



W O R L D  
ParaVolley

# 2022 GA REPORT



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Dear World ParaVolley Community,

On behalf of the World ParaVolley Board of Directors, I am pleased to present this Report of our activities in the 2020 and 2021 years.

These last two years have been the most difficult in the history of the organization due to the Covid-19 pandemic. However, the Board has been able to achieve a number of outcomes of benefit to our athletes – outcomes that perhaps would not have been achieved in a “normal” year, such as the commencement of online learning. The greatest negative over the past 2 years has been the lack of competition opportunities for our athletes and officials. This has been truly devastating for both sitting volleyball and beach paravolley – but we are recovering.

Our sponsors, Molten, Gerflor, Senoh, QH and sporteq have stayed with us by continuing to financially support the World ParaVolley community. In addition, our Members have also provided great loyalty and support through meeting their ongoing membership obligations, despite the worldwide pandemic. This has been most heartening, and sincere thanks are extended to all concerned.

### **COMPETITIONS**

**In 2020** - This year was devastated by Covid-19 as event after event in sitting volleyball was postponed in response to the various government regulations, travel restrictions and the grounding of aircraft around the world. The situation totally undermined our elite competition ambitions in 2020.

**In 2021** - Due to the focused will and efforts of the ParaVolley Europe Board, and the particular circumstances in Europe, only PVE was able to host a Zone Championship with the event being held in Türkiye for the first time. All other World ParaVolley sitting volleyball and beach paravolley events were either cancelled or postponed, including:

- for sitting volleyball, the other 3 Zone Championships, the World Cup and the World Super 6
- for beach paravolley, the World Championships and World Championship Series events

Following the staging of the Paralympic Games Final Qualifiers in Canada (W) and Germany (M), the Tokyo 2020 Paralympic Games went ahead one year late in 2021 at great cost to everybody but proved very successful for our 16 participating teams. The Japan Organizing Committee should be congratulated for staging the event against all odds and I wish to particularly thank the Technical Delegate, Jonathan Moore, for his great efforts to plan and manage the competition over an extended period of time.



### INTERNATIONAL RELATIONS

As an international sport federation, we continued to develop fruitful relationships with other organizations that may provide future benefit for our athletes and officials. Such organizations include the International Volleyball Federation, the International Paralympic Committee, the Association of Paralympic Sports Organizations, the International Wheelchair and Amputee Sports Federation, the Cerebral Palsy International Sport and Recreation Association and Beijing Sport University.

As we enter a post-Covid-19 era, we will rely on these partnerships to develop further opportunities for competition and we will work on developing new partnerships for the overall benefit of World ParaVolley.

### HUMAN RESOURCES

Considerable progress was made in 2021 in particular, in the area of online learning – one positive that has arisen out of the pause in activities and competitions caused by the pandemic. We now have online learning opportunities in coaching, classification and technical officiating and we will continue to build on these activities as we further develop our human resource capacity.

It is essential that new people are identified, recruited and trained to be able to make positive contributions to World ParaVolley and this will be a focus of the years ahead. We must increase our human capacity in all of the Zones as activities and competitions increase in the future.

I would like to thank Glenn Stewart (Technical Officials training), Jenni Cole and Louise Ashcroft (Classifiers training), Steve Jones (Coaches training) and the various Commissions and authors for their leadership in the field of online learning and the IPC for providing financial support.





### **GOVERNANCE & STRUCTURE**

In 2020 and 2021 the Board met 9 times and dealt with major issues such as:

- Annual budgets
- Zone Regulations and Constitutions (PVAO & PVPA) approved
- The registration of WPV
- The World ParaVolley Foundation
- Refreshment of Committees and Commissions
- Update of Team Leader Job Descriptions and new Team Leaders for 2022-25
- Risk Assessment (Covid-19 focus) and documentation
- Anti-Doping Code
- New Contracts for sponsors 2021-24
- Virtual GA in 2020
- Constitution
- Recognition Award approvals
- Policy documentation
- Rules of the Game approved
- Beach Development Centre at Hickory Point Beach approved
- Associate Membership EOI approved for use in Zones

### **AWARDS**

The necessary recognition of our volunteer pioneers has commenced despite the pandemic. Our Awards Committee, ably led by Honorary Life Member Denis Le Breuille, provides recognition on 24 April each year – the date World ParaVolley was “born” in 1984 – for athletes and officials who have sustained and nourished our organization over the years. We sincerely thank them. Over 300 Awards were issued in the first three years of the Committee’s operation – these are published on the World ParaVolley website. I wish to particularly acknowledge the early work of Pieter Joon, our founding President who served for 20 years in that role and who, by the time of the General Assembly, will have been the first ParaVolley inductee into the International Volleyball Hall of Fame in the USA.

### **HISTORY**

For the first time, a commemorative booklet was produced that recorded the incredible history of sitting volleyball over the past 40 years since the first appearance of the discipline in the 1980 Paralympic Games. This is an amazing quality piece of work produced by the Team Leader of the History Committee, Dr Kwok Ng and I thank him for his leadership.



### LOOKING FORWARDS

As the issues around Covid-19 reduce in number and impact, we will rebuild our activities and establish a greater sense of order and certainty for the World ParaVolley community from 2022 onwards.

We should be very proud of what we have been able to do over the long history of World ParaVolley – an organisation planned and managed by volunteers. The years 2020 and 2021 have been exceptions that we hope will not be repeated, but the great thing is that we have survived positively as an organisation, and we will continue to service the needs of our athletes and officials in the best way possible. This will include a focus on competitions, marketing, communications, governance, human resource recruitment training and development, safeguarding, female involvement in leadership roles and a further exploration of developing external relations with new potential partners.

I now look forward to the future with great optimism and enthusiasm.

My sincere thanks are offered to:

- The 2020-21 Board members of World ParaVolley (including former members John Kessel, Dr. Hayat Khattab, Dr. Ivana Pavic and Laurent Torrecillas) with a special note of appreciation for Honorary Life Member Wayne Hellquist who has quietly provided the Board and me with his thoughtful counsel and ideas over many years as Vice President, and retires in 2022
- Phil Allen, General Manager who has worked beyond the normal call of duty during these 2 years
- The Team Leaders and members of our various Commissions and Committees (over 130 people in total)
- Our sponsors: Molten, Senoh, QH, Gerflor and sporteq
- Our partners: FIVB, IPC, APSO, IWAS, CPISRA and BSU
- The Members of World ParaVolley from the various countries around the world

**Barry Couzner OAM**

**President, 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 is a non-profit organization and works closely 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<br>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<br>ParaVolley Asia-Oceania<br>ParaVolley Europe<br>ParaVolley Pan America                                                                                                                                                              |
| <b>Number of Member Nations</b>        | 55 Plus Across All Zones                                                                                                                                                                                                                                 |
| <b>Active ParaVolley Nations</b>       | 80 Plus                                                                                                                                                                                                                                                  |
| <b>Main Sponsors</b>                   | Molten, Senoh, QH, Gerflor (Sport Court and Taraflex)<br>Sport EQ by Inacional                                                                                                                                                                           |
| <b>Main Affiliates</b>                 | IPC, APSO, FIVB, IWASF, CPISRA, BSU                                                                                                                                                                                                                      |





### **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 2021, 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
- the General Manager (ex-officio)





