to this report and to the department's activities.

## CLASSIFICATION COMMISSION

**Team Leader:** Dora Szatmari (GER)

**Members:** Saro Keresteciyani (data manager and PVPA Zone rep) (CAN)  
Jenni Cole (Head of Classifier Education) (AUS)  
Maiju Marjamaki (PVE Zone) (FIN)  
Dr. Jinzhong Ma (PVAO Zone) (CHN)  
Tina Sachs (PVA Zone) (RSA)

Classification opportunities increased significantly in 2022 and 2023.



## Classifier appointments for the following competitions were made:



**2022:** WPV World Championships, Sarajevo, 1 Chief Classifier and 4 classifiers  
PVE B Division Championship, Rouen, 4 classifiers\*

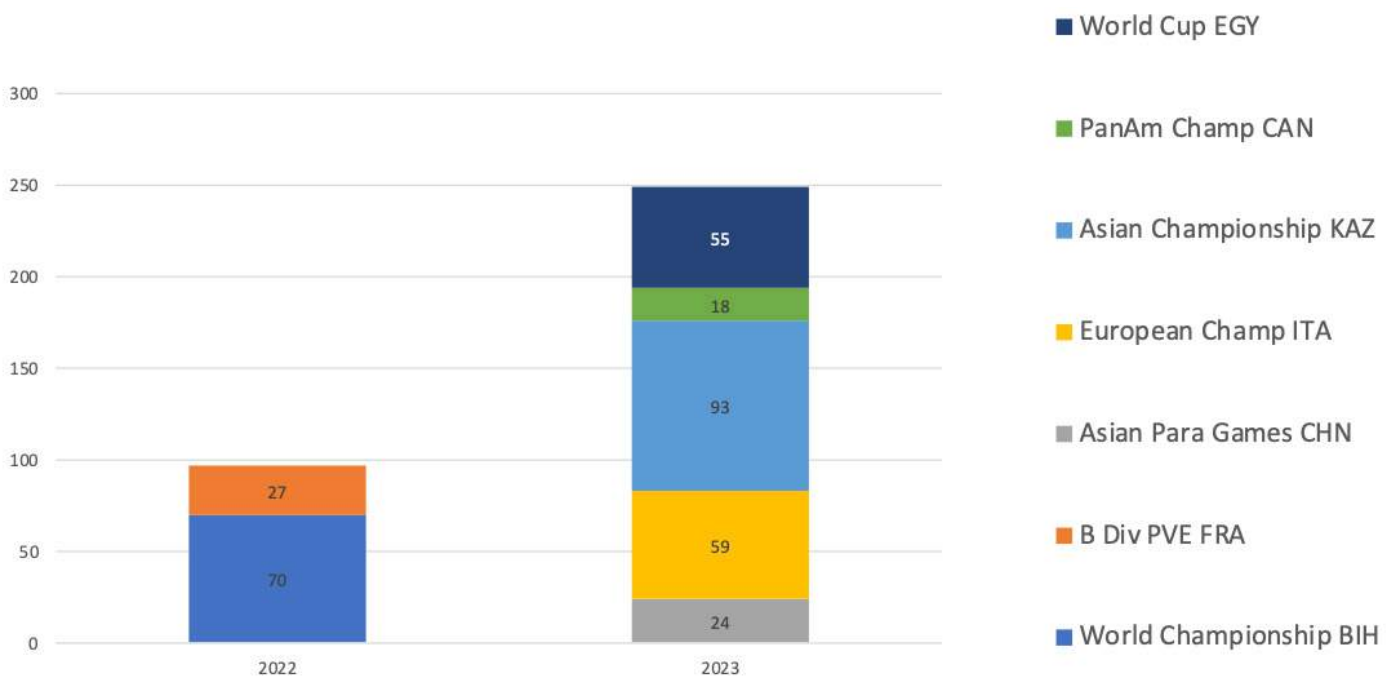
**2023:** PVPA Zonal Championships, Edmonton, 1 Chief Classifier and 4 classifiers  
PVAO Zonal Championships, Astana, 1 Chief Classifier and 4 classifiers  
PVE Zonal Championships, Caorle, 4 classifiers\*  
WPV World Cup, Cairo, 1 Chief Classifier and 4 classifiers  
Asian Para-Games, Hangzhou, 1 Chief Classifier and 4 classifiers  
PVPA Youth Para-Games, Bogota, 1 Chief Classifier and 2 classifiers

\*The Head of Classification (off-site) received any protests during the competition to complete protest management.

These events provided opportunities for New and Review athlete status athletes to attend classification evaluation.

A total of 346 athletes were seen for evaluation in 2022-2023.

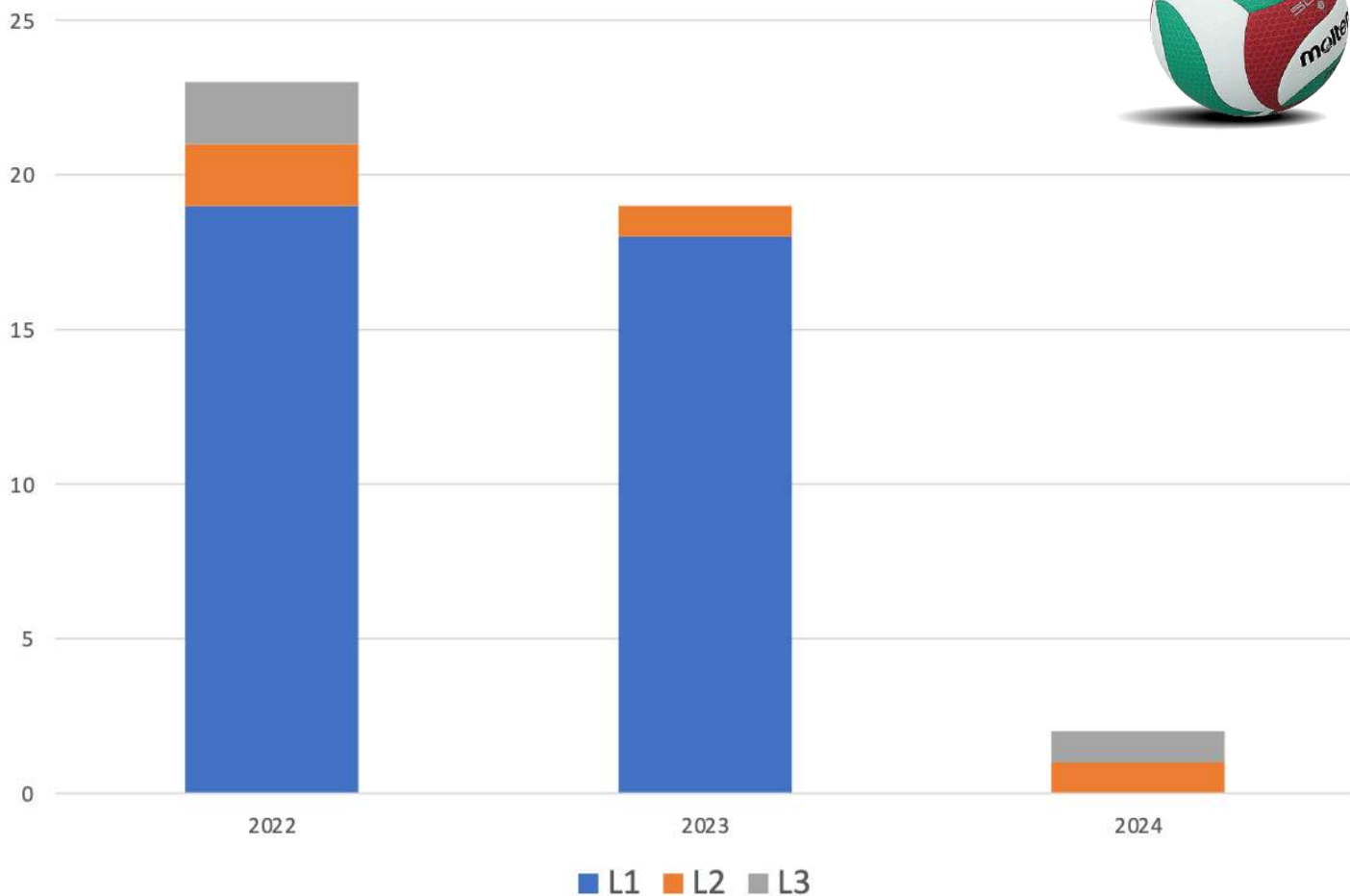
## NUMBER OF ATHLETES CLASSIFIED PER YEAR AND EVENT



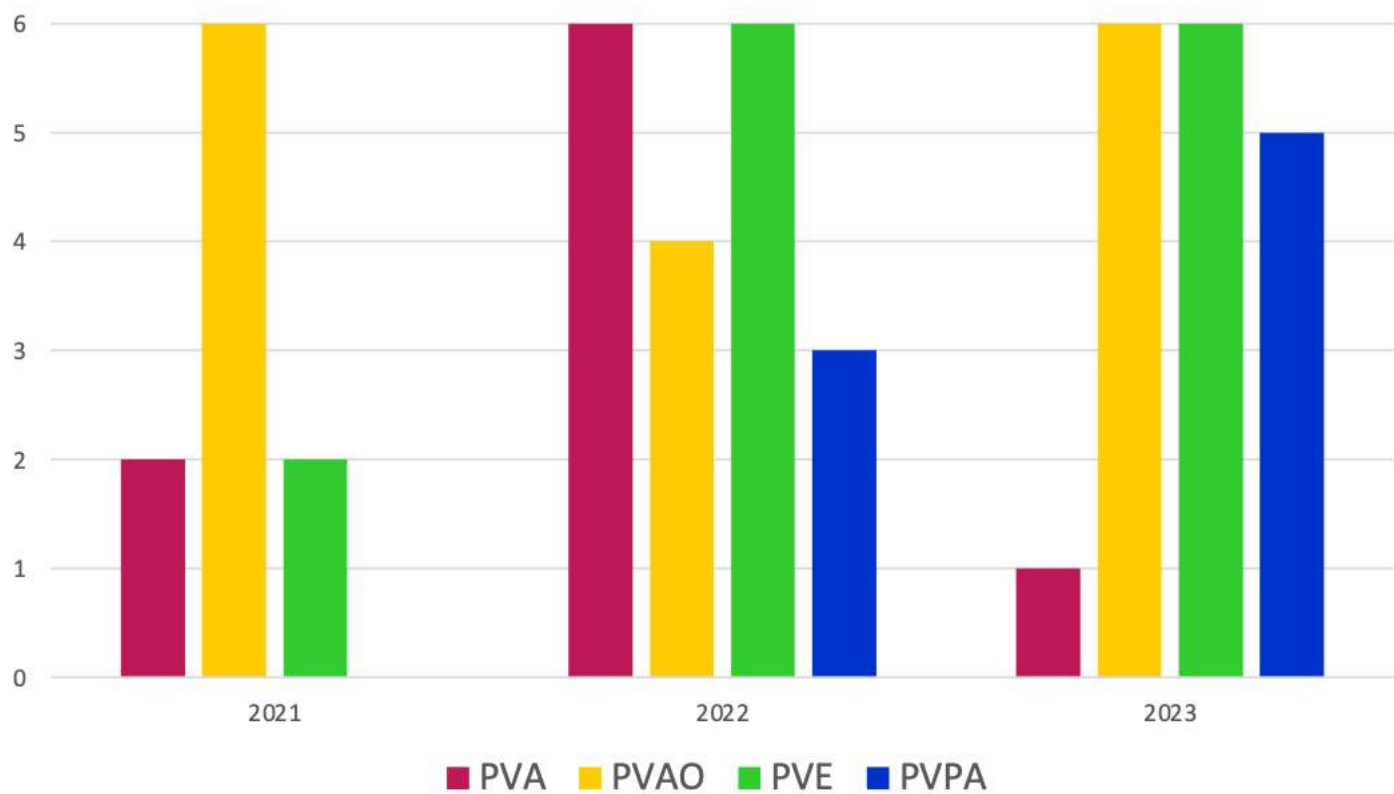
As a result of the online education platform, we were able to increase training opportunities for L1 classifier trainees.