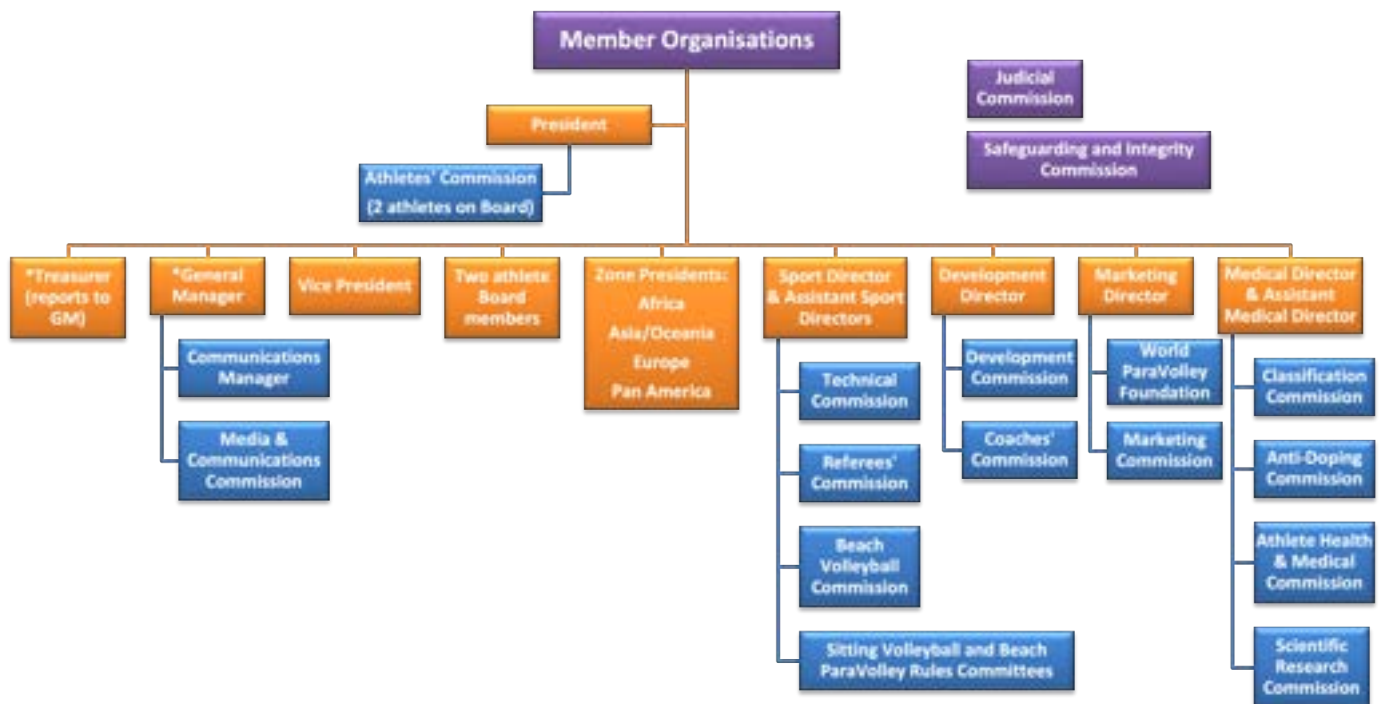
## WORLD PARAVOLLEY VISION

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.

## WORLD PARAVOLLEY ORGANISATIONAL CHART



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



## WORLD PARAVOLLEY BOARD OF DIRECTORS (AS AT DECEMBER 2021)

### President

Barry Couzner OAM (AUS)



### Vice President

Wayne Hellquist (CAN)



### Sport Director (January 2022)

Lori Okimura (USA)



### Development Director (March 2022)

Anton Raimondo (RSA)



### Marketing Director (Commercialization)

James Leask (USA)



### Medical Director

Louise Ashcroft (CAN)



### Athletes' Commission Chair

José Rebelo (CAN)



### Athletes' Commission 2nd Representative

Tatyana Ivanova (RUS)  
*(RUS suspended in March 2022)*



### 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)







First let me say that I am honoured to have had the opportunity to work with a very dedicated President, General Manager and Board of Directors over the past few years.

For me, it's been encouraging to see us easing back into providing competitive opportunities for our athletes and coaches. Obviously the restrictions, tied to Covid over the past few years, have had a significant impact on our sport and on the opportunities for our athletes and teams to train and compete.

There continues to be significant work to be done to provide opportunities for all of our athletes to compete. This requires a strong and vibrant organization with the resources needed to increase our profile and further develop the sport for athletes and coaches throughout the world. Athletes want to compete and the challenge will be how to provide them with competitive opportunities while protecting their health and safety in these still somewhat uncertain times.





Over the past two years much of my time has been spent on providing support to the President and General Manager. In addition, this past year I chaired a working group investigating some discipline concerns raised during the Tokyo Games and providing a report and recommendations to the Board regarding this situation. I was also involved in the work to expand and restructure some of our commissions to increase the capacity of World ParaVolley to achieve our mission. I've been very pleased to see the changes in our organizational structure and the recruitment of a number of highly qualified individuals to serve on our various commissions and in various volunteer roles. Building capacity needs to be a high priority moving forward.

On a personal note, I made the difficult decision to not allow my name to stand for re-election as Vice President. Some of this was for very personal reasons but I always have been a strong proponent for World ParaVolley to recruit new, younger, committed and vibrant leaders. As I phrase it "we need to grow younger."

I have served on the Board in a variety of roles for close to 20 years (I've lost count) in a variety of roles and have had the opportunity to work as an ITO at numerous Games and competitions. I have always tried to bring an objective and principled view to the deliberations of the Board and the work of the organization. I believe that we need to have a board that is fiercely independent and not directly connected or influenced by any particular faction, country or Zone. This independence and neutrality leads to greater transparency in the organization and reduces any likelihood of conflicts of interest. Additionally, I have made many friends through the work of the organization and will carry those friendships forward. I will also look to find ways to continue to be involved in the ongoing work of World ParaVolley.

I want to thank all of you for placing your trust in me as your Vice President – the journey has been amazing and most rewarding. I've always felt that I've gained far more from the experience than I've been able to give back. I want to say thanks as well to the members of the Board and, in particular, to our President Barry Couzner, for their leadership and commitment to helping to develop our sport and the World ParaVolley organization. It's an honour to have been able to work with all of them!

Sincerely,

**Wayne Hellquist**  
***Vice President, World ParaVolley***







World ParaVolley has a long history of committed and hard-working volunteers serving in its leadership structure. This includes past Sport Directors, Denis Le Breuilly (GBR) and Laurent Torrecillas (FRA), whose leadership and vision laid the groundwork for the results we see today.

The work of our volunteers in all areas of World ParaVolley is unmatched in international sport. The expertise, the global vision, and the passion with which they pursue the development and advancement of World ParaVolley are the reasons why our international federation is among the strongest in the world, and why Sitting Volleyball and Beach ParaVolley are among the leading and most exciting sport disciplines in para sport.

During the challenges of a global pandemic, our federation managed to stage and participate in an unprecedented world event: The Tokyo 2020 Paralympic Games. The popularity of Sitting Volleyball emerged victorious despite strict health and hygiene protocols of the Covid-19 pandemic, travel restrictions for nearly every country in the world, quarantine conditions, and no fans in the stands in Tokyo. Our Tokyo 2020 team was led by experience and passion by the Paralympic Technical Delegate, Jonathan Moore (GBR), who successfully navigated the uncertainty and shifting priorities of these difficult Games.

Through this challenging period, and even after the Tokyo 2020 Paralympics was postponed one year, World ParaVolley's presentation of Sitting Volleyball at the Games was viewed by more than 247 million people around the world.

Preparations for Paris 2024 have begun, where Sitting Volleyball is expected to draw record attendance. World ParaVolley will enjoy being closer to the action, located in the Villepinte Exhibition Centre in Seine-Saint-Denis, in the heart of the Paralympics nucleus.