## CLASSIFIERS TRAINED PER YEAR AND LEVEL



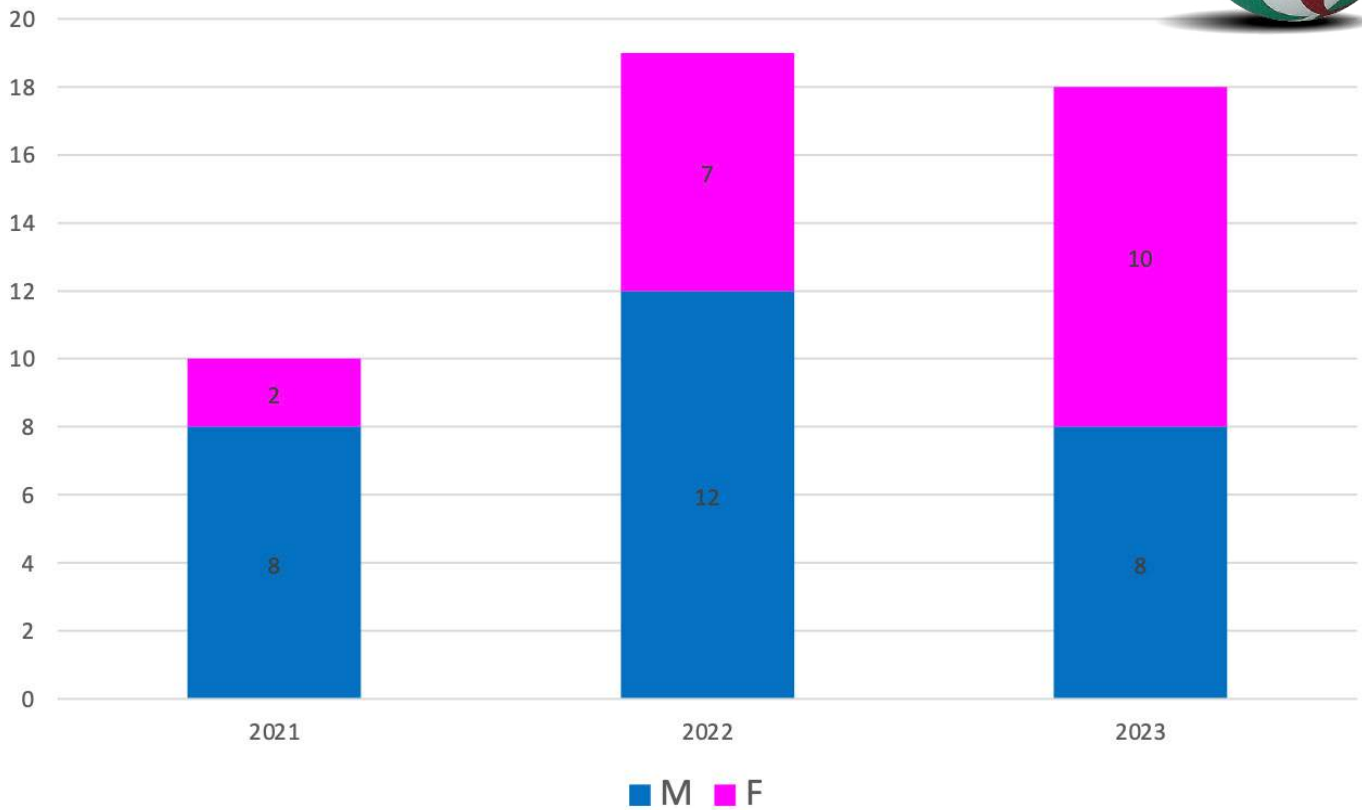
## CLASSIFIER TRAINING PER ZONE



# CLASSIFIER TRAINING PER GENDER

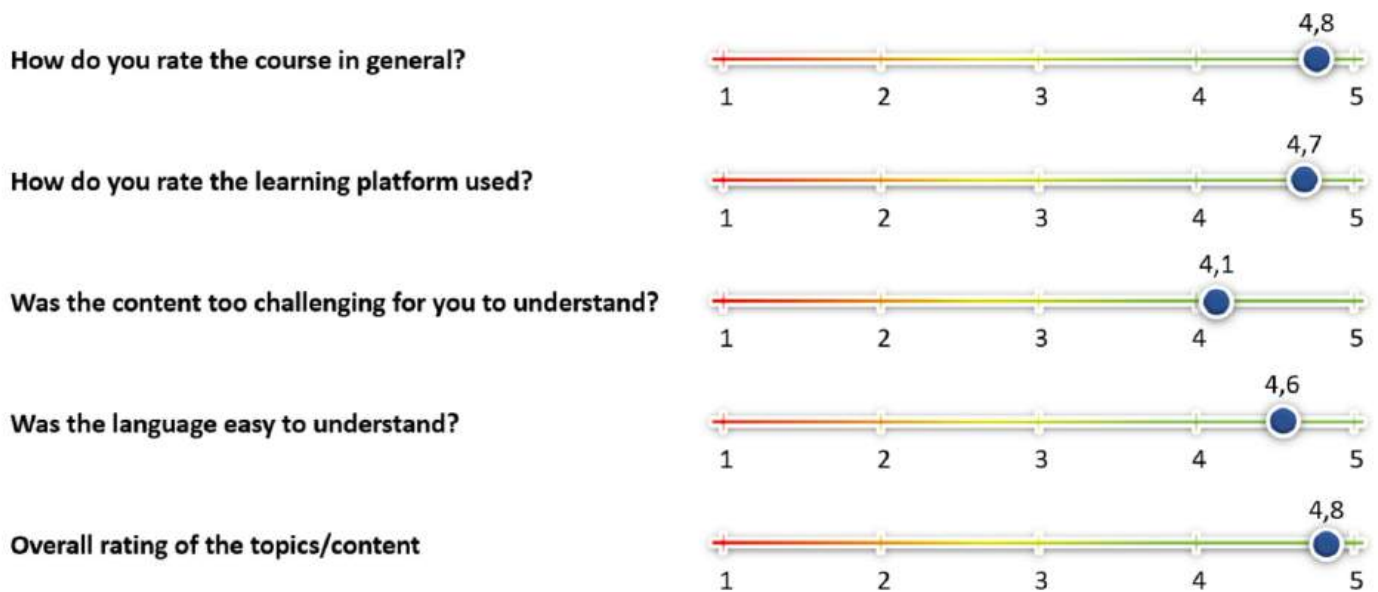


(Level 1 online)



From 2022 to today, we now have an additional six international classifiers. We also had good feedback in terms of satisfaction with the education programming (score of 5 being "excellent").

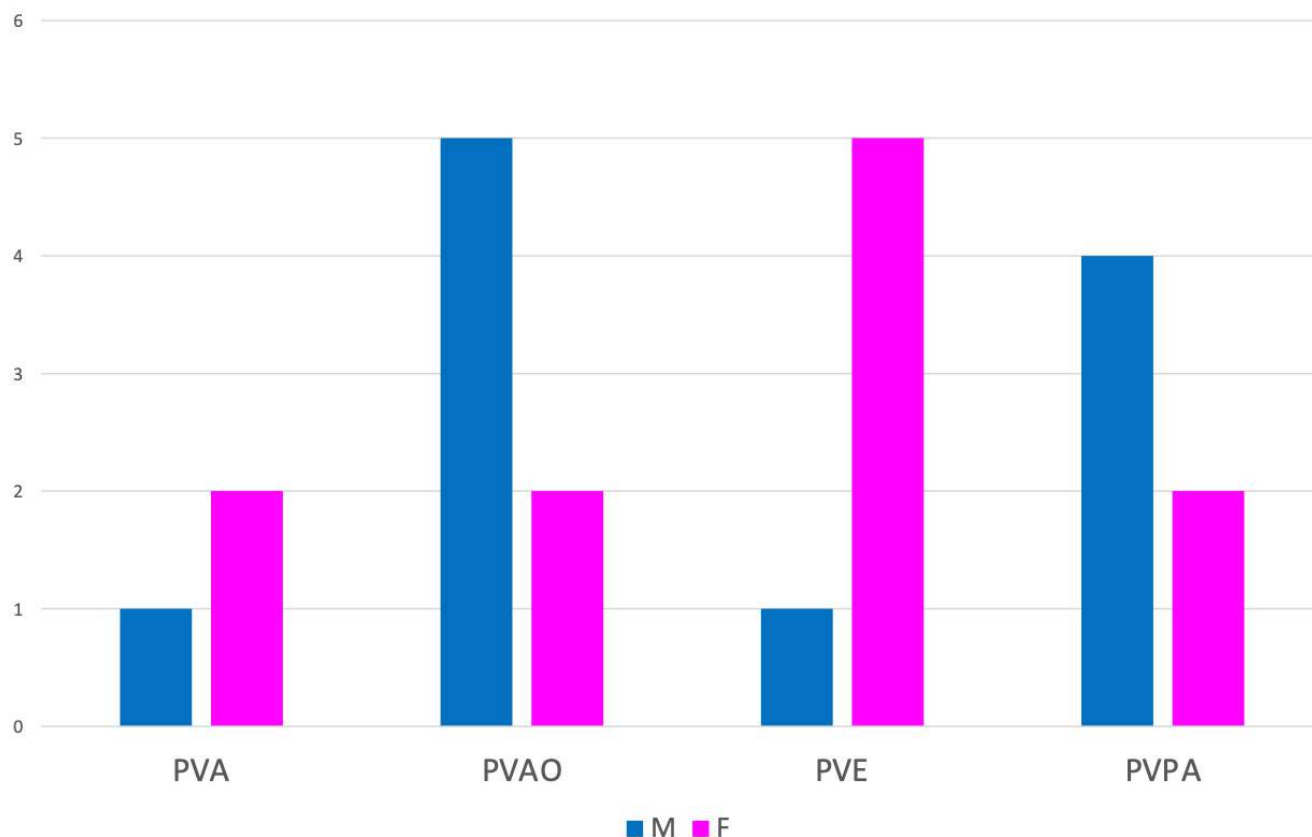
## COURSE FEEDBACK



Gender distribution of current international classifiers varies within each zone, but overall is balanced.



## GENDER DISTRIBUTION OF INTERNATIONAL CLASSIFIERS PER ZONE



The Commission participated in the IPC Code Review over 2022 and 2023, providing survey feedback to IPC and participating in meetings on various Code topics. Now that the new IPC Code has been approved, the Commission will start conducting a full review of our World ParaVolley Sitting Volleyball Classification Rules. Our WPV Rules Review Working Group is now currently working on the Rules Review tasks and timelines for this important project. Stakeholder feedback will be more extensive than last time with opportunities for face-to-face calls as well as survey feedback.



## ANTI-DOPING COMMISSION



**Team Leader:** Dr. Jun Ming Zhang (GBR)

**Members:** Nadege Veintimilla (SUI) - Whereabouts Manager  
Appointment Pending - Anti-doping Education Manager  
Vacant - TUE Manager  
Vacant - Testing Manager  
Milan Milosevich (CRO) - PVE Representative  
Vacant - PVA Representative  
Vacant - PVPA Representative  
Dr. Jinzhong Ma (CHN) - PVAO Representative)  
Ian Skinner (CAN) – Intelligence Officer (new position approved by the Board)  
TUE Committee members (Dr. Martin Heroux, Dr. Jurate Kesiene,  
Dr. Malcon Botteon, Dr. Manfred Holzgraefe, Dr. Wendy Chrusch)

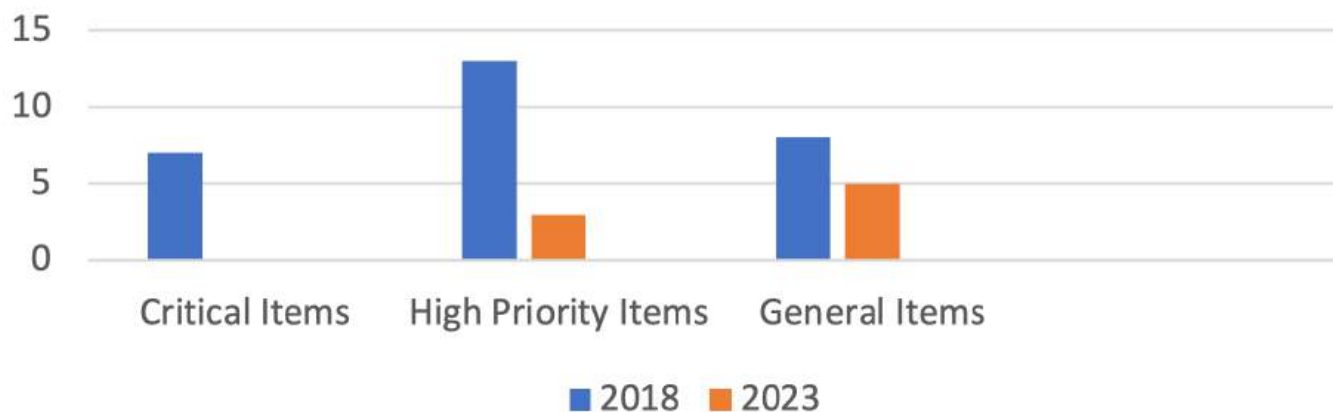
## CODE COMPLIANCE REVIEW BY WADA

Much of 2022 and 2023 were spent completing tasks to be compliant with the 2021 Anti-Doping Code. The Commission completed the Code Compliance Questionnaire (CCQ) in May 2023 and WADA reviewed our CCQ against the requirements of the World Anti-Doping Code (Code) and the International Standards (IS). Corrective Action Reports are issued from WADA to all International Federations to provide clear and helpful corrective actions to address any non-conformities identified.

### The Corrective Action Report provided to World ParaVolley in 2023 noted:

- No corrective actions identified in Critical Program Areas
- 3 actions in High Priority Areas to be implemented by 7 January 2024
- 5 actions in General Program Areas to be implemented by 7 April 2024

This was a much-improved performance by World ParaVolley compared to the 2018 CCQ. See Comparison of Corrective Action Items 2018 - 2023 WADA Code Compliance Questionnaire below:



World ParaVolley completed all corrective actions and was deemed compliant with the WADA Code and International Standards 18 April 2024.



As part of the Code Review, the World ParaVolley Board passed the Anti-doping Intelligence and Investigations Policy and the Commission developed internal policy on Privacy & Sharing Information, updated its policies on TUE Management, and expanded its Education Plan significantly to meet compliance standards.