Los Angeles 2028, the birthplace of beach volleyball, will host the Paralympics for the first time. And we hope that Beach ParaVolley will be included in the history of the LA28 Games. World ParaVolley launched its official campaign in July 2022 to include Beach ParaVolley in the Paralympic Programme, alongside Sitting Volleyball, one of its most popular sports.

With support for World ParaVolley from American Olympic beach volleyball gold medalists, April Ross (Tokyo 2020) and Dain Blanton (Sydney 2000), Beach ParaVolley is now under consideration for inclusion, and we will continue to work towards a positive result.

Let us not forget Brisbane, already awarded the Paralympics of 2032 and one of the most popular locations for Beach ParaVolley. Organizers have already expressed interest in this exciting discipline of World ParaVolley. They are eager to showcase it in tandem with fan-favorite Sitting Volleyball at the Paralympics.



### DEPARTMENT SUMMARY

The WPV Sport Department is operating with new priorities in response to the pandemic conditions of 2020 to present, and with a focused effort on returning to live sporting events. In January 2022, the WPV Board appointed Lori Okimura (USA) Sport Director, [the first woman to serve in this role](#). A revised structure of leadership within the Sport Department was created with the following strategic events:

- Isabelle Collot (FRA) was appointed Assistant Sport Director, Sitting Volleyball, a new position and as [the first woman to serve in this role](#).
- Dr. Stephen Giugni (AUS) was [re-appointed Assistant Sport Director, Beach ParaVolley](#) for a second term and will continue to mobilize the efforts to promote Beach ParaVolley.
- Jonathan Moore (GBR) was appointed by the WPV Board in 2021 to the position of Technical Delegate for the Paris 2024 Paralympic Games, but unfortunately has recently had to withdraw from this role. His replacement remains to be fully approved. [The competition will be at Villepinte in Seine-Saint-Denis](#), the heart of the Paralympic Games.
- The Sport Department Working Group was created to improve communications and representation with key stakeholders through the WPV Zones around the World. The members of the group will be refreshed regularly according to availability and priorities, with zonal representation respected. The current group includes:
  - o Joseph Campbell (USA), President, ParaVolley Pan America Zone (WPV Board and Executive Committee Member)
  - o Nello Cajella (MLT), PVE General Manager
  - o Cristiana Figuera (BRA), PVPA Sport Director
  - o Zdravko Hranic (CRO), PVE Sport Director
  - o Said Lamrini (MAR), PVA Technical/Sport Director
  - o Eddy Schipper (NED), WPV ITO, Member, Beach Commission & Rules of the Game Committee.
  - o Glenn Stewart (AUS), PVAO Sport Director





### MAIN PRIORITIES

The main priorities of the WPV Sport Department include, but are not limited to:

1. Managing the WPV Sport Calendar through 2028.
2. Governance review of policies and procedures to refresh them and contribute to the WPV Board's Strategic and Succession Planning process.
3. Implementing new policies and procedures in the department and the commissions supervised by the Sport Director, including Diversity/Equity/Inclusion, Safeguarding, Fundraising, and ITO education, training, and selection, among others.
4. Assist in building capacity with increased "Human Resources" in WPV leadership.





Report submitted by Isabelle Collot (FRA) Ass't Sport Director, Sitting Volleyball

### **SITTING VOLLEYBALL**

The role of Assistant Sport Director is a new one for World ParaVolley that did not exist before 2022.

Focused activities of the Assistant Sport Director, Sitting Volleyball through 2022 and looking ahead include, but are not limited to the following:

- The Covid-19 pandemic had a significant impact on the Paralympic Qualification and preparation period for the Tokyo 2020 Paralympics. as nearly every single event from 2020 through mid-2021 was postponed or cancelled. This includes tournament competitions, development clinics and camps, and regional or national activities.
- Sitting volleyball activities were reduced to a minimum due to the Covid-19 situation, the final event for World ParaVolley before the world's activities came to a halt was the 2020 WPV Tokyo 2020 Women's Final Paralympic Qualifier in Halifax, Canada, hosted by Volleyball Canada, in cooperation with The City of Halifax, and Volleyball Nova Scotia.

Canada earned the final position for the women's competition in Tokyo. The men's tournament, scheduled to take place in the United States, would have to wait over a year later, and relocate to Germany in time to qualify the home team for the final men's position.

- During the period from February 2020 through October 2021, only three official WPV international competitions took place.
  - 1). WPV Tokyo 2020 Women's Final Paralympic Qualifying Tournament in Halifax (CAN) – 25-29 February 2020.
  - 2). WPV Tokyo 2020 Men's Final Paralympic Qualifying Tournament in Duisburg (GER) – 1-5 June 2021.
  - 3). European Zonal Championships in Kemer (TUR) – 17-24 October 2021.
- Other non-official WPV competitions took place mainly in the European Zone (Nations League, Beach ParaVolley Open and national tournaments)
- Looking ahead, the Assistant Sport Director, Sitting Volleyball will prioritize the preparation of the Paris 2024 Paralympics alongside the Technical Delegate and Sport Director. Work has already begun in this area, including the completion of the first official site visit, coordination of the official training event to take place in 2023, and the ongoing reorganization of the Sport Department.



Report submitted by Dr. Stephen Giugni (AUS) Assistant Sport Director, Beach ParaVolley

### **BEACH PARAVOLLEY REPORT**

Focused activities of the Assistant Sport Director, Beach ParaVolley through 2022 include, but are not limited to the following:

- The Covid-19 pandemic had a significant impact on the development of Beach ParaVolley as nearly every single event from 2020 through mid-2021 was postponed or cancelled. This includes tournament competitions, development clinics and camps, and regional or national activities. Despite the setbacks of the pandemic, the Beach ParaVolley department worked virtually to support and establish relationships with Beach Volleyball promoters in Los Angeles to showcase Beach ParaVolley and build awareness as part of LA2028 Paralympics "bid" process.
- The application process to include Beach ParaVolley in the Paralympics Programme was a key target of the Sport Department and the Assistant Sport Director for Beach ParaVolley in the period of 2020 through 2022 and involved the collaboration of multiple WPV members in our leadership. Preliminary work during this period included feasibility studies, coach education, athlete identification, classifier identification and training, and securing support from key international para sport organizations and individuals.
- Despite the challenges presented by the Covid-19 pandemic to halt all competitions, WPV completed the official application to include Beach ParaVolley in the LA2028 Paralympic Games. On 4 July 2022, after months of research, coordination, and collection of data and information, WPV's formal application was lodged with the International Paralympic Committee (IPC) and the Los Angeles 2028 Olympic & Paralympic Organizing Committee.

33 para sports have applied for 3 open slots, with World ParaVolley being the only international federation seeking to add a second discipline to the Paralympics Programme, alongside Sitting Volleyball. The decision will be made between September and the end of 2022, with a decision announced in January 2023.

- The WPV Beach Commission and Beach Rules of the Games Committee for 2022 - 2026 were reconstituted, seeking adding expertise from contributors, and increasing human resources in WPV Beach ParaVolley leadership. During the years 2020 to 2022 it was a challenge to get the commissions organized and focused on developing the pathways and materials to enable the events and assist the officials.
- The Beach ParaVolley Rules for 2022 – 2026 were successfully updated along with associated Beach event materials.