## TESTING

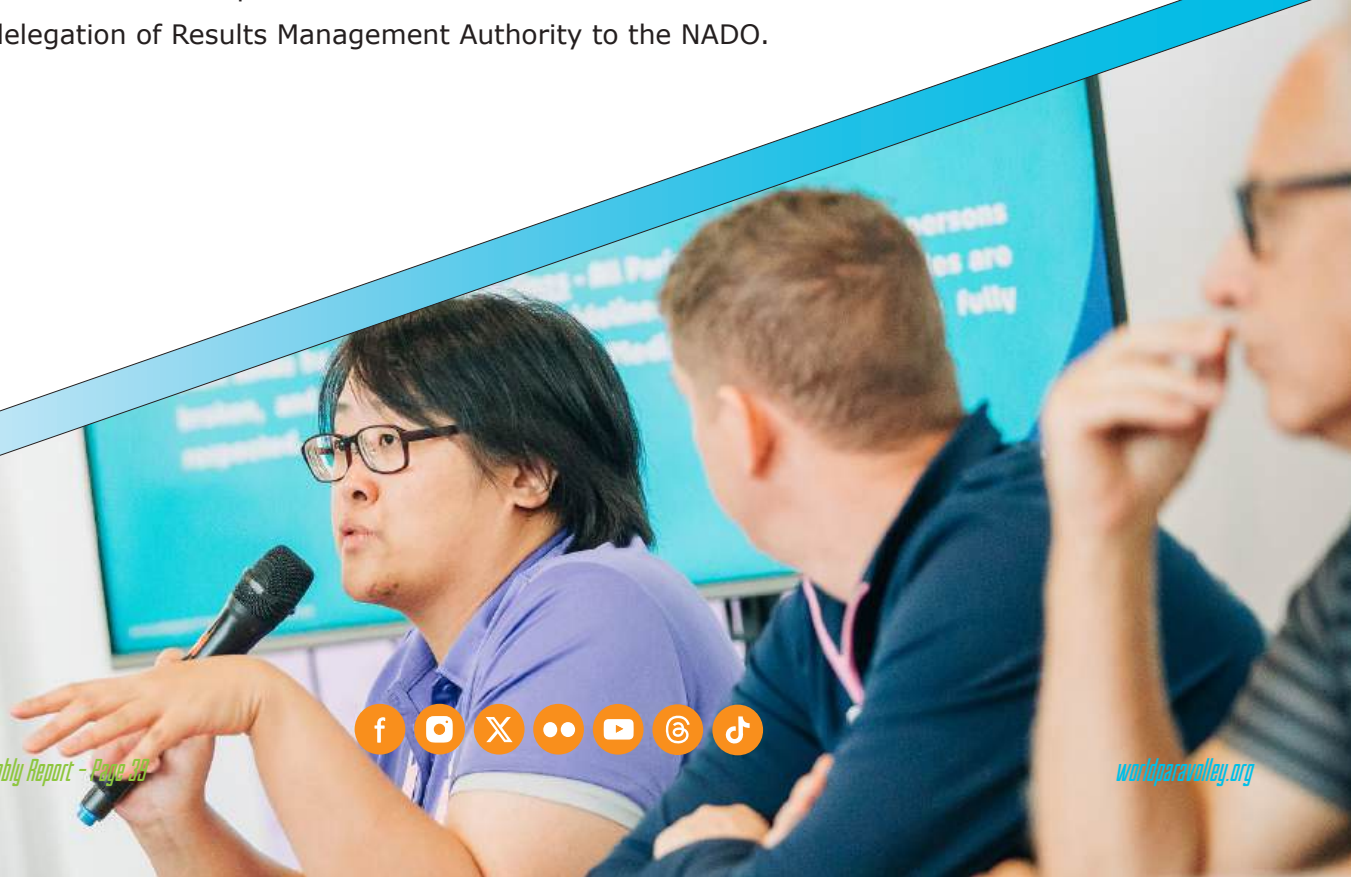
Out-of Competition Testing has been limited by financial restraints. However, a budget increase from 5000 Euros annually to 6500 Euros for 2022 and 7500 Euros in 2023 was approved in order to be able to increase our Out-of-Competition testing.

| Year | Out of Comp Tests | Pre-Comp Tests (OOC) | In-Comp Tests | Total Tests | # Events |
|------|-------------------|----------------------|---------------|-------------|----------|
| 2022 | 6                 | 5                    | 23            | 34          | 1        |
| 2023 | 11                | 26                   | 38            | 75          | 4        |

## ANTI-DOPING RULE VIOLATION SANCTIONS:

In 2022, an athlete received a three-year sanction for an ADRV related to the presence of meldonium in a urine sample. The Results Management Authority was delegated to the Latvian NADO. A retired Russian athlete was also given an 18-month sanction following information received from the 2012 LIMS investigation.

One positive test occurred in 2023 for an ADRV related to the presence of THC above the decision limit in a urine sample. The athlete received a six-month sanction following delegation of Results Management Authority to the NADO.



## THERAPEUTIC USE EXEMPTIONS



Therapeutic Use Exemptions have shown improvement in timeliness receiving them prior to competitions and an improved awareness by team support personnel of what is required to process a TUE application.

| Year | Total TUEs Received | TUE recognition approved | TUEs approved     | TUEs received but not processed | TUEs Rejected             | TUE renewals for previously approved TUEs |
|------|---------------------|--------------------------|-------------------|---------------------------------|---------------------------|---|
| 2022 | 11                  | 2                        | 2                 | 2 (not international athletes)  | 4 (incomplete)            | 1   |
| 2023 | 11                  | 1                        | 2 (1 retroactive) | 3 (TUE not required)            | 2 (insufficient evidence) | 3   |

## ANTI-DOPING EDUCATION

Expansion of our anti-doping Education Plan resulted in a face-to-face presentation on TUEs for team health care personnel and coaches, held at the World Championships in Sarajevo. A video of the presentation is available on YouTube. A manned education booth was also arranged at the World Cup in Cairo in partnership with EgyNADO, who provided an interactive education experience. The booth received 25 visits from six countries.

In 2023, WPV collected surveys on anti-doping knowledge and education from 53 national teams from 30 different nations (teams from PVA zonal championships were collected in 2024). A research team from South Africa are doing a full-scale research project with surveys and interviews to develop an anti-doping education framework for WPV for its own comprehensive education program. Monitoring of knowledge translation and education activity experience is ongoing as a result of expansion of the education plan to meet Code Compliance. The Commission also worked with Matt Rogers to develop the clean sport module for the L2 WPV coaching course which is now completed.

## SCIENTIFIC RESEARCH COMMISSION

**Team Leader:** Jolanta Marszalek (POL)

**Members:** Kwok Ng (FIN)  
Rowena Naidoo (RSA)  
Natalia Organista (POL)  
Shirko Ahmadi (BRA)  
Anita Urnaut (SLO)





The Scientific Research Commission has met several times in 2022 and 2023. A collaboration project with WADA was undertaken in 2022 to be part of a WADA Doping Prevalence Study. It required translation into 20 languages and data was collected at the World Championships. The Commission has since met with the researchers to review the data.



The Injury Surveillance program moved to an online format with the assistance of Kwok Ng. This works well as long as athletes and team health care personnel engage with the platform and complete injury reports. This will allow us to collect enough data to provide reports on injury patterns over the next five years. "World ParaVolley Presents" webinar series was held in 2022 with three focused topics around the Importance of Mental Health, Mental Performance, and Safeguarding. This took place with considerable input and planning from the Scientific Research Commission and assistance from Phil Allen, and was a very professionally produced series.

## ATHLETE HEALTH & MEDICAL COMMISSION

**Team Leader:** Vacant

**Members:** Dr. Andy Marshall (CAN) – medical advisor to WPV

**This Commission continues to be a challenge to fill with human resources. I have covered tasks related to this Commission including:**

- Team health care accreditation for events
- Medical protocols
- Forwarding medical requirements to Local organizing committees and liaising with LOCs to ensure medical coverage is provided at competitions
- Assisting Scientific Research Commission to provide information and monitor the injury surveillance project at events.

## OTHER ACTIVITIES

Saro Keresteciyan was approved to the role of Assistant Medical Director and has been assisting with numerous tasks in the department.

## FOR THE FUTURE

As a small international federation with one diligent independent contractor and many volunteers, it is extremely positive what we have achieved. We have done our best to keep the athletes safe and to keep sport fair for athletes, and I look forward to seeing ongoing work in the future to serve our athletes.



This will involve a very large classification rules review project, and work to ensure we stay compliant with the new IPC Classification Code, as well as providing more opportunities for classification at covered competitions. Human resources continues to be a big concern for our Anti-doping Commission, and in order to be sustainable, more members are needed to share the workload. Should the shortfall of members not be resolved, opportunities for collaboration to share resources needs to be explored, or alternatively, World ParaVolley could consider entering into a contract with an independent Testing Agency to do the work that is necessary.



These are exciting times for World ParaVolley as the Classification Commission collaborates under the lead of the Development department and an external consultant on improvements to the Education Platform that are already in motion. The vision from the perspective of the needs of the Medical department is to include activities for continuing professional development and re-certification activities for classifiers, online accreditation for team health care personnel, a full online and efficient database of WPV personnel, and resources for member nations to access.

My hope is that the department will continue to evolve with the emerging needs of our athletes and national members and that there will be continued support for the growth of the sport while maintaining and promoting athlete health and safety.

I wish to express my sincere thank you to the World ParaVolley Community for your support in my role over the past 8 years. It has been an absolute privilege and honor to serve the athletes and World ParaVolley. I have been so fortunate to have people around me who have given their time and expertise and supported the work of our department -without those people, our successes would not have been possible.

Thank you to the Board, to the dedicated Commission members I have had the pleasure to work alongside, to Phil Allen who tirelessly supports our work, and to all the officials, coaches and athletes for believing in the work we do and inspiring me every time I see what you achieve on the court.



**Louise Ashcroft**  
**Medical Director**  
**World ParaVolley**



# DEVELOPMENT DIRECTOR'S REPORT

It is my pleasure to share with you the initiatives and achievements of the Development Department over 2022 and 2023.

## COACH COMMISSION

The Commission has focused substantially on improving and extending the quality of our Coaching courses. This has included a full review of the coaching education pathway from complete introductory material (VolleySLIDE and VolleyABLE) through to a new WPV Level II Coaching course. Recognition goes to Matt Rogers and the Coaching Commission who have led this work. A key priority has been to move as much material online as possible to provide:

- Greater access for applicants to the courses (i.e. more regular access, access from home)
- Better standardisation and updating of course material and
- More cost-effective provision of courses.

**VolleySLIDE** – An introductory suite of free online material that assists coaches, managers, medical staff, teachers and others who wish to get started with Coaching and development of new clubs/teams. This material has been completely updated to include an online course, workshops and various other material. The core material is provided in four languages to cover the first and second languages of as many of our members as we can.



**VolleyABLE** – A new short e-learning course focused on player recruitment for Sitting Volleyball. It is free to access and designed to be a useful educational tool for those who can signpost players to the sport, or are tasked with recruiting players for a club or national team.



**WPV Level I Coaching Course** – This course is in the process of being updated with new content and digitised so that the theory component of the course is available for everyone online. We expect this work to be completed in the coming year.

**WPV Level II Coaching Course** – This new and exciting course has been developed from the ground up to offer an advanced coaching certification. It is the first time WPV has had a full Level II Coaching course. This course offers qualified candidates, hands-on guidance and input from qualified Coaching tutors. The intention is build a panel of WPV tutors over time to deliver personal coaching input and feedback on the course and mentorship thereafter.

We encourage members to explore the new Education and Coaching pages on the World ParaVolley website for more detailed information.

## DEVELOPMENT COMMISSION

**Funding:** The Development Department applies for various grants to help support development work each year. We are pleased to confirm that in both 2022 and 2023, we successfully received grants from the IPC.

**Molten Development Balls:** WPV has a partnership with Molten who sponsor WPV with a number of balls for development projects each year. We adapted our policy in 2022 and empowered Zones to select which members and projects they felt would make best use of the balls. In 2022 and 2023 we shipped both indoor and beach sitting volleyballs free of charge to the Zones.

**Support for Courses:** A primary focus of our development work is to expand the number of qualified people who can introduce and develop our sports, thereby increasing our membership and the number of people playing ParaVolley sports. One of the last regions in the World which has not had any development is West Africa. We made it a priority to expand the sport in this region by assisting in three separate sets of courses for referees and coaches. Two courses were hosted in Nigeria and one in Ghana. The new coaches and referees were invited and qualified from a range of surrounding countries including Sierra Leone, Benin, Togo, Mali, Burkina Faso, Guinea, Mauritius, Senegal, Liberia, Seychelles, Ghana and Nigeria. The course and development work led to Nigeria hosting the African Championships for the first time and new members from West Africa joining World ParaVolley. We hope that these courses will be a catalyst for further development in the region. Support for all courses around the world is ongoing.



## DEVELOPMENT CENTERS

The Development Department under-took two key initiatives with regards to Development Centers.



- 1. Redevelopment and formalisation of the application process:** A new category of Zonal Development Center was introduced. New application forms were developed , including documents for physically evaluating the Center’s facilities and identifying Member’s motivations and future activities.
- 2. Offer for members to host new Development Centers:** We launched a call for new Development Centers at the beginning of 2023. We received 5 applications from Khazakstan, Nigeria, France, Australia and Finland. Khazakstan and France subsequently withdrew their application and the remaining countries are pending further information and/or approval from their National federations.

## WPV DIGITISATION PROJECT

The Development Department motivated both at board level and with different departments/commissions for the digitisation of work and processes within World ParaVolley.

**This is of strategic importance for World ParaVolley and provides benefits including:**

- Automation – Saving time and work, allowing for scaling of the organisation.
- Greater access to information and courses for WPV members and volunteers
- Enhanced Reporting and Record Keeping
- New functionality e.g. online payments

This is large and long-term project that involves all key departments within World ParaVolley. It extends from Competitions management, through to collection of sensitive medical data, archiving historic material and efficient provision of education and courses. The board approved the project in late 2022 and the Development Department has been driving the project since in two key areas:

- 1. Supporting the digitisation and provision of our courses online, where suitable:** All commissions have been encouraged to update their courses and provide them online. Great progress has been made already and three of the four commissions have already moved most of their courses online. Further work is being done to evaluate our education platform and how this can be improved.
- 2. Facilitation of a working group across World ParaVolley:** To examine Information Systems which may improve our operations and services.



## This has led to:

- Establishment of a Working Group
- A documented process for evaluating and selecting new Information System(s)
- Capturing high-level needs/criteria from each WPV department.
- Starting the process of a formal Request for Proposal (RFP)
- Producing a list of potential Information System suppliers



## WPV DEVELOPMENT SURVEY

At the end of 2022 and, together with the four Zones, we launched the first Development Survey of all our members. Thank you for participating. We had 29 countries respond. The results give both WPV and the Zones valuable and direct feedback on your needs and how you would like to see Development progress. The full results of the survey are available in a graphic presentation on the Development Department webpage. We encourage more members to provide their feedback on the next questionnaire and look forward to your input.

Thank you for your support and we look forward to developing World ParaVolley further. Yours in sport,



**Anton Raimondo**  
**Development Director**  
**World ParaVolley**



# MARKETING DIRECTOR'S REPORT

## Overview of 2022-2023

With gratitude, Marketing Director, Christine Shelby was elected to the board in November of 2022.

The 2023 year was a time of key observation and learning. Gaining on the ground insights while visiting a local PanAm event to see how the brand, in general, was showing up from a branding/visibility standpoint. During the strategic meeting held in Los Angeles in December 2023 and based on the experience and observations collected throughout 2023, the following key strategic focus categories were laid out:

1. Branding
2. Sponsorships
3. Media/Communication

## BRANDING

After careful exploration and observation, the recommendation was presented to the board during the LA strategy session to refresh the World ParaVolley logo. The corporate logo needs a more modern look and feel that allows higher visibility in large arenas and commands the respect within the greater global volleyball community as well as the international federation community.

### Reasons for a "refresh" included:

- Difficulty seeing the logo in venue (on banners, ball stops, etc)
- Difficulty seeing the logo on referee patch either in venue or on digital media platform coverage
- Complexity of embellishing the logo on apparel
- More modern aesthetic

## CALL TO ACTION

**What have we done** - Secured pro bono work through HOGO, a marketing agency who also serves on the board of our WPV Foundation. Completed brief to agency.

**In the works** - Logo refresh will include brand logo (vertical and horizontal), zone logos, WPV owned event logos, and a brand guideline book, media kit, brand asset library, and content/event guidelines. Estimated completion date is end of 2024.



**Call to action for support** - Full presentation of logo refresh will be presented at the first board meeting of 2025. This will include the logos as well as the roll-out of how and when the rebranding will occur. Marketing will look to the Board for approval to move forward with the branding update.



From event recaps, we continue to face challenges, most significantly the branding execution at our large events when dealing with the complexity of different hosts in different zones. Having marketing representation at these events, most specifically at the front end, would help thwart common oversights and ensure we are maintaining the integrity of the Brand Corporate Image. Budget allocation for marketing representation at large scale events is requested to maintain consistency in our marketing and branding execution, which includes event branding, media coverage, and ensuring that we are meeting contractual obligations with our sponsors.

## SPONSORSHIPS

### Full Audit of Existing Sponsorship Contracts

Assessed current state of corporate sponsorships. The recommendation was presented to the board during the LA strategy session for Marketing Director to assist in contract negotiations for the next quad (2025-2028).

## CALL TO ACTION

### What have we done - Eye on LA28

Full audit of existing sponsorship contracts.

- **In the works** - Negotiations to renew with existing partners.
- **Call to action for support** - One of the key strategies for 2025 is soliciting NEW sponsorships to aide in our growth.

### Key motivators when looking for new sponsorships include:

- Increase financial support to meet corporate functional needs and growth.
- Brand recognition – landing a large, global sponsor can increase our recognition, exposure and credibility.

To successfully secure new sponsors, Marketing will need to work collaboratively alongside the Foundation to align on messaging and pitch decks as well as ensure that the incorporation of WPV is complete and final.







### Successful initiatives leading up to Paris 2024

The recommendation was presented to the board during the LA strategy session for the Media and Communications group to relocate under Marketing.

### CALL TO ACTION

- **What have we done** - Move was made to reposition Media + Communications under Marketing
- **In the works** – The Media and Communications team, lead by Anna Thomas, supplied a full report separately.
- **Call to action for support** - Paris 2024 Paralympic Games was difficult in many ways for the Media and Communications Team. However, despite accreditation issues and lack of budget allocation, Anna Thomas and her team, were successful in maintaining a consistent flow of engaging content and updates, keeping our audience connected and informed to the most epic and pinnacle moments in our sport.

We must ensure that we are proactively preparing to accommodate this group's onsite presence and accommodations as we look to LA28 planning.



**Christine Shelby**  
**Marketing Director**  
**World ParaVolley**



# ATHLETES' COMMISSION REPORT

**In 2023, a new leadership in the WPV AC was chosen:**

1. Nicky Nieves (USA) – Chair
2. Ivan Ćosić (CRO) – Vice-Chair

Both of the representatives serve on the WPV board with voting rights.

During the year, at least one athlete representative was present on all board meetings to ensure that the athletes voice be heard.

The Chair of the AC was also present at the IPC Athletes Forum, and the Vice-Chair is a part of the World Anti-Doping Agency Athlete Council, so WPV was represented in those bodies in 2023.

The athlete representatives had multiple meetings in the AC, and also with various board departments (classification, anti-doping, sport department, etc.) to discuss some problematics within the current structure and to ensure that the leaders of said departments have an insight from the athlete perspective in regard to future work and the athletes vision for the future of our sport.

Motions were also brought to the WPV AC from the PVE AC after the zonal championships.

In the future, more athlete engagement from all zones is requested.

The WPV AC ToR will be reviewed and changed in 2024-2025 if needed to improve operational purposes and wider and better athlete representation.

The athlete representatives will keep engaged within the WPV board to ensure that the sport is developed in the interesest of the athletes and the teams.



***Ivan Ćosić***

***Athletes' Commission Vice-Chair***

***World ParaVolley***



# COMMUNICATIONS REPORT

## Overview of 2022-2023

The 2022-2023 period has marked a significant evolution for the WPV, building on the communications framework established in prior years, particularly the insights gained from the Tokyo 2020 Games. With our analytics now fully operational for both web and social media platforms, we have effectively tracked performance, allowing us to identify which platforms were underperforming and needed to be phased out.

Unfortunately, our newsletter did not achieve the same level of success as our web and social media efforts, leading to its discontinuation. However, the introduction of new social media platforms, including Threads and TikTok, has enabled us to engage with fresh audiences and broaden our reach. This strategic pivot not only enhances our visibility but also aligns with current trends in digital communication, ensuring that we remain relevant in a rapidly evolving media landscape.

As we reflect on our progress, it is clear that our commitment to innovative communication strategies has been instrumental in maintaining the sport's relevance and connection with audiences, even in the face of ongoing challenges. Looking ahead, we are poised to continue leveraging our communications tools to foster a dynamic and inclusive community around the sport.

| Period    | Website |        |           | Social Media |   |    |    |    |    |           |
|-----------|---------|--------|-----------|--------------|---|----|----|----|----|-----------|
|           | News    | Photos | Analytics | FB           | X | IG | TH | TT | YT | Analytics |
| 2012-2014 | ✓       | ✓      | X         | ✓            | X | X  | X  | X  | X  | X         |
| 2015-2017 | ✓       | ✓      | X         | ✓            | X | ✓  | X  | X  | X  | X         |
| 2018-2019 | ✓       | ✓      | X         | ✓            | ✓ | ✓  | X  | X  | ✓  | X         |
| 2020-2021 | ✓       | ✓      | ✓         | ✓            | ✓ | ✓  | X  | X  | ✓  | ✓         |
| 2022-2023 | ✓       | ✓      | ✓         | ✓            | ✓ | ✓  | ✓  | ✓  | ✓  | ✓         |

## STRATEGIC CHANGES POST-TOKYO 2020

In response to the insights gained from Tokyo 2020, we implemented strategic changes aimed at revitalising our communications framework. This included adopting a more audience-centric approach, utilising analytics to guide our messaging, and fostering stronger relationships with media partners. These initiatives have been crucial in ensuring that our communications resonate with both current and potential supporters of the sport.



Thanks to these changes, we were able to closely monitor the growth of our social media platforms, providing us with invaluable data. The website analytics and social media statistics clearly demonstrate the impact of our efforts:



- Facebook saw an increase from 34.6K followers in 2018-2019 to 47.0K currently, reflecting a total increase of 2.75% since last year, following a 1.41% growth from 2022 to 2023.
- Instagram continues to be our strongest platform, with an impressive rise from 1.7K followers in 2018-2019 to 6.9K currently. This marks a 115.22% increase over the current period, following a 42.53% growth between 2022 and 2023.
- Twitter, while showing slower growth, experienced a notable increase from 2.6K followers in 2018-2019 to 3.1K currently, a 3.17% increase this year, following 1.47% growth from 2022 to 2023.

These numbers not only reflect the success of our engagement strategy but also highlight areas where we can further invest in promoting the sport. Additionally, getting more involved in WPV activities has helped promote what's happening across the organisation, with great cooperation from the team leaders of the commissions and committees.

## AIM OF ENHANCING WPV'S ORGANISATIONAL IMAGE

A major focus during the 2022-2023 period has been to enhance WPV's organisational image, positioning it as a forward-thinking, inclusive, and professional entity within the global sports community. This required not only amplifying our presence on key platforms but also ensuring that our communications reflect our values of inclusivity, and commitment to athletes.



By strengthening our brand identity across multiple channels – website, social media, and direct communication with stakeholders – we’ve managed to improve engagement and further establish WPV as a credible, trusted organisation.



The continued success of our media operations during key events like the World Championships and Paralympic Qualifiers is testament to the progress made in this area. Our introduction of new platforms such as Threads and TikTok has allowed us to reach younger audiences and engage with communities that were previously underrepresented in our audience demographic.

Consistency in the delivery of event coverage has been crucial. Although much of the credit goes to the zone media teams during the zone championships for the Paralympic Qualifiers, WPV’s active involvement in covering these events added to the excitement leading up to the Paralympic Games.

The primary aim of enhancing the organisational image has also involved bringing in more professionals to work during events. While significant progress has been made in coverage and promotion, there is still a long way to go. The need for a broadcast coordinator with expertise in selling event rights, managing broadcast coverage, and handling livestreaming is becoming more evident. This professional role is vital to adding value to the organisation by ensuring the commercial and technical aspects of media operations are handled with expertise.

This work cannot be managed solely by the communications manager. A dedicated broadcast coordinator with specialised skills is essential to further professionalising WPV and ensuring the continued growth of its media presence and organisational reputation.

## BOOSTING WPV’S PRESENCE

### Coverage growth since Tokyo 2020

The media coverage for WPV has experienced significant growth since the Tokyo 2020 Paralympic Games. In Tokyo, much of the media work was handled remotely due to pandemic restrictions. However, the experience laid a strong foundation for future events. At the 2022 WPV Sitting Volleyball World Championships, 2023 World Cup, and Zonal Championships, media coverage expanded considerably.

With more professionals on-site and WPV’s enhanced media strategy, coverage became more comprehensive and immediate, allowing us to engage with wider audiences through real-time updates, match reports, and engaging social media content. These efforts culminated in a steady increase in audience retention and interactions across all platforms.



## Professional media staff presence

One of the key improvements has been the increased presence of professional media staff on the ground. At Paris 2024, WPV had experienced media delegates and photographers providing live coverage from the event.



These professionals, many of whom have experience working in major international sporting events, were able to adapt quickly to the pace and demands of live coverage, ensuring timely, high-quality content. This professionalism was critical to maintaining WPV's media momentum, with real-time social media updates, feature stories, and high-quality photography capturing the excitement of every moment.

The increase in on-site media personnel has proven to be essential for raising the overall standard of WPV's media operations.

### **Key events covered: 2022 WPV Sitting Volleyball World Championships, 2023 World Cup, Zonal Championships**

Major events such as the 2022 WPV Sitting Volleyball World Championships and the 2023 World Cup have become cornerstones of WPV's enhanced media presence.

Additionally, the coverage of Zonal Championships leading up to these events played a crucial role in building excitement for the Paralympic qualifiers. Each event benefited from a more integrated approach, combining live updates, engaging stories, and thorough visual coverage. This multi-faceted media strategy not only boosted the visibility of these events but also ensured that athletes' journeys and the competitive spirit of sitting volleyball reached audiences worldwide.

## SUCCESSFUL INITIATIVES AND OUTCOMES

### **Successful initiatives leading up to Paris 2024**

Over the past two years, WPV has taken significant steps to enhance its media operations and communication strategies leading up to the Paris 2024 Paralympic Games. One of the most notable initiatives was the increased professionalisation of media coverage. WPV implemented a more cohesive media strategy by involving experienced media professionals in key events such as the 2022 WPV Sitting Volleyball World Championships and the 2023 World Cup.

These initiatives have paved the way for smoother and more impactful coverage, ensuring that WPV remains at the forefront of para-sports communications.



## Increase in social media presence

The strategic focus on social media has led to significant growth across all platforms. Instagram, in particular, saw a remarkable increase in followers and engagement, growing by 115.22% between 2022-2023, while Facebook and Twitter have also shown steady growth. The addition of new platforms, such as Threads and TikTok, has allowed WPV to diversify its audience, reaching younger demographics and enhancing engagement during major events. Through real-time updates, engaging visuals, and timely posts, WPV has strengthened its presence and cultivated a more interactive relationship with its audience.