- Collaborative work was done with WPV Members to establish and increase the number of Recognized Development Events (RDE) in WPV Zones. (Ex.: Event scheduled in the USA in late 2022 as WPV returns to live tournament events)
- Beach ParaVolley is being considered for inclusion in the 2026 Commonwealth Games in Australia. The application was submitted in September 2022.
- Developing Application for inclusion in the 2023 Mediterranean Beach Games, 2025 FISU World University Games in Germany, and other international multi-sport competitions where Beach ParaVolley will be a featured sport discipline.
- Beach ParaVolley's flexibility in competition format options, the ability to be played on the same equipment and court size as beach volleyball, and the options for mixed-gender teams are a few of the points potential Host Cities and Event Bidder recognize as benefits to their existing tournament properties where Beach ParaVolley is being considered for inclusion. The ability to be totally inclusive has led to interesting opportunities to collaborate at world events where Olympic & Paralympic sport can be played at the same time, in the same venue and using many of the same international technical officials, equipment and enhanced athlete services.
- A new system for Event Bidding will include Beach ParaVolley international events for the period of 2023 through the 2027 WPV Beach ParaVolley World Championship. The result of the Paralympics decision will add other new competitions to the calendar as part of the yet undetermined qualification process for the LA2028 Paralympics.





The summary of Commission Reports submitted by Team Leaders that report to the Sport Department is below:

### TECHNICAL COMMISSION

|                            |                                                                     |
|----------------------------|---------------------------------------------------------------------|
| <b>Team Leader:</b>        | Maciej Chodzko-Zajko (GBR)                                          |
| <b>General Manager:</b>    | (Vacant)                                                            |
| <b>Ex-Officio:</b>         | Lori Okimura (USA), WPV Sport Director, Board Member Representative |
| <b>Commission Members:</b> | Cristiana Figuera (BRA), Sport Director, ParaVolley Pan America     |
|                            | Zdravko Hranic (CRO), Sport Director, ParaVolley Europe             |
|                            | Said Lamrini (MOR), Sport/Technical Director, ParaVolley Africa     |
|                            | Glenn Stewart (AUS), ParaVolley Asia Oceania                        |
|                            | Elliot Blake (USA), Member                                          |
|                            | Nello Calleja (MLT), Member                                         |
|                            | Denis Le Breuilly (GBR), Member                                     |
|                            | Steve Matthews (GBR), Member                                        |
|                            | Toralv Thorkildsen (NOR), Member                                    |

### EDUCATION

In the past two years, we made huge strides in recruiting and training new Technical Officials (Jury Members in the new parlance). Denis Le Breuilly (GBR), former WPV Sport Director, did a splendid job finding people interested in becoming Jury Members (and higher) and lining them up for the online training that is now available for L1 (and on trial for L2). The original education and training materials, written mainly by Toralv Thorkildsen (NOR), were adapted with Glenn Stewart (AUS) to launch the new WPV Online Learning Platform available to all the technical departments.

At the last count, we had over 70 students for L1, of whom 11 have completed the online training, with a further 4 who completed and received diplomas. The Covid-19 pandemic and loss of live events created barriers for candidate to complete the practical sections required for full acceptance. The lack of competition of the required standard, and the limited numbers of potential tutors were also factors.

We are currently pushing PVA L1 candidates with recognition of prior learning (RPL) and high levels of experience through the L2 theory with a view to having them act as tutors for the L1 candidates. The goal to have them complete the online training and ease the situation in PVA over the next year or two. We expect around 15 people to be taking this fast-track route during this period. We introduced the option to complete only the online training and receive a certificate, without ever (or immediately) progressing to the practical stages. We offer this in the hopes of encouraging these individuals to consider advancing to the next level in the future.



### ELECTRONIC SCORESHEET

The Technical Commission spent time compiling lists of minimum requirements to run e-scoresheet with a view to making it a requirement for all WPV World events.

We reached the point where we were ready to propose a change to the regulations. We learned there had been an ownership change with our previous vendor and were advised there was no guarantee that the new ownership would pursue volleyball-related projects. This jeopardized the future of e-scoresheet for WPV.

We have now started to look at the other options, including competition and management systems used by some WPV Zones, such as ParaVolley Europe (PVE), to setup and run tournaments. These systems offer almost all information to be provided by the nations themselves online.

The TRF forms and other related information can then be used without the need for sending/receiving Excel or PDF files. The Sport Department and Technical Commission is investigating options, pricing, and moving to explore working partnerships with these companies.

### RANKINGS

Toralv Thorkildsen (NOR) produced a proposal on how we might move forward to make the world rankings more fair for those nations that have less program funding available to them. The concept is new and untested yet. All competitions award the same points for a given place (1st, 2nd etc), so there would no longer be a concept of more points awarded for "more important" events.

The proposal will be evaluated, and additional input from stakeholders (i.e., athletes, coaches, technical officials, etc.) will be necessary before a final proposal is ready to be presented. It would be necessary to gather this input and evaluate it carefully, especially considering those who regularly participate in the major international events where weighted points were previously awarded. The Sport Director Working Group will work with Toralv to assist in the evaluation process.

### EQUIPMENT

The list of WPV homologated equipment from various suppliers has been updated. There is interest from manufacturers for additional equipment that might be sourced zonally or regionally (net posts/floors) to save shipping costs for members. WPV continues to explore ways to leverage the good relationships built with our homologated equipment suppliers to explore more options.



### SPORT DEPARTMENT DOCUMENTS

Glenn Stewart (AUS) invested many hours with a small team updating the Regulations documents. The materials available include supplemental documentation for the area of Sport and Event Regulations. The materials are available for download by ITOs and officials and are provided to event hosts.

### ZONAL APPROACH TO REGULATIONS

The Technical Commission received feedback about the approach taken by some WPV Zones in their approach to the Sport and Event Regulations. These topics will be reviewed with the Sport Department working group as further discussion of best practices, including: eligibility criteria, provision of officials, minimum equipment requirements, and much else besides.





### REFEREES COMMISSION

|                            |                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Team Leader:</b>        | Glynn Archibald (GBR)                                                                                                                                                                                                                                                                                                                                   |
| <b>General Manager:</b>    | Janko Plešnik (SLO)                                                                                                                                                                                                                                                                                                                                     |
| <b>Commission Members:</b> | Yoo Yeon Jun (KOR), Member<br>Dariusz Jasinski (POL), FIVB Liaison<br>Khalid Salem Shanishah (LBA), Referee Commissioner, ParaVolley Africa<br>Ebrahim Firouzi (IRI), Referee Commissioner, ParaVolley Asia Oceania<br>Senad Helac (BIH), Referee Commissioner, ParaVolley Europe<br>Neal Konowalyk (CAN), Referee Commissioner, ParaVolley Pan America |

### SITTING VOLLEYBALL RULES OF THE GAME COMMITTEE

|                         |                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Team Leader:</b>     | Toomas Murulo (EST)                                                                                                                                                                                                                                                                                                                                                                                |
| <b>General Manager:</b> | (Vacant)                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Ex-Officio:</b>      | Lori Okimura (USA), WPV Sport Director, Board Member Representative<br>Nicole Ban (CAN), Team Leader, Coaches Commission<br>Glynn Archibald (GBR), Team Leader, Referees Commission<br>José Rebelo (CAN), Team Leader, Athletes Commission<br>Bill Hamiter (USA), Coach of Female Team<br>Michael Merten (GER), Coach of Male Team<br>Dariusz Jasinski (POL), Member<br>Lorne Sawula (CAN), Member |