## Streamline the content for the 2024 events: Final Paralympics Qualifier, Beach ParaVolley World Championships, Women's Super6, Paris 2024 Paralympic Games

WPV has worked to streamline the content strategy for key events leading up to Paris 2024, including the Final Paralympics Qualifier, Beach ParaVolley World Championships, and the Women's Super6. The media team focused on creating cohesive narratives across all platforms, ensuring timely updates, consistent branding, and high-quality content. This streamlined approach not only maximised WPV's visibility during these events but also ensured a unified media presence that effectively captured the excitement of these tournaments. These efforts culminated in a highly successful media operation for the Paris 2024 Paralympic Games, setting a new benchmark for future WPV events.

## CALL TO ACTION FOR SUPPORT

### Necessity of Board backing for future initiatives

The support of WPV President Lori Okimura and Marketing Director Christine Shelby, and members of the Board has been instrumental in the evolution of our communications strategy. Their leadership and commitment have driven remarkable progress, enabling us to achieve more in the improving communications in just a few months than we have in previous years. Importantly, the support of the Board is necessary for future initiatives to ensure we continue to scale our operations and enhance our visibility within the global sports community.

### Collective benefits for the sport and WPV's reputation

The successful coverage of the Paris 2024 Paralympic Games serves as a prime example of the importance of strong leadership and support.

We faced significant challenges, including accreditation issues and a lack of budget allocation, which nearly jeopardised our media presence at this major event.



**Without the determined advocacy and backing from our leadership, it's crucial to consider the implications:**



*What if we had no media coverage of the Games? What would it be like if we weren't able to update all our members about the biggest event in Para sports?*

Their efforts ensured that we not only secured the necessary resources but also maintained a consistent flow of updates and engaging content, keeping our audience connected and informed.

### **Vision for a well-supported, thriving organisation – members**

A key aspect of our vision for a well-supported, thriving organisation is the active engagement of our members with the content we post. This engagement is vital for increasing the visibility of our sport and ensuring that our athletes receive the recognition they deserve. By highlighting the stories of athletes from smaller nations, we enrich the narrative of sitting volleyball and foster a deeper connection with our global audience.

Looking ahead, everyone's support is vital for the ongoing success of WPV. Investing in communications and media operations will strengthen the organisation's visibility and reputation. By encouraging our members to engage with our posts, we can create a unified effort to promote the sport and its athletes, ensuring that sitting volleyball continues to grow and thrive on the international stage.



**Anna Tomas**  
**Communications Manager**  
**World ParaVolley**







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USA

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# PARAVOLLEY AFRICA

## PRESIDENT'S REPORT 2022-2023

| MEMBER NATIONS |                 |
|----------------|-----------------|
| Country        | Region          |
| Algeria        | Northern Africa |
| Benin          | West Africa     |
| Egypt          | Northern Africa |
| Kenya          | Central Africa  |
| Libya          | Northern Africa |
| Morocco        | Northern Africa |
| Mozambique     | Southern Africa |
| Nigeria        | West Africa     |
| D R Congo      | Central Africa  |
| Rwanda         | Central Africa  |
| South Africa   | Southern Africa |
| Zimbabwe       | Southern Africa |



| BOARD MEMBERS              |                            |
|----------------------------|----------------------------|
| President                  | Ehab Hassanein (EGY)       |
| Vice President             | Jean-Baptiste Murema (RWA) |
| Secretary General          | Oripa Mubika (ZIM)         |
| Treasurer                  | Howayda Mondy (EGY)        |
| Sport Director             | Said Lamrini (MAR)         |
| Media and Communication    | Mohamed Souabi (MAR)       |
| Referees Commission        | Khalid Shanishah (LBA)     |
| Coaches Commission         | Mosaad Elaiuty (EGY)       |
| Medical and Classification | Tina Sachs (RSA)           |
| Marketing                  | Tarek Kamal (EGY)          |
| Education                  | Fekeri Ali (ALG)           |
| Athletes Representative    | Karim Esaadi (MAR)         |



## MEETINGS

|                         |  |
|-------------------------|--|
| <b>1 April</b>          | Board meeting  |
| <b>4 April</b>          | Special Session for board of directors               |
| <b>16 June</b>          | Election of Arab Federation for sport Special Groups |
| <b>6 October</b>        | Board meeting  |
| <b>18 January 2023</b>  | Board meeting  |
| <b>25 March 2023</b>    | Board meeting  |
| <b>19 July 2023</b>     | Board meeting  |
| <b>21 August 2023</b>   | Board meeting  |
| <b>8 September 2023</b> | Board meeting  |
| <b>25 November 2023</b> | Board meeting  |
| <b>25 December 2023</b> | Board meeting  |



## COMPETITIONS

|  |  |
|--|--|
| <b>Coaches and Referees training:</b>      | Lagos Nigeria 22-28 August 2022<br>17 Coaches (5 Female and 12 Male)<br>26 Referees (124 female and 12 Male) |
| <b>Africa Paralympic Games:</b>            | 3-12 September 2023 (Cancelled)  |
| <b>International Paralympic Committee:</b> | Women's Day Award to Zimbabwean Coach Oripa Mubika for Leadership  |



**Ehab Hassanein**  
**ParaVolley Africa**  
**President**



## PRESIDENT'S REPORT 2022-2023

| BOARD MEMBERS               |                                    |
|-----------------------------|------------------------------------|
| President                   | Lu Cailiang (CHN)                  |
| Vice President              | Hadi Rezaei (IRI)                  |
| Secretary General           | James Liang (CHN)                  |
| Sport Director              | Glenn Stewart (AUS)                |
| Development Director        | Tu Weiping (AUS)                   |
| Marketing Director          | Nam Inmo (KOR)                     |
| Beach ParaVolley Director   | Nick Coburn (AUS)                  |
| Media Officer               | Marie Louise Principe (Kyle) (PHI) |
| Classification Commissioner | Ma Jinzhong (CHN)                  |
| Referee Commissioner        | Ebrahim Firouzi (IRI)              |
| Coach Commissioner          | Alireza Moameri (IRI)              |

## PVAD MEMBER NATIONS

**16 Nations:** China, South Korea, Japan, Mongolia, I R Iran, Iraq, Kazakhstan, Kingdom of Saudi Arabia, India, Indonesia, Myanmar, Thailand, Cambodia, Australia, Vanuatu, Chinese Taipei.

**Intention to become a member nation:** Hong Kong

## PVAD BOARD MEETINGS

- 15 March 2022
- 6 July 2022
- 13 October 2022
- 22 March 2023
- 5 July 2023 PVAO GA
- 15 August 2023



## PVAV EVENTS

- ASEAN Para Games – Indonesia July 2022
- PVAO Zone Championships – Kazakhstan October 2023
- Asia Para Games - China October 2023



## PVAV COURSES

- Online Level 1 Technical Official Theory Course – 12 completed
- Level 1 Technical Official practical assessments held in 2022 ASEAN Games, 2023 PVAO Zone Championships and 2022 Asian Para Games – Five participants awarded Level 1 Diploma
- Online Level 2 Technical Official Theory Course – two completed with one awaiting practical assessment and one completed the practical assessment and subsequently awarded the Level 2 Diploma
- International Referee assessment at 2023 PVAO Zone Championships in Kazakhstan – Michael Fitzpatrick (AUS) awarded Candidate status

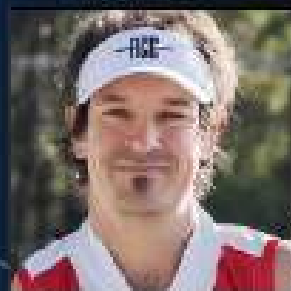
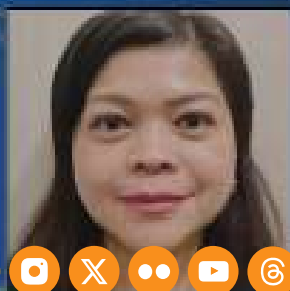
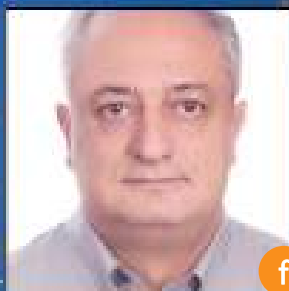
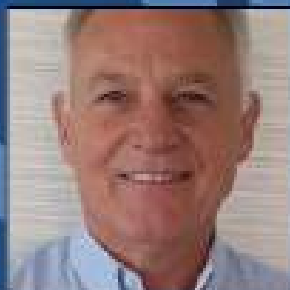
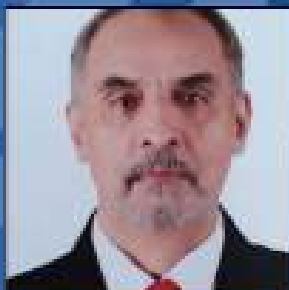


## FUTURE PLAN

- Host more high-level events to increase the influence of sitting volleyball
- Actively promote the training of young athletes, organize training camps, selection competitions and other activities to attract and develop young athletes
- Increase the number of Referees, Classifiers and International Technical Officials
- Host courses such as Level 2 Coach Course and Referee Courses



**Lu Cailiang**  
**ParaVolley Asia-Oceania**  
**President**



| BOARD MEMBERS AND COMMISSIONERS |   |
|---------------------------------|---|
| President                       | Mr. Branko Mihorko (SLO)  |
| Vice President                  | Mr. Paul Harmsen (NED) until October 2023<br>Mr. Guido Pasciari (ITA) from October 2023 |
| Communications Director         | Ms. Isabelle Collot (FRA)   |
| Marketing Director              | Mr. Guido Pasciari (ITA) until October 2023<br>Mr. Onur Hosnut (TUR) from October 2023  |
| Development Director            | Mr. Adam Malik (POL)  |
| Sport Director                  | Mr. Zdravko Hranić (CRO)  |
| Medical Director                | Dr. Axel Ruetz, MD (GER)  |
| Athlete Representative          | Mr. Ivan Ćosić (CRO)  |
| Treasurer                       | Mr. Benno Mejier (NED)  |

| COMMISSIONERS (SINCE JANUARY 2023) |                             |
|------------------------------------|-----------------------------|
| Beach                              | Mr. Yaniv Noyman (ISR)      |
| Coaching                           | Mr. Lorenzo Giacobbi (ITA)  |
| Refereeing                         | Mr. Dimos Kostopoulos (GRE) |

| PVE OFFICE                      |  |
|---------------------------------|--|
| General Manager                 | Mr. Nello Calleja (MLT)                        |
| Office Co-ordinator             | Ms. Viktoriya Georgieva (BUL) since Nov. 2023  |
| Legal Advisor & Project Manager | Ms. Tanja Gašić Markovic (SRB) until Nov. 2023 |





## MEMBER NATIONS AND PROSPECTIVE MEMBERS



The ParaVolley Europe membership continued to consolidate itself during these years, with a total of twenty-eight (28) countries forming part of PVE at the end of 2023.

|             |                        |               |             |
|-------------|------------------------|---------------|-------------|
| Azerbaijan* | Bosnia and Herzegovina | Croatia       | Czechia     |
| Denmark     | Estonia                | Finland*      | France      |
| Georgia     | Germany                | Great Britain | Greece      |
| Hungary     | Italy                  | Kosovo        | Latvia      |
| Lithuania   | Malta                  | Montenegro    | Netherlands |
| Norway      | Poland                 | Russia**      | Serbia      |
| Slovakia    | Slovenia               | Türkiye       | Ukraine     |

\*Prospective \*\*Under suspension

Two Memoranda of Understanding were signed by ParaVolley Europe with the Israel Volleyball Federation (ISR) in March and with CD Sitting Volley Sevilla (ESP) in July 2022. These MOUs support these two federations in their promotion of the ParaVolley disciplines in their respective countries, whilst working towards becoming full members within five years' time.

Several other meetings were held, both online and face-to-face, with other entities in European countries where ParaVolley is not yet an established sport. Contacts were made with entities in Austria, Belgium, Bulgaria, North Macedonia, Portugal, and Switzerland.



## MEETINGS

Various meetings, both face-to-face and virtual, were held with all stakeholders during 2022 and 2023.



- April 2022 – Executive Board Meeting (virtual)
- July 2022 – Meetings with Mr. Barry Couzner (WPV President) in Rome (ITA) and Ljubljana (SLO) during his visit in Europe
- October 2022 – Executive Board Meetings (face-to-face meetings in Malta)
- October 2022 – Bilateral meetings with Mr. Ehab Hassanein (ParaVolley Africa President) in Malta
- November 2022 – Meeting with all countries (virtual)
- January 2023 – Executive Board Meeting (virtual); Meeting with all countries (virtual)
- March 2023 – Extraordinary Executive Board Meeting (virtual)
- June 2023 - Executive Board Meeting (virtual)
- September 2023 - Executive Board Meeting (virtual)
- October 2023 - Executive Board Meetings (face-to-face meetings in Italy)
- October 2023 – PVE Strategy Day and PVE General Assembly in Caorle (ITA)
- December 2023 - Executive Board Meeting (virtual)
- Various meetings were also held for national, club and beach teams during all the competitions organised by ParaVolley Europe. The main aim of these meetings is to discuss and decide about issues directly related to the competitions themselves.

## SPORTS DEPARTMENT

The increase in the number and level of competitions continuously require up-to-date regulations to allow everyone not only to participate but also to host these competitions. The Sport Department works hand-in-hand with other PVE commissions to create the best possible framework for all teams to develop in the best way possible.



## COMPETITIONS

### National Teams



EUROPEAN  
SITTING VOLLEYBALL  
CHAMPIONSHIP  
MEN & WOMEN  
CAORLE 2023



### 2023 European Sitting Volleyball Championships, Caorle (ITA)

9th – 15th October 2023

Twelve men's and ten women's teams took part in the European Championships held in Caorle, Italy. Bosnia and Herzegovina consolidated its top position in the men's section, although the team had to fight hard to beat Germany in the final after more than 2 hours of play. On the other hand, Italy become women's champions for the first time in their history, after the two second places in 2019 and 2021.

**All results and other information from this tournament can be found at this link:**

<https://ec2023.paravolley.eu/>

### 2022 European Championship Div. B Men, Rouen (FRA)

15th – 17th December 2022

Eight men's teams competed in the 2022 Division B Men's European Championship with the target of obtaining a ticket for the Division A championships in Italy in 2023. At the end of three full days of matches, Hungary, Slovenia and Latvia qualified for the top category.

**Competition website:**

<https://ec2022b.paravolley.eu/>



# NATIONS LEAGUES



The tournaments from the ParaVolley Europe Nations Leagues were held in both 2022 and 2023. Gold, Silver and Bronze tournaments were organised for the men, whilst the women's teams competed in the Gold and Silver categories.

15 men's teams and 9 women's teams took part in the 2022 Nations League, whilst the numbers for 2023 were 14 teams in the men's category and eight in the women's.

| TOURNAMENT (2022) | PLACE          | 1ST PLACED | 2ND PLACED | 3RD PLACED |
|-------------------|----------------|------------|------------|------------|
| Golden NL Men     | Sarajevo (BIH) | BIH        | GER        | SRB        |
| Golden NL Women   | Sempeter (SLO) | ITA        | SLO        | GER        |
| Silver NL Men     | Eregli (TUR)   | POL        | TUR        | LAT        |
| Silver NL Women   | Sarajevo (BIH) | GER        | NED        | CRO        |
| Bronze NL Men     | Lyon (FRA)     | CZE        | GBR        | FRA        |

| TOURNAMENT (2023) | PLACE            | 1ST PLACED | 2ND PLACED | 3RD PLACED |
|-------------------|------------------|------------|------------|------------|
| Golden NL Men     | Balikesir (TUR)  | BIH        | UKR        | CRO        |
| Golden NL Women   | Sempeter (SLO)   | ITA        | UKR        | SLO        |
| Silver NL Men     | Nottingham (GBR) | LAT        | POL        | SLO        |
| Silver NL Women   | Nottingham (GBR) | HUN        | GBR        | FRA        |
| Bronze NL Men     | Caen (FRA)       | NED        | EST        | FRA        |



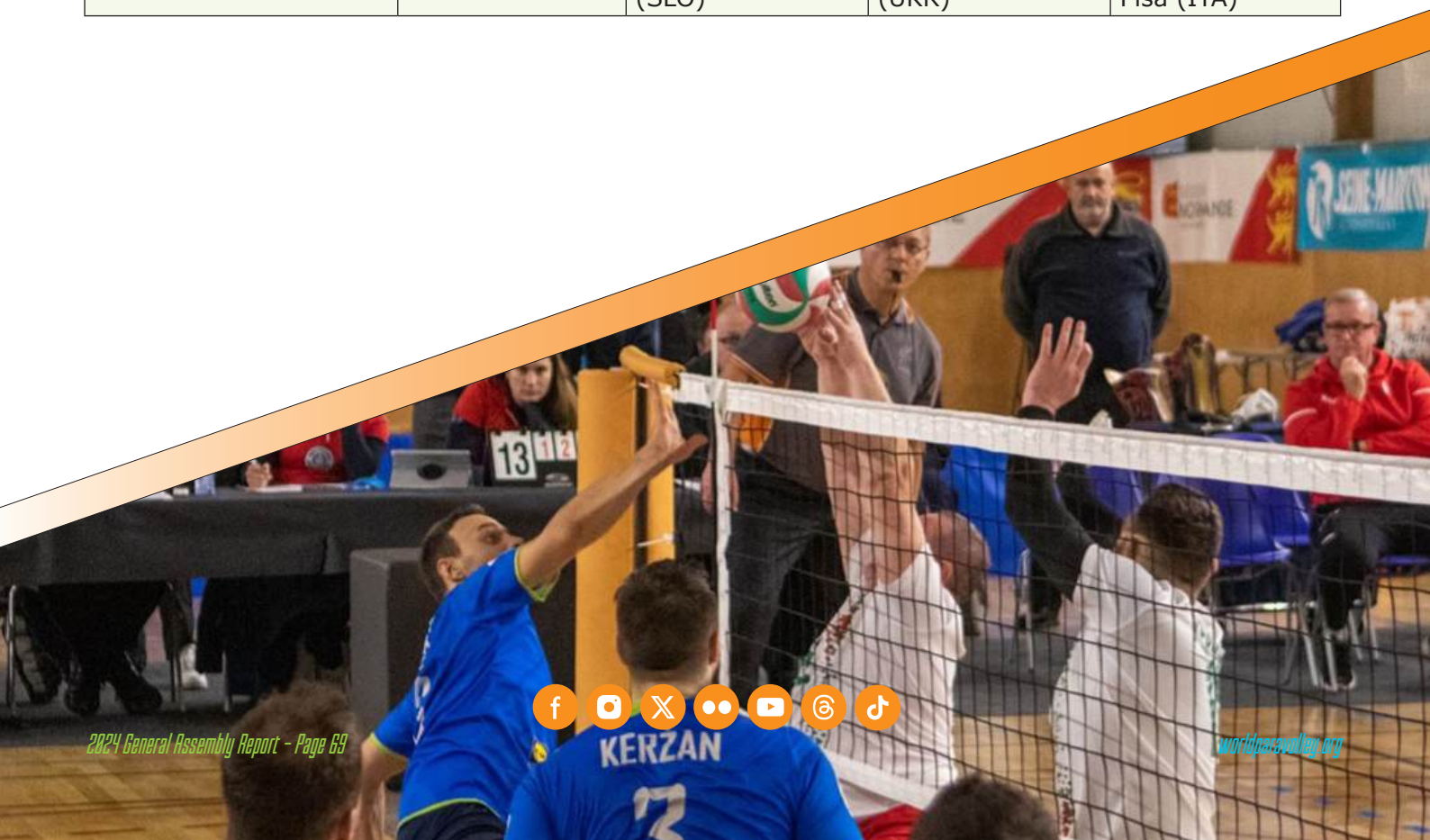
## CLUBS



After an absence of several years, 2022 saw the re-installation of the Club competitions for both men and women. A Champions Cup and a EuroLeague were organised for both genders. A total of 20 club teams took part in the four different tournaments. The club competitions continued successfully in 2023, with an increase of 25% in the total number of teams over the total number of 2022.

| TOURNAMENT (2022)   | PLACE           | 1ST PLACED                 | 2ND PLACED                | 3RD PLACED               |
|---------------------|-----------------|----------------------------|---------------------------|--------------------------|
| Champions Cup Men   | Nola (ITA)      | OKI Fantomi (BIH)          | Bayer O4 Leverkusen (GER) | Mozdulj MS (HUN)         |
| Champions Cup Women | Pisa (ITA)      | Dream Volley Pisa (ITA)    | Robust Sempeter (SLO)     | Mozdulj MS (HUN)         |
| EuroLeague Men      | Myslowice (POL) | Sinovi Bosne Lukavac (BIH) | OKI Banja Luka (SRB)      | Robust Sempeter (SLO)    |
| EuroLeague Women    | Myslowice (POL) | Robust Sempeter (SLO)      | Mozdulj MS (HUN)          | ParaVolley Silesia (POL) |

| TOURNAMENT (2023) | PLACE           | 1ST PLACED              | 2ND PLACED         | 3RD PLACED                 |
|-------------------|-----------------|-------------------------|--------------------|----------------------------|
| Champions Cup Men | Dresden (GER)   | OKI Fantomi (BIH)       | Kyiv Ukraine (UKR) | Dresdner SC 1898 (GER)     |
| EuroLeague Men    | Fermo (ITA)     | KSO Spid Sarajevo (BIH) | Kyiv Ukraine (UKR) | Sinovi Bosne Lukavac (BIH) |
| EuroLeague Women  | Myslowice (POL) | Robust Sempeter (SLO)   | Kyiv Ukraine (UKR) | Dream Volley Pisa (ITA)    |



## BEACH



Following the success story at the Lidl Slovenija Open held in Ljubljana in 2021, in 2022 and 2023 ParaVolley Europe organised two tournaments each year, one of them held in Ljubljana (SLO), and the other one part of the Beach Volley Marathon held every May in Bibione (ITA). 23 teams took part each year in the Beach tournaments organised by PVE.

| TOURNAMENT (2022)              | PLACE           | 1ST PLACED  | 2ND PLACED       | 3RD PLACED   |
|--------------------------------|-----------------|-------------|------------------|--------------|
| Beach ParaVolley Standing Men  | Bibione (ITA)   | POL         | SVK              | ITA1         |
| Beach ParaVolley Standing Men  | Ljubljana (SLO) | POL         | ITA              | Aktau (KAZ)  |
| Beach ParaVolley Sitting Men   | Ljubljana (SLO) | Doboj (SRB) | IOK Zagreb (CRO) | LAT          |
| Beach ParaVolley Sitting Women | Ljubljana (SLO) | SLO1        | SLO2             | Hrabri (CRO) |

| TOURNAMENT (2023)              | PLACE           | 1ST PLACED     | 2ND PLACED     | 3RD PLACED       |
|--------------------------------|-----------------|----------------|----------------|------------------|
| Beach ParaVolley Standing Men  | Bibione (ITA)   | POL            | ITA B          | ITA A            |
| Beach ParaVolley Sitting Men   | Bibione (ITA)   | ITA B          | ITA A          | ITA C            |
| Beach ParaVolley Sitting Women | Bibione (ITA)   | SLO1           | SLO2           | ITA              |
| Beach ParaVolley Standing Men  | Ljubljana (SLO) | POL            | SVK            | ITA              |
| Beach ParaVolley Sitting Men   | Ljubljana (SLO) | KSO Spid (BIH) | LAT            | IOK Zagreb (CRO) |
| Beach ParaVolley Sitting Women | Ljubljana (SLO) | Hrabri (CRO)   | Sempeter (SLO) | Ljubljana (SLO)  |



## COMMUNICATIONS DEPARTMENT



Due to the increase in the number of competitions, the communication department has grown and now counts a pool of social media and press officers' specialists who make themselves available for all competitions throughout the year.

ParaVolley Europe is benefiting greatly from their experience (FIVB/CEV) and has provided a better coverage of competitions as a result.

All competitions now follow the same model when it comes to communication, to a certain degree.

- Live streaming is compulsory (either via Swish Live or via the LOC own streaming service)
- Dedicated professional photographer for each competition minimum which increases to two depending on the number of teams taking part
- Dedicated PVE social media expert for each competition minimum which increases to two depending on the number of teams taking part
- Dedicated competition website for each competition with daily write up and access to live streaming/photos/results/schedule
- Dedicated competition newsletters sent out to our mailing list

With the presence of social media specialists on site, interviews are being made on a regular basis dealing with various topics based on the feedback from the players/coaches and our followers on social media.

There is ongoing work happening to ensure the LOC realise that the quality of photography and live streaming is paramount for the development of the ParaVolley disciplines as this serves as our window to the outside world.

## DEVELOPMENT DEPARTMENT

The digitalisation of ParaVolley Europe's operations and competitions continued during 2022 and 2023, consolidating the work done in the previous years to create the PVE Registration APP which is an exceptional tool for competition organisation.

In 2023, an agreement was signed with Genius Sport through which ParaVolley Europe started using a number of services offered by the former, precisely the Web Competitions Manager, the competition Microsites, the e-Scoresheet as well as the Data Volley Media.

This has ensured that for the last months, all competitions organised by ParaVolley Europe are played using the e-scoresheet, with each tournament having its own competition website connected to the Web Competitions Manager.



ParaVolley Europe continued working hard to increase the number of countries within Europe where ParaVolley is played. Meetings were held, both online and in person, with various entities in Portugal, Spain, Belgium, Israel, Austria, Bulgaria, and Switzerland. Moreover, work started with Norway so that the latter could return to ParaVolley competitions as from 2025. A Sitting Volleyball demonstration was held during the European University Games held in Lodz, Poland, in July 2022.



## MARKETING DEPARTMENT

Marketing continued to be at the top of the to-do list for ParaVolley Europe, through various initiatives mainly related to specific competitions. A Marketing Plan started being drafted in 2022, which led to a Sponsorship Proposal for PVE's competitions being discussed with various entities through 2023. Moreover, through an agreement with Errea, all ITOs at the European Championships in Italy were provided with Errea uniforms.

Marketing contracts dealing with various aspects such as television broadcasting, television rights, advertising and commercial rights started being discussed with the organisers of the biggest competitions.

## MEDICAL DEPARTMENT

The Medical Department was very active throughout 2022 and 2023 through work on different aspects, such as Classification, Anti-Doping, and Research.

Several ideas related to out of competition classification were presented to and discussed with the relevant commissions at world level. This issue is one which PVE would like to delve into further in the forthcoming years. A Medical Conference was also organised as part of the European Championships in Italy in 2023, discussing various topics related to this department.