### INTRODUCTION

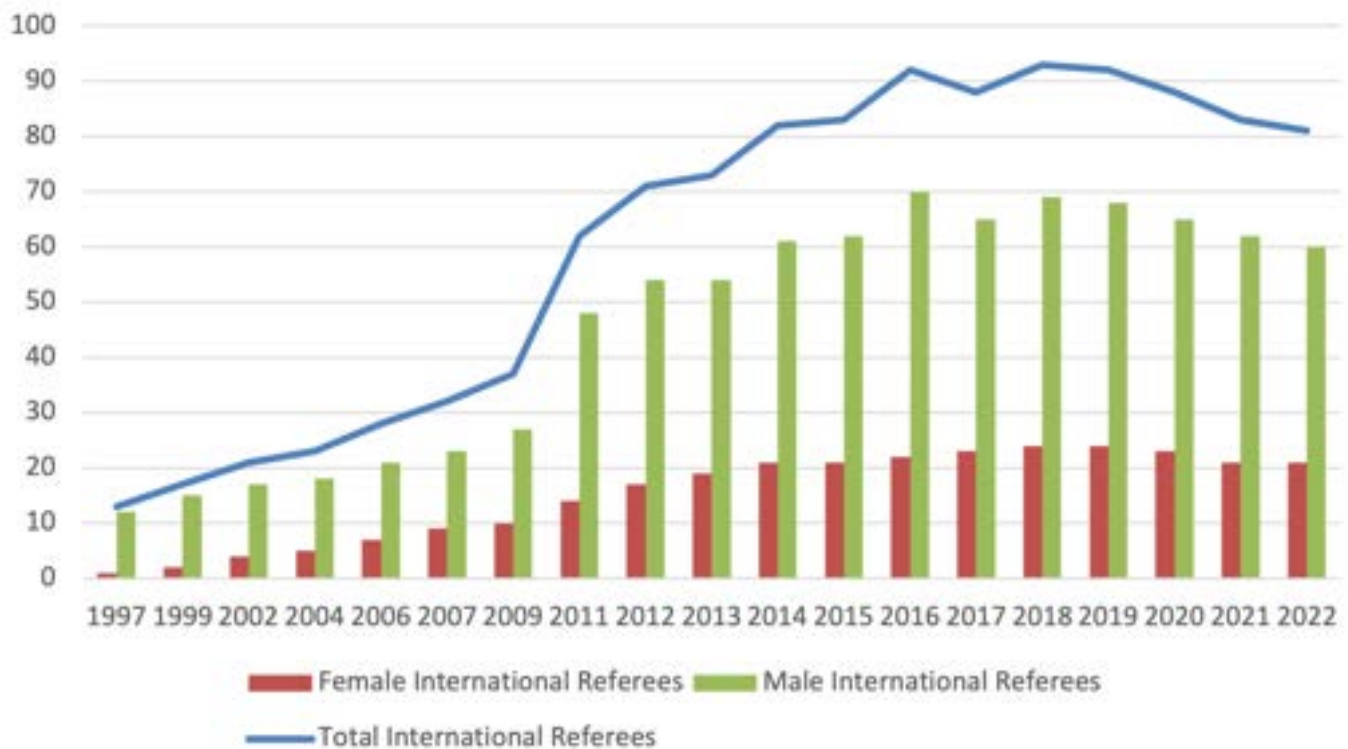
The WPV Referee Commission continues to support events across the world.

It should be noted that the Tokyo 2020 Paralympic games was an excellent example of all the WPV Commissions pulling together to ensure a successful event, despite the hardships introduced by the COVID-19 pandemic.

The following tables provide various summaries of the number of active WPV International referees.



The chart shows how the number of referees has changed over the years and 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 due to the limited number of appointments available. This is shown in the table in the Appointments Summary section below.

It is also important to show how the number of International Referees is distributed by zone.

| Zone        | Female | Male | Grand Total |
|-------------|--------|------|-------------|
| PVA         | 5      | 9    | 14          |
| PVAO        | 4      | 16   | 20          |
| PVE         | 7      | 31   | 38          |
| PVPA        | 5      | 4    | 9           |
| Grand Total | 21     | 60   | 81          |

**APPOINTMENTS SUMMARY**

Below is a summary of the number of appointments made by WPV Referee Commission for the period 2019 to 2022.

|                                      | 2019      | 2020     | 2021      | 2022      | Total Appointments |
|--------------------------------------|-----------|----------|-----------|-----------|--------------------|
| <b>Beach ParaVolley</b>              | <b>3</b>  |          |           |           | <b>3</b>           |
| <b>1. Referee Delegate</b>           | <b>1</b>  |          |           |           | <b>1</b>           |
| <b>4. Referee</b>                    | <b>2</b>  |          |           |           | <b>2</b>           |
| <b>Sitting</b>                       | <b>7</b>  | <b>8</b> | <b>30</b> | <b>36</b> | <b>81</b>          |
| <b>1. Referee Delegate</b>           | <b>1</b>  | <b>1</b> | <b>2</b>  | <b>1</b>  | <b>5</b>           |
| <b>2. Assistant Referee Delegate</b> |           |          | <b>1</b>  | <b>2</b>  | <b>3</b>           |
| <b>3. Observer</b>                   |           | <b>1</b> | <b>3</b>  | <b>5</b>  | <b>9</b>           |
| <b>4. Referee</b>                    | <b>6</b>  | <b>6</b> | <b>24</b> | <b>28</b> | <b>64</b>          |
| <b>Total Appointments</b>            | <b>10</b> | <b>8</b> | <b>30</b> | <b>36</b> | <b>84</b>          |

The number of appointments over the past four years has been impacted by COVID-19 pandemic, especially during 2020 at the height of the pandemic. It should also be noted that at the peak, the number of referee appointments is 28, in 2022.

**COURSES**

Over the course of the period 2019 to 2022, the WPV Referee Commission supported:

- 1 – Level Referee Course
- 3 – Level 2 Referee Courses

There is still work to be completed in streamlining the process and expanding the number of persons trained in administrative roles (i.e., Referee Delegates, Observers and Tutors).



### **BEACH PARAVOLLEY COMMISSION**

The Beach Commission and the Beach Rules of the Games Committee have focused their attention on the mechanisms to support the growth of athlete participation and increasing the awareness of the opportunity offered by this new discipline. While there is significant interest, and numerous camps and RDEs that have taken place or in planning, the lack of clarity regarding the inclusion of Beach ParaVolley as a Paralympic sport has impacted on Zones and Member Nations ability to secure funds to enable the discipline to move forward. Many elements to underpin the sport have been developed, but many questions still exist regarding establishing and implementation of pathways and materials for events, officials, coaches. This will be our focus for 2022 to 2026.

|                            |                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Team Leader:</b>        | Chris Seilkop (USA)                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>General Manager:</b>    | (Vacant)                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Commission Members:</b> | Dominique Bizimana (RWA), Beach ParaVolley Representative, ParaVolley Africa<br>Nello Calleja (MLT), General Manager, ParaVolley Europe<br>Nick Coburn (AUS), Beach ParaVolley Commissioner, ParaVolley Asia Oceania<br>Carlomagno Lopez (CRC), Beach ParaVolley Commissioner, ParaVolley Pan America<br>Martina Terenová (SVK), Member; Helena Hankova (SVK), Member<br>Eddy Schipper (NED), Member; Raska Gyula (HUN), Member |

### **BEACH PARAVOLLEY RULES OF THE GAME COMMITTEE**

|                           |                                                                                                                                                                                                                        |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Team Leader:</b>       | Joep van Iersel (NED), Technical Representative                                                                                                                                                                        |
| <b>General Manager:</b>   | Christian Battisti (ITA), Referee Representative                                                                                                                                                                       |
| <b>Ex-Officio Member:</b> | Dr. Stephen Giugni (AUS), Assistant Sport Director, Beach ParaVolley<br>Jon Aharoni (USA), Coach Representative<br>Saro Keresticyan (CAN), Classification Representative<br>Dave Newkirk (USA), Athlete Representative |

***Lori Okimura***

***Sport Director (January 2022), World ParaVolley***







This report outlines the opportunities, achievements and challenges for the Medical Department of World ParaVolley since the last General Assembly in December 2020.

### CLASSIFICATION

#### **Opportunities & Achievements**

- **Education:** The opportunity to develop an online L1 Classification Course as well as the theory portion of the L2 Classification course came to us through monies received for the IPC COVID-19 Relief Fund and NPCDP-IF grant.

Jenni Cole developed the course modules for the e-learning platform. The classification course consists of self-paced modules with 4 large group interactive zoom calls, small group online forums with tutors in a 1:6 tutor to participant ratio, and theory and practical exams.

We have held three L1 online courses since the fall of 2021 and one L2 theory course, resulting in the successful completion and certifications of 21 Level 1 Classifiers with an additional 15 currently completing their courses and exam. This represents an increase of 57% in 2021 from 2019 (no training was held in 2020 due to the pandemic) and an 82% increase in 2022 from 2021.

Six L2 candidates also completed the theory portion of L2 and three have expressed interest in completing the practical in Sarajevo. A L2 (theory) course is planned for early in 2023 with the hopes that the zonal championships will provide opportunities for these candidates to complete their practical L2 component. Two L2 classifiers will complete their L3 training at the World Championships.

- **IPC Classification Code Review:** The IPC have circulated draft 2 of the new draft Classification Code and two international standards – the International Standard for Classifier Personnel & Training, and the International Standard for Data Protection, and have asked for feedback on the Code and Standards. The Commission has given feedback to IPC.
- **People:** We have new Zonal Heads of Classification – Maiju Marjamaki has taken on this role in ParaVolley Europe, and Tina Sachs in ParaVolley Africa. Both these regions will benefit greatly as they require lots of classification and lots of classifiers. Dora Szatmari was appointed as the new Head of Classification. The Commission wishes to thank Jurate Kesiene for her many years of service in this role. Jurate will continue to work as an international classifier with World ParaVolley.



- **Classification Opportunities:** The pandemic posed many challenges in terms of competitions and classification opportunities. The Commission was tasked with looking at how we could provide classification opportunities prior to the Tokyo Paralympic Games, and many meetings and discussions were had with IPC.

The Classification Commission felt strongly that classification should be offered in Tokyo due to the limited opportunities for teams to access classification in 2020. We were successful in our arguments to provide a full classification team in Tokyo, where 17 athletes were evaluated prior to the Games.

Discussions led to considering the possibility of classification via technology at competitions. This was trialed in Kemer at the European Championships with athletes with limb deficiencies. Although successful, it was clear that having a good internet connection was important, and the experience worked well for athletes with limb deficiency where ROM or muscle strength did not have to be measured.

- **Policy:** With the introduction of online Classifier training, the Commission felt it appropriate to develop a Classifier Scope and Authorities document that outlined what Classifiers at each level of training can and cannot do. This is shared with all trainees and with the member organization who has a newly trained L1 classifier in their country following successful certification of each candidate.

### **CHALLENGES**

- Classifiers have a very difficult job, are volunteers, and work very hard to maintain and promote integrity in our classification system and processes. Classifier retention and wellbeing is a challenge for the future which brings into focus the importance of recruiting and retaining classifiers and long term planning, as well as the importance of protecting classifiers from bullying and harassment.
- The Commission continues to be challenged to balance the needs to the zones to have two full panels of classifiers at competitions, yet having panels with different classifiers in a region where the preference is to have more local classifiers in order to save costs. Moving L1 classifiers through the certification pathway is more difficult if only national team doctors and physios attend classification training. We need to seek out and recruit independent doctors and physios (perhaps health professionals who previously played high level volleyball).
- Research to inform and enhance our classification system in our disciplines of Sitting Volleyball and Beach ParaVolley.



### ANTI-DOPING

#### Opportunities & Achievements

- **2021 Code Compliance:** The new WADA Anti-doping Code and World ParaVolley Anti-doping rules came into effect in January 2021.

For the 2021 Code, WADA set us up with a WADA liaison whom the Medical Director has met with several times over the past year to assist us to prepare for the Code Compliance Questionnaire (CCQ) and review. World ParaVolley will get our CCQ sometime in February 2023 to be completed within three months.

Our preparation has included an update of the Anti-doping page of our website, which is easy to navigate and find education topics and information about TUEs, supplements, use of the Prohibited list, etc.

- **Report Doping:** We worked with WADA to apply to use their 'SpeakUP!' platform to report doping. This allows anyone to report doping completely anonymously to WADA.
- **Doping Prevalence Study:** A Prevalence Study Group was set up by WADA and were tasked to determine whether reliable strategies, methods and tools, could be developed to provide a clearer picture of the prevalence of doping in sport.

More information can be found here: <https://www.wada-ama.org/en/news/wadas-work-prevalence-doping-understanding-effectiveness-anti-doping-programs>

World ParaVolley is engaging with the Prevalence Group to conduct the survey at its largest event, the World Championships 2022.





- **People:** We had all new Zonal representation on this Commission. Milan Milosevich (CRO) was appointed to this Commission as the PVE Anti-doping Officer. Dr. Jinzhong Ma (CHN) was appointed to the Commission as the PVAO Anti-doping Officer, Olga Melo Trujillo (COL) as PVPA Anti-doping Officer, and Hanaa Amir from PVA.

We also appointed a new TUE Manager, Heather Boyle (CAN) and an Intelligence Officer Ian Skinner (CAN). Nadege Veintimilla (SWI) and Isadora Toscano (BRA) continue in their roles as Whereabouts Manager and Education Manager.

We continue to rely heavily on our independent legal counsel, Graham Arthur, for advice and assistance in anti-doping matters.

- **Anti-Doping Rule Violations:** Two ADRV's were managed since the last General Assembly. One was for the prohibited use of Meldonium, and the athlete was given a three-year sanction. A second ADRV came to WPV from the WADA LIMS operation and is currently still in the results management stage.
- **Testing:** Our risk assessment continues to be monitored and expanded. World ParaVolley completed Out-of-Competition and In-Competition testing.

2021 - 32 World ParaVolley planned tests were completed – 12 out-of-competition tests and 20 in-competition tests. Six of these tests were completed in competition by a delegated third party testing authority (NADA). World ParaVolley tested several athletes as targeted OOC tests prior to the Paralympic Games.

2022 – 34 World ParaVolley planned tests were completed – 11 out-of-competition tests and 23 in-competition tests during the World Championships.

WADA has identified that World ParaVolley should be doing more testing. The Board has approved an increase in budget for this purpose in 2022 and 2023.

### **CHALLENGES**

- This is an area where special expertise is required or must be developed, and it is difficult to find volunteers with appropriate backgrounds to fill positions in this Commission and who can actively manage the role on an ongoing and frequent basis. The Commission is always looking for volunteers that can assist in the area of antidoping and currently has several positions that need to be filled.



### SCIENTIFIC RESEARCH

#### Opportunities & Achievements

- **Virtual Webinar Series:** During the pandemic when there were no competitions, the department wanted to increase engagement with its stakeholders and offer them an opportunity to receive some education, dialogue about things they had passionate opinions on, and network with experts. We all needed something to look forward to that could actually happen! An initial Committee came together - Phil Allen, Wayne Hellquist, Kwok Ng and Rowena Naidoo, both members of the Scientific Research Commission, and the Medical Director. Initial meetings were held early in 2021 and information was collected from stakeholders on what topics they would like to more information about. It became obvious that mental health was a hot topic and the Committee focused on planning a Webinar Series around Mental Health Topics. The outcome was three webinars that took place in 2022:
  - o Down but not Out – the Inside Edge on Mental Health
    - Panelists – Dr. Debbie Alexander (PhD Psychologist and IPC member), Elvira Stinissen (athlete), Greg Stewart (athlete and Paralympic gold medalist)
  - o Mental Performance On & Around the Court
    - Panelists – Dr. Christian Zepp (mental performance consultant), Juergen Schrapp (athlete), Bill Hamiter (USA women's head coach), Greg Walker (USA men's head coach)
  - o Safeguarding – Its Everyone's Responsibility
    - Panelists – Sarah Powers-Barnhard (Founder & Director Powers Volleyball Club, National team athlete), Anne Tiivas OBE (Chairperson Safe Sport International), and Dr. Yetsa Tuakli Wosornu, MD, MPH (Assistant Clinical Professor, Yale School of Public Health and founder of the Sports Equity Lab)

These were well received by those who attended, and the speakers were excellent, generously sharing their knowledge and expertise. These will all be available on youtube for those of you who were not able to attend the live webinars.

- **Delphi Study:** This has been completed and will be written up by Dr. Jolanta Marszalek.
- **Research Scoping Meetings and Strategy Document:** Following a stakeholder survey, the Commission worked with Dr. Tabo Huntley from the University of Liverpool to go through a research scoping exercise. This will guide the Commission with research priorities. Next steps will include tapping shoulders of various Commissions to be involved in each of the core research themes to identify research targets and specific research questions.



## World ParaVolley: Research Strategy Map 2022-2028

### Vision

*To deliver rigorous research & applied solutions in order to grow the sport and ensure athletes are able to compete at the highest levels of elite competition*

| Level of priority                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Core research themes                                                                                                                                                                                                                                                                                                                                                                                         | Outcomes                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>High priority areas – short term focus</b> <ul style="list-style-type: none"> <li>Developing a robust classification system in Sitting Volleyball and Beach ParaVolley</li> <li>Growing the sport globally and identifying ways to dismantle barriers</li> <li>Exploring the athlete pathway</li> <li>Understanding coaching development</li> <li>Understanding how athletes' impairment impacts their level of function on court</li> </ul>                                                                                     | <b>Governance</b> <ul style="list-style-type: none"> <li>Selection criteria and rules</li> <li>Position and collaboration with FIVB and other organisations</li> <li>Implementation of safeguarding plan</li> <li>Marketing strategy</li> <li>Budget for the scientific research commission (SRC)</li> <li>Funding research and innovation</li> <li>Effective membership models to grow the sport</li> </ul> | An organisation that supports and finances the development of rigorous and excellent research                                                    |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Classification</b> <ul style="list-style-type: none"> <li>Develop a research informed classification system for Sitting Volleyball and Beach ParaVolley (standing)</li> <li>Ensure that classification meets the requirements of the IPC</li> </ul>                                                                                                                                                       | An organisation that promotes the use of evidence based scholarly activity to inform the development of staff, volunteers, coaches, and athletes |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Sport Development</b> <ul style="list-style-type: none"> <li>Grow the sport globally, regionally and nationally</li> <li>Develop Beach ParaVolley (standing)</li> <li>Align with Equity/Diversity/Inclusion (EDI) agendas, with focus on female and athlete inclusion</li> <li>Enhance sport presentation through media research</li> </ul>                                                               |                                                                                                                                                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Coaching Development</b> <ul style="list-style-type: none"> <li>Develop an evidence based coaching pathway</li> <li>Develop and evaluate specific coach education</li> <li>Increase the number of athletes transitioning into coaching</li> <li>Explore psychological aspects of coaching</li> </ul>                                                                                                      | An organisation where knowledge creation and dissemination to the wider sporting community is commonplace                                        |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Athlete Development</b> <ul style="list-style-type: none"> <li>Develop a talent ID and development strategy</li> <li>Understand athletes' functional capacities</li> <li>Explore athletes' mental health and wellbeing</li> <li>Implement the World ParaVolley Injury and Illness Surveillance Program</li> </ul>                                                                                         | An organisation that actively pursues and grows its connections with researchers, its centres, and universities globally                         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Performance Profiling</b> <ul style="list-style-type: none"> <li>Understand performance characteristics during match play</li> <li>Understand the distinguishing features between levels of performance</li> </ul>                                                                                                                                                                                        |                                                                                                                                                  |
| <b>Low priority areas - medium- and long-term focus</b> <ul style="list-style-type: none"> <li>Exploring classification within Beach ParaVolley (standing)</li> <li>Developing Sitting Volleyball and Beach ParaVolley (standing) as a means to promote inclusion in sport and physical activity</li> <li>Developing an effective marketing strategy to grow the sport</li> <li>Developing a performance profile of international and national match play</li> <li>Evaluating the impact of coach education on practices</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                  |

- **Research Website Page:** The Commission now has its own research webpage on the World ParaVolley website to increase awareness and entice willing researchers to engage with World ParaVolley.

### CHALLENGES

The key challenges in this commission are:

1. finding funding to attract researchers and Universities to partner with us; and
2. identifying people from Universities who are interested in engaging to complete research projects.



### **ALLIED HEALTH & MEDICAL**

This Commission has not had a Team Leader since its creation. Dr. Andy Marshall has been of great assistance as medical advisor to this Commission however essentially this Commission requires development and leadership.

### **Opportunities & Achievements**

The Medical Director has been responsible for completing tasks that are the responsibility of this Commission. Including:

- Accrediting Team Health Care Personnel prior to events.
- Assisting organizing committees with COVID-19 Protocols during the past two years.
- Providing competition medical requirements to competition organizing committees.
- Assisting the Scientific Research Commission with implementation of the Injury Surveillance Program at events.
- Initiation with the Sport Department (Lori Okimura) of a Safeguarding Committee. It became apparent that this was a huge undertaking involving policy, education, and reporting processes, and therefore it merited its own Commission. Motions were passed at the September Board meeting to create the "Safeguarding Integrity Commission". Initial members have been appointed, and resources identified. This is an important step for World ParaVolley.

### **CHALLENGES**

- There is an obvious need for leadership in this Commission. Due to the increasing demands on the Medical Director's volunteer time, we have appointed an Assistant Medical Director, Saro Keresteciyan, to assist in completing some outstanding tasks.

Overall, there has been much activity in the department since 2020. We will continue to invite and consider the needs of the zones and our membership, while maintaining integrity in all areas of the department.

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





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There are some exciting changes and initiatives within the Development Department and it is my pleasure to share these with you.

### **IMPROVED REPRESENTATION AND COLLABORATION WITH ZONES/MEMBERS**

The Development Department realises the success of development and expansion of ParaVolley is dependent on a close relationship with the zones and countries it serves. In order to encourage better representation and direct communication we have:

- 1. Established a new Development Commission.** This incredibly important commission is ably led by Helena Skogstrom and development commissioners from each zone. They will be a new voice for your development and human resource needs and provide important development information you may require from World ParaVolley. They will be instrumental in delivering courses in your zones and other initiatives for your support. We encourage your engagement with them.

|                    |                              |           |
|--------------------|------------------------------|-----------|
| <b>Team Leader</b> | Helena Skogstrom             | FIN       |
| <b>PVE</b>         | Adam Malik                   | POL       |
| <b>PVAO</b>        | Weiping Tu                   | AUS       |
| <b>PVA</b>         | Fekeri Ali and Howayda Mondy | ALG & EGY |
| <b>PVPA</b>        | Genitunney Cañon Reyes       | COL       |

- 2. New Development Questionnaire.** The Development Commission, in conjunction with the zones, have produced a new Development Questionnaire to obtain direct input from you, our members and potential new nations too. We expect this to be a regular questionnaire sent in the last quarter of each year. Feedback will inform much of the development work for the following year. We look forward to your input and ideas.

### **Coaches Commission forms part of Development Department**

Coaches are critical to developing ParaVolley, particularly at a grassroots level. They are often responsible for recruitment and motivation of our players/athletes and they also participate in broader development of club and national infrastructure. To better promote collaboration between coaches and World ParaVolley development, the Coaches Commission was formally moved to the responsibility of the Development Department in June 2022.

I am very pleased Nicole Ban has been appointed as the new Team Leader. We will be working closely together.



|                    |                    |           |
|--------------------|--------------------|-----------|
| <b>Team Leader</b> | Nicole Ban         | CAN       |
| <b>PVE</b>         | TBD                |           |
| <b>PVAO</b>        | Alireza Moameri    | IRI       |
| <b>PVA</b>         | Dr. Mosaad Elaiuty | EGY       |
| <b>PVPA</b>        | Lazaro Beltran     | USA       |
| <b>Member</b>      | Peter Karreman     | NED (RWA) |
| <b>Member</b>      | Weiping Tu         | AUS       |

### EDUCATION

One of the most important focuses of the Development Department and Commission is on education. We recognise the importance of continual development of the people who deliver and grow our sports as well as the need to train and certify new people and expand the range of educational material. To this end, three key initiatives are under-way to improve and increase education:

- 1. Courses going online.** All courses, where possible, and particularly the theory elements of courses will go online. There are at least three benefits to going online: Greater access for applicants to the courses (i.e. access from home and more regularly), better standardisation and updating of course material and more cost-effective provision of courses. Great work has already been done by the Classification and Technical commissions to provide the theory elements of their Level I and II courses online and successful courses have already been hosted. We expect the other commissions to follow soon in the coming year. A General Course has also been developed giving an overview of Sitting Volleyball and World ParaVolley. The General Course is free to all.
- 2. Free Webinar series accessible to all.** Louise Ashcroft and her team launched a very successful webinar series this year focused on Mental Health in sport. It was extremely well received. The Development Department will be taking over the running of this series from next year and making it a permanent feature of World ParaVolley education. We plan to introduce many new topics of relevance to the World ParaVolley community over the coming years.
- 3. Refresh and Update of VolleySLIDE.** VolleySLIDE has been an incredible resource to new countries, coaches and other staff as they first engage with ParaVolley. It gives them quick access to coaching material, rules, and other key information needed to start playing Sitting Volleyball, without the need for official WPV certifications. We are undertaking a refresh and update of the material to make it current. We will be featuring VolleySLIDE to a greater degree on our website, providing free access. We will also be translating the material into a larger range of relevant languages to reach a wider audience.



### SUMMARY OF COURSES HELD

COVID had a significant impact on the delivery of courses, particularly in 2020 and early 2021.

World ParaVolley is pleased to have provided the following courses:

| DATE/LOCATION    | COURSE                          | OBJECTIVES                                           | APPLICANTS |
|------------------|---------------------------------|------------------------------------------------------|------------|
| 2021 May Online  | Classification (Level I and II) | Provide new online Theory course with global reach   | 23         |
| 2021 May Online  | Coaching (Level II)             | Provide new online Theory course with a global reach | 13         |
| 2021 Oct Türkiye | Referee (Level I)               | Provide more referees for PVE zone                   | 9          |
| 2022 Mar Online  | Technical (Level I - Theory)    | Provide new online Theory course. Global Reach       | 23         |
| 2022 Aug Nigeria | Coach & Referee (Level 1)       | Launch development of Nigeria and West Africa        | 17 & 26    |
| 2022 Nov Bosnia  | Classification (Level II & III) | Develop higher level Classifiers for WPV             | 6          |

Thank you for your support and we look forward to developing World ParaVolley further.

Yours in ParaVolley,

**Anton Raimondo**

**Development Director (March 2022), World ParaVolley**





During COVID-19 most of the initiatives within the WPV Marketing Segment were put on hold but now that we are moving through the pandemic several initiatives has been undertaken with the key initiative of trademarking 'ParaVolley' and 'Beach ParaVolley' to be finalized by the end of the year.

The remainder of this report will emphasize the World ParaVolley Foundation, which needs be become the Global center piece of the fund-raising program of World ParaVolley.

As we transition out of the global covid pandemic, the World ParaVolley Foundation will relaunch, review, and reestablish its plan to raise funds for World ParaVolley and to that end the Foundation has added several new Board Members to positions on the Foundation. These additional appointments will help the Foundation move forward to achievements Foundation's Mission, Vision, and Goals.

### **New Board Members**

1. Dr. Scott Poppen MPA: Dr Poppen is Board Chair at Doctors for America, served on Utah Governor's One Utah Health Collaboratives, Board Member Utah Health Policy Project and has wide experience on other Boards in the nonprofit space in the USA.
2. David Grevemberg OBE: Is currently the Chief Innovation and Partnership Officer of the Center for Sport and Human Rights; he was previously Chief Executive of the Commonwealth Games Federation and Chief Executive of the Glasgow 2014 Commonwealth Games Organization Committee. David has an extensive experience in sports for athletes with disabilities previously serving as Executive Director of Sports for the International Paralympic Committee.
3. Barry Couzner OAM : World ParaVolley President, Barry has an extensive history in Volleyball as a player, coach, referee, manager, and administrator at the local, national, and international levels. Highlights of this career have been President of Volleyball Australia for 10 years, Competition Manager for Volleyball at the Sydney 2000 Olympics and Paralympics and the first Australian to be a member of the FIVB Board.

The adding of Barry to the Foundation Board is an acknowledgement that there needs to be significant engagement between the Board of the Foundation and World ParaVolley and its various commissions and our Athletes.

Jeffery Goodman will continue in his role as a Board member.



With the Governance and new registration structure of World ParaVolley finalized, the Foundation can now design and execute on a plan to access funds and in-kind support from various corporate, foundations, and private givers for the WPV's key areas of focus.

1. Realizing the Potential of Emerging Countries
2. Women in Sport
3. Growing Standing Beach ParaVolley
4. Anti-Doping Infrastructure
5. Developing the Administrative Capabilities of World ParaVolley

Listed below are the Mission, Vision, and Objectives of the World ParaVolley Foundation:

**Mission:** To fund the development, growth, and sustainability of competitive ParaVolley for people with physical impairments while transforming lives, challenging stigmas attached to disability, and fostering a more inclusive society.

**Vision:** To promote diversity, inclusivity, and acceptance for all through the sport of ParaVolley.





### **OBJECTIVES**

- To build strong partnerships with donors to fund programs that support developmental programs and the advancement of the 10,000 male and 4500 female athletes already playing the sport across five continents.
- To solicit sponsorships and grant funding to establish a sustainable financial model.
- To help persons with physical impairments maximize their potential and become thought leaders advocating for others with disabilities.
- To develop the ParaVolley disciplines of sitting volleyball and beach paravolley.
- To cultivate relationships with key internal and external constituents to provide the platform necessary to carry out the goals of inclusion, diversity, and achieving sports excellence for Para Athletes.
- To develop relationships with key internal and external constituents to provide the platform necessary to carry out the goals of inclusion, diversity and achieving sports excellence for Para Athletes