A Research Collaboration Agreement was also signed between ParaVolley Europe and the Department of Neurosciences, Biomedicine and Movement Sciences at the University of Verona through which seminars were organised in Fermo and Caorle, Italy, whilst a number of tests were done in relation to the study of "*Anthropometric Parameters, Physical Fitness, and Executive Functions among Sitting Volleyball's players and their associations with sport performance*".

## COMMISSIONS

**Athletes:** The Athletes' representative continued to be an integral part of PVE Board and participated in every decision making process at PVE level. Moreover, the Athletes' representative had a pivotal role in the discussions held at world level about the development of various aspects related to ParaVolley.





**Beach:** Besides the work related to the Beach Tournaments held in Europe in 2022 and 2023, the PVE Beach Commissioner was very much involved in the organisation of the first-ever Beach ParaVolley Sitting tournament as part of the 2023 Mediterranean Beach Games, held in Heraklion, Crete, between 14th and 16th September 2023. Six teams took part, with Bosnia and Herzegovina placing first, Croatia second and Italy third.



**Coaching:** Further to the meeting for Coaches held during the EC in 2023, the Coaching Commissioner started working on a plan to organise the ParaVolley coaches better, as well as to identify different aspects to work upon to increase the coaching level in Europe, especially in new countries.

**Refereeing:** Most work in 2022 and 2023 was related to the nomination of officials for the various tournaments held around Europe. The Green Card Fair Play system was used for the first time in the European Championships in Caorle 2023, which also saw the Challenge System used for the second time after Kemer 2021. A new system of organising referees in Europe also started being discussed.

### **PVE plans and objectives in upcoming period**

- Member countries number increase
- Continuous sustainable financial structure and sponsorship
- Funds and grants with partners
- Digital transformation in every day's work and educational material
- Promoting sport and benefits of social inclusion
- Communication and dissemination for better visibility
- Structurisation and PVE strategy building



**Branko Mihorko**  
**ParaVolley Europe**  
**President**



## PRESIDENT'S REPORT 2022-2023

| PVPA BOARD OF ADMINISTRATION |                              |
|------------------------------|------------------------------|
| President                    | Joe Campbell (USA)           |
| Vice President               | Laura Cometto (ARG)          |
| Sport Director               | Cristiana Figueira (BRA)     |
| General Manager              | Gigi Prieto (USA)            |
| Communications Officer       | Vanessa Redes (BRA)          |
| Classification Commissioner  | Saro Keresteciyar (CAN)      |
| Anti-Doping Commissioner     | Vacant                       |
| Referee Commissioner         | Neal Konowalyk (CAN)         |
| Marketing Director           | Vacant                       |
| Development Director         | Genitunney Cañon Reyes (COL) |
| Beach Commissioner           | Vacant                       |
| Coach Commissioner           | Lazaro Beltran (USA)         |
| Athlete Representative       | Nicky Nieves (USA)           |
| Course Director              | Vacant                       |

## PVPA MEMBER NATIONS

- Argentina
- Brazil
- Canada
- Colombia
- Costa Rica
- Peru
- United States of America
- Venezuela

## TECHNICAL DELEGATE / ASST. TD / LEVEL I TECHNICAL OFFICIAL / REFEREE DELEGATE / REFEREE OBSERVER

- TD/ATD = 4
- L1 TO = 7
- RD/ARD = 2
- RO = 2

## INTERNATIONAL CLASSIFIERS

- IC = 6



# COMPETITION ACTIVITY REPORT



## Sitting Volleyball 2022 - BRAZIL

### Women (Championship) June 18-24/October 18-24, 2022 (5 Teams) Results:

1. SESI – SP
2. ASPAEGO – GO
3. ADFEGO – GO
4. ANTHARES – AL
5. APESBLU – SC

### Men (Silver Series A Championships) September 11-18, 2022 (4 Teams) Results:

1. ADEFA – AM
2. APFA – PE
3. ADESUL – CE
4. ADEFSMIC

### Men (Silver Series B Championships) November 13-20, 2022 (7 Teams) Results:

1. Paulistano – SP
2. Instituto Athlon – SP
3. ADFEGO – GO
4. OSASCO – SP
5. Amparadesporto – MG
6. AVPL – PR
7. APESBLU – SC

### Men (Gold Series) December 4-12, 2022 (9 Teams) Results:

1. SESI – SP
2. PAULISTANO – SP
3. CRVG – RJ
4. IPP – PR
5. CETEFE – DF
6. IBP/SDPD – SP
7. ASSAMA – PR
8. ADEFA – AM
9. CIEP – SE

## Sitting Volleyball 2023 - BRAZIL

### Women (Championship 1st Stage) October 8-15, 2023 (6 Teams) Results:

1. SESP – SP
2. ASPAEGO – GO
3. ADFEGO – GO
4. APESBLU – SC
5. CIEP – SE
6. ADD – SP



## Women (Championship 2nd Stage) October 8-15, 2023 (6 Teams) Results

1. SESI – SP - GOLD
2. ASPAEGO – GO - GOLD
3. ADFEGO – GO - GOLD

1. APESBLU – SC - SILVER
2. CIEP – SE - SILVER
3. ADD - SP - SILVER



## Men (Silver Series A Championships) August 13-20, 2023 (8 Teams) Results:

- |                 |                   |
|-----------------|-------------------|
| 1. AADFEPA – PA | 5. TUNA LUSO – PA |
| 2. ADM – SE     | 6. ADEFSMIC – AL  |
| 3. ADFPA – PA   | 7. ANTHARES - AL  |
| 4. ADESUL – CE  |                   |

## Men (Silver Series B Championships) September 13-20, 2023 (5 Teams) Results:

- |                      |                 |
|----------------------|-----------------|
| 1. CIRC MILITAR – PR | 4. APESPLU – SC |
| 2. ADFEGO – GO       | 5. AVPL – PR    |
| 3. OSASCO – SP       |                 |

## Men (Gold Series) December 4-12, 2022 (10 Teams) Results:

- |                               |                               |
|-------------------------------|-------------------------------|
| 1. PAULISTANO – SP            | 6. CETEFE/BRASILIA VOLEI – DF |
| 2. SESI – SP                  | 7. ADEFA/ESTRELADONORTE – AM  |
| 3. VASCO/NOVOSER – RJ         | 8. CIEP – SE                  |
| 4. IPPBRASIL – PR             | 9. ASSAMA – PR                |
| 5. INST. ATHLON/SAO JOSE – SP | 10. APFA - PE                 |

## Sitting Volleyball 2023 – USA

## Mixed Gender (USA National Championships) May 27-28, 2023 (9 Teams) Results:

- |                                 |                      |
|---------------------------------|----------------------|
| 1. DIMES (NC)                   | 6. NORCAL (NC)       |
| 2. OKLAHOMA REGION SITTING (OK) | 7. ALAMO (LS)        |
| 3. BAD KNEES (SO)               | 8. NO HOPS (GP)      |
| 4. SNTDP MIZUNO (OK)            | 9. HOUSTON HEAT (LS) |
| 5. LIMITLESS (FL)               |                      |



## Beach Paravolley 2022

USA held a Beach RDE in December 2022 at Hickory Point Beach, in Travares, Florida. This was held in conjunction with an FIVB beach event, with 2 courts authorized, and planning for up to 8 teams in both the men's and women's divisions.



Only 4 men's teams and 3 women's teams attended this event that handed out \$20,000 prize money, \$10k for the men and \$10k for the women. Free lodging was also made available for any team that registered no later than 31 August 2022.

## Beach Paravolley 2023

USA held a Beach ParaVolley training camp at Hickory Point Beach, Tavares, Florida, December 1-3, 2023. This event was a success as more than 20 athletes attended.

## ZONAL CHAMPIONSHIPS

In May 2023 the PVPA Zonal Championships were held in Edmonton, Alberta, Canada, during the dates of May 8-14, 2023. This was Argentina's first international competition. Even though Argentina took 4th place, the other teams were astonished as to how well they played in every match.

Brazil men and USA women earned their BID to attend the Paris 2024 Paralympic Games by winning gold at this competition.

### Results Men

Gold: Brazil  
Silver: USA  
Bronze: Canada  
4th: Argentina

### Results Women

Gold: USA  
Silver: Canada  
Bronze: N/A  
4th: N/A





In the years of 2022-2023 there were no referee courses in the Pan America zone, nor have any new referees been added. Brazil attempted to host a Level-3 referee course in 2023, but it was canceled due to logistical issues.

In May 26-28, 2023, USA Volleyball along with Joe Campbell, Christina Fiebich, and Thang Nguyen organized and delivered a USAV Sitting Volleyball Referee Endorsement Course in Dallas, Texas. This course was implemented to train USA National referees that are interested in working Sitting Volleyball at the OPEN National Championships, as well as to build a pipeline for Joe Campbell to use to identify World ParaVolley International Referee Candidates. 14 candidates attended and successfully completed the course.

The Pan America Zone had 9 active referees throughout the zone, and all 9 are International Certified. From 2022 to 2023, the following World ParaVolley and ParaVolley Pan America nominations were approved and fulfilled.

- AZEVEDO, Flavio (BRA): 2022 WPV World Championships (retired in 2022)
- CALADO, André (BRA): 2023 PVPA Zonal Championships
- CONDE, Carlos (COL): 2022 WPV World Championships; 2023 PVPA Zonal Championships; 2023 PVPA Youth Parapan Am Games
- FIEBICH, Christina (USA): 2023 PVPA Zonal Championships
- KONOWALYK, NEAL (CAN): 2022 WPV World Championships; RD 2023 PVPA Zonal Championships
- NGUYEN, Thang (USA): 2022 WPV World Championships; PVPA 2023 Zonal Championships; 2023 PVPA Youth Parapan Am Games
- PRIETO, Gigi (USA): 2022 WPV World Championships; 2023 PVPA Zonal Championships; 2023 PVPA Youth Parapan Am Games
- REDES, Vanessa (BRA): 2023 PVPA Zonal Championships
- RICHER, Marie-Claude (CAN): 2023 PVPA Zonal Championships
- SANTOS, Debora (BRA): 2022 WPV World Championships; 2023 PVPA Zonal Championships



## MISCELLANEOUS INFORMATION

Youth Parapan American Games were originally scheduled for November 2021 and were rescheduled for June 2022. They held the games in June 2023.



Note that Brazil women earned their BID to attend PARIS2024 Paralympic Games by winning gold at the 2022 WPV World Championships. Canada women earned their BID by winning silver at the 2023 WPV World Cup.



**Joe Campbell**  
**ParaVolley Pan America**  
**President**



## NOTES TO THE 2022-2023 FINANCES

The 2022 and 2023 years were a challenging path to recovery for many sport federations around the World due to the COVID-19 pandemic. World ParaVolley was no exception to this rule. Events remained a challenge for the Federation and the Zones, but events started ramping up again in 2022, and in 2023 the competition schedule was almost back to normal. From a Federation perspective this meant that the revenue from event fees was creeping back up to normal.

The ability to run in-person education programs was deeply affected by the pandemic, but the situation was turned to the benefit of World ParaVolley as it provided an opportunity to further develop the online educational program, using grant funds that would otherwise have been used for in-person courses. The result of this is that the Federation's educational programs now have a far greater reach, and resources continued to be used in the 2022-2023 period to further the online component of the educational programs.

Grants continued to be a good source of Federation income, and these are expected to continue over the coming years. A great note is that the International Paralympic Committee regularly approaches World ParaVolley to offer grants for various programs, which shows their faith in the Federation's ability to run excellent programs that meet and often exceed the success parameters set by the IPC.

World ParaVolley made it through the most difficult period of the COVID-19 pandemic and remained in a good financial position in 2022-2023.





# World ParaVolley

## 2022-23 Statement of Operations

(all amounts in Euros)



| Account Name                       | 2022          | 2023          |
|------------------------------------|---------------|---------------|
| <b>REVENUE</b>                     |               |               |
| Membership Fees                    | 29458         | 29860         |
| Grants                             | 18473         | 23870         |
| Sponsorship                        | 1531          |               |
| Tournament Fees                    | 33700         | 38175         |
| Major Events                       | 8453          | 6946          |
| Event Hosting Fees                 | 9992          | 0             |
| Clinic Fees                        | 1559          | 2990          |
| Anti-Doping                        | 0             | 0             |
| Homologation Fees                  | 25404         | 26089         |
| Broadcasting and TV Rights Fees    | 0             | 0             |
| Events and Naming Rights Fees      | 0             | 0             |
| Administration Fees                | 714           | 716           |
| Miscellaneous                      | 1360          | 3078          |
| <b>TOTAL REVENUE</b>               | <b>130644</b> | <b>131724</b> |
| <b>EXPENSES</b>                    |               |               |
| <b>Sport Development</b>           |               |               |
| Referees Clinics                   | 1640          | 0             |
| Classification Clinics             | 3090          | 2000          |
| Technical Official Clinics         | 1993          | 4000          |
| Coaching Clinics                   | 1280          | 0             |
| Anti-Doping                        | 300           | 0             |
| Grants to Nations                  | 0             | 0             |
| Development Programs               | 202           | 7414          |
| Development Materials              | 4000          | 4000          |
| WPV Personnel Travel - Development | 0             | 0             |
| <b>Total Sport Development</b>     | <b>12505</b>  | <b>17414</b>  |
| <b>Management/Administration</b>   |               |               |
| Professional Fees                  | 0             | 0             |
| Membership Fees                    | 290           | 303           |
| Conference Expenses                | 12526         | 8582          |
| Anti-Doping Testing                | 2816          | 2548          |
| Marketing/Promotion                | 6630          | 1410          |
| Sponsorship                        | 0             | 6522          |
| General Assembly                   | 5047          | 0             |
| Major Events                       | 12461         | 7620          |
| Board Meetings                     | 19818         | 51919         |
| Board of Directors/GM Travel       | 3944          | 635           |
| WPV Commissions                    | 0             | 0             |
| General Manager                    | 28607         | 30533         |
| General Administration             | 1532          | 2771          |
| Insurance                          | 0             | 2226          |
| Bank Charges                       | 1495          | 1266          |
| Miscellaneous                      | 1115          | 2902          |
| <b>Total Management/Admin.</b>     | <b>96281</b>  | <b>119237</b> |
| <b>TOTAL EXPENSES</b>              | <b>108786</b> | <b>136651</b> |
| <b>NET SURPLUS (DEFICIT)</b>       | <b>21858</b>  | <b>(4927)</b> |



## World ParaVolley

### Statement of Financial Position 2022-23

*(all amounts in Euros)*



|                          | 31-Dec-22 | 31-Dec-23 |
|--------------------------|-----------|-----------|
| <b>Assets</b>            |           |           |
| Cash                     | 392       | 1621      |
| Bank Accounts            | 184757    | 177565    |
| Accounts Receivable      | 0         | 0         |
| Assets                   | 5683      | 5683      |
| Inventory                | 0         | 0         |
| <b>Total Assets</b>      | 190832    | 184869    |
| <b>Liabilities</b>       |           |           |
| Accounts Payable         | 0         | 0         |
| Deferred Revenue         | 0         | 0         |
| Other Commitments        | 0         | 0         |
| <b>Total Liabilities</b> | 0         | 0         |
| <b>Net Position</b>      | 190832    | 184869    |



## World ParaVolley 2024-25 Budgets

(all amounts in Euros)



| Account Name   | 2024 Budget   | 2025 Budget    |
|--|---------------|----------------|
| <b>REVENUE</b>   |               |                |
| Membership Fees  | 29000         | 29000          |
| Grants   | 64950         | 25000          |
| Sponsorship  | 0             | 0              |
| Tournament Fees  | 35600         | 43200          |
| Major Events   | 37500         | 0              |
| Event Hosting Fees   | 9000          | 9500           |
| Clinic Fees  | 4150          | 4300           |
| Anti-Doping  | 0             | 0              |
| Homologation Fees  | 31040         | 31040          |
| Broadcasting and TV Rights Fees  | 0             | 0              |
| Event Naming Rights Fees   | 0             | 0              |
| Administration Fees  | 750           | 750            |
| Miscellaneous  | 1000          | 1000           |
| <b>Total Revenue</b>   | <b>212990</b> | <b>143790</b>  |
| <b>EXPENSES 1/2</b>  |               |                |
| <b>Sport Development</b>   |               |                |
| Referees Clinics   |               |                |
| Classification Clinics   |               |                |
| Technical Official Clinics   |               |                |
| Coaching Clinics   |               |                |
| Anti-Doping  |               |                |
| Grants to nations  |               |                |
| <i>Development Programs*</i>   | <i>62950</i>  | <i>23000</i>   |
| Development Materials  | 2000          | 2000           |
| WPV personnel travel - development   |               |                |
| <b>Total Sport Development</b>   | <b>64950</b>  | <b>25000</b>   |
| <i>(*Funds used to support clinics. At time of budgeting, clinic program plans were not finalised)</i> |               |                |
| <b>EXPENSES 2/2</b>  |               |                |
| <b>Management/Administration</b>   |               |                |
| Professional Fees  | 11000         | 11500          |
| Membership Fees  | 910           | 910            |
| Conference expenses  | 4200          | 11500          |
| Anti-Doping Testing  | 7500          | 7500           |
| Marketing/Promotion  | 9150          | 8750           |
| Sponsorship  | 3000          | 3000           |
| General Assembly   | 6200          | 0              |
| Major Events   | 37500         | 10000          |
| Board Meetings   | 0             | 30625          |
| Board of Directors/GM Travel   | 3000          | 3000           |
| WPV Commissions  | 1600          | 1600           |
| General Manager  | 29500         | 33000          |
| General Administration   | 7500          | 7500           |
| Insurance  | 2500          | 2500           |
| Bank Charges   | 1000          | 1000           |
| Miscellaneous  | 1000          | 1000           |
| <b>Total Management/Admin.</b>   | <b>125560</b> | <b>133385</b>  |
| <b>TOTAL EXPENSES</b>  | <b>190510</b> | <b>158385</b>  |
| <b>NET SURPLUS (DEFICIT)</b>   | <b>22480</b>  | <b>(14595)</b> |



# MEMBERSHIP REPORT

World ParaVolley member nations are the most important part of our Federation as they plan and conduct the basic paravolley development activities at the grass roots level for the athletes.

As we have all emerged from the COVID-19 pandemic, the World ParaVolley Board would like to express its most sincere thanks to the member nations for supporting the Federation through those difficult times.

There remains a lot of work to be done, to get back to the pre-COVID era. Sport continues to evolve, and the sport of paravolley along with it. A strong, confident, and supported membership means a strong Federation. International sport is far more complex than it used to be, and all IFs and their Member Federations must acknowledge this in order to stay 'competitive' in many elements of the overall sport market.

**Federations are appraised not only by their governance and management principles, but also by their membership in standard areas such as:**

- the number of members in good standing
- the number of ongoing members and the number of new members each year, indicating growth
- the degree of regular competitions offered to athletes around the world
- the governance standards of the members

**Federations are also now being increasingly and more strictly evaluated in other very important areas as well – these include:**

- adherence to the World Anti-Doping Agency's Anti-Doping Code
- adherence to the IPC Classification Code
- being an athlete-centred organisation
- ensuring a 'Safe Sport' environment for athletes, coaches and team personnel, as well as Federation personnel and volunteers

Each of these areas has implications and responsibilities not only for World ParaVolley, but also for the Zonal Confederations and for the Member Federations.

Membership levels have remained stable over the past several years, after seeing a period of consistent growth.



**Considerable administrative effort is required each year to reach good levels of membership. Good levels of membership means not only numbers of members, but also members that embrace the following:**

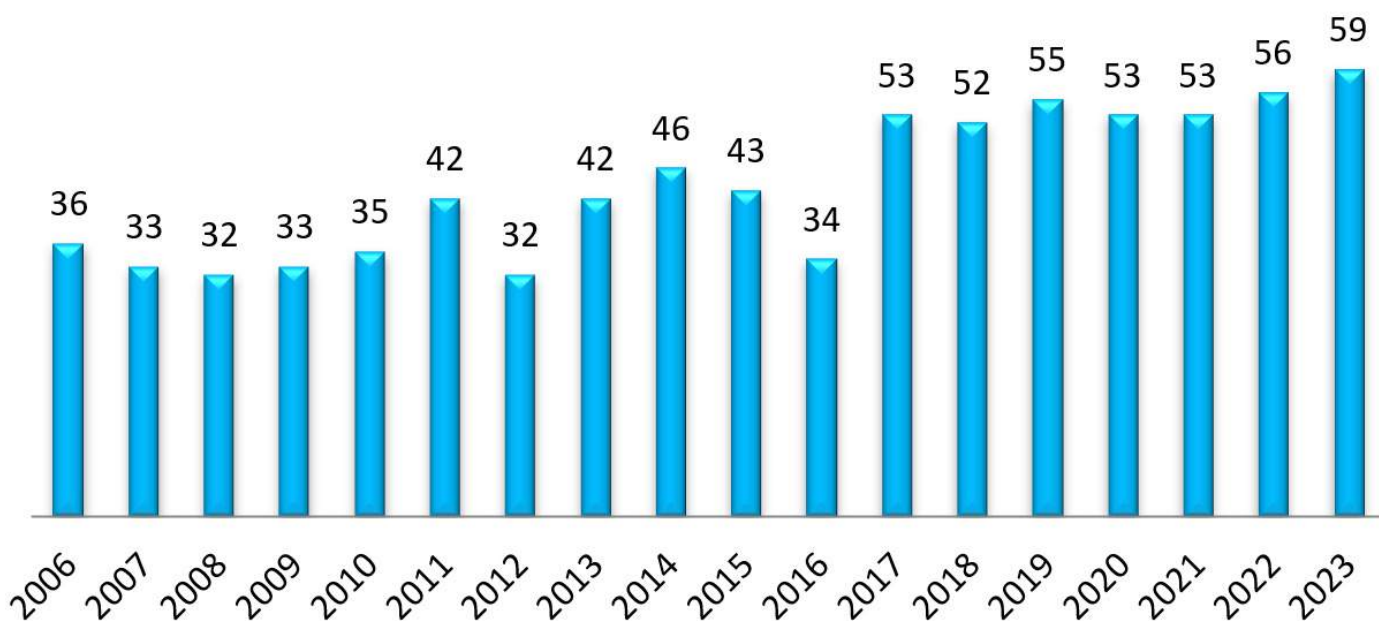


- We would like to see the Member Federations become more proactive in their responses to the World ParaVolley requests to follow up on membership payments and forms.
- We would like to see all members – existing and new – ensure that they have proper guiding principles in place: robust constitution and rules and regulations, active Board members, good governance practices.
- We would like to ensure that in all member nations, the interests of the athletes come first.

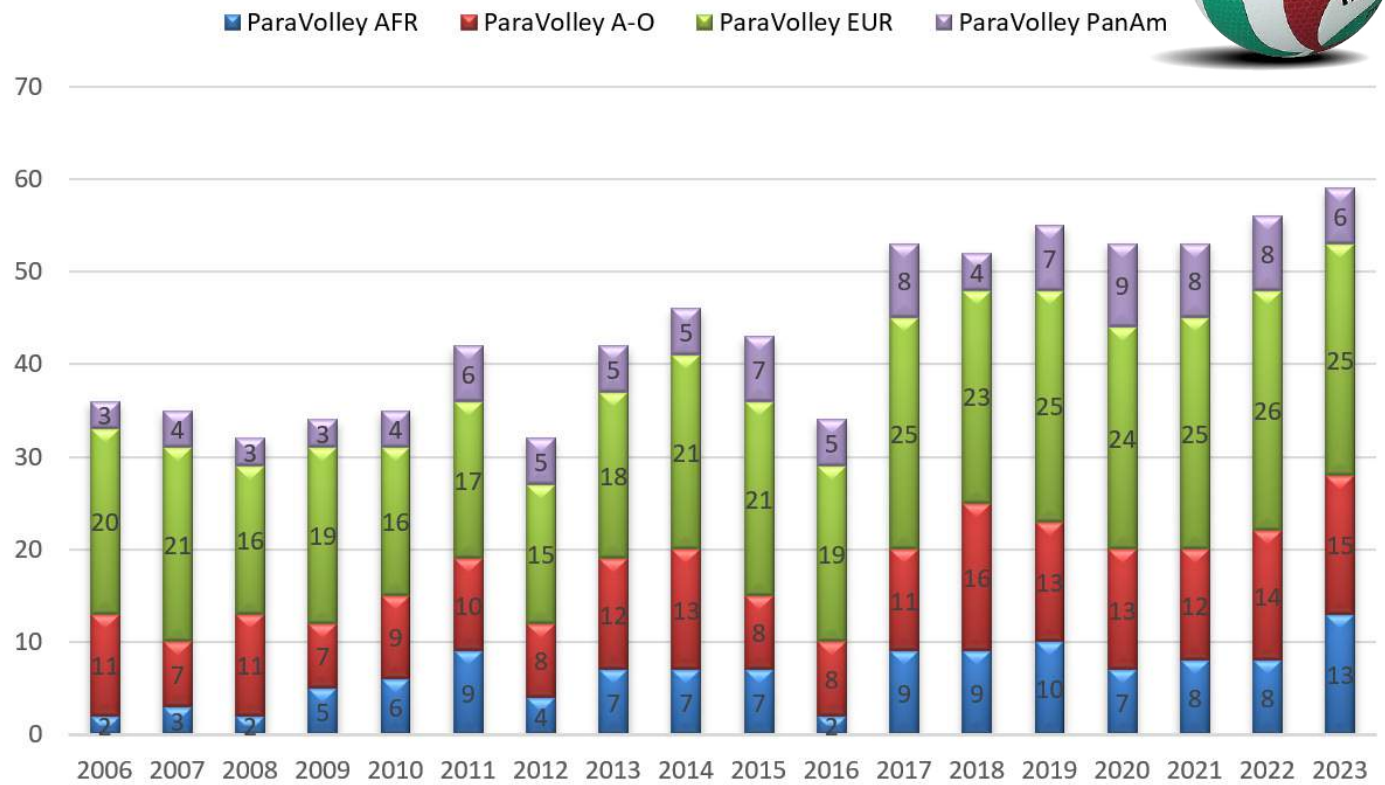
It is important that World ParaVolley demonstrate to other sporting bodies, to existing and potential funders, to the FIVB and to other partners, and most of all to the International Paralympic Committee, that our membership is consistent and shows continued growth.

The Paralympic Games continue to be the pinnacle of Para sport competition, and thereby also have increasingly heavy competition to gain coveted Games' athlete quota spots. To ensure that World ParaVolley retains its current sitting volleyball status, and pushes to have beach paravolley added to the 2032 Brisbane Paralympic Games program, we must ensure that we are stable, solid, and growing in membership, programs, and other activities from year to year. 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.

**The following chart illustrates the overall membership numbers from 2006-2023:**



The following chart illustrates the breakdown of the membership by Zone  
2006-2023:







WORLD  
ParaVolley



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Photos Courtesy of World ParaVolley; ParaVolley Africa;  
ParaVolley Asia-Oceania; ParaVolley Europe; ParaVolley Pan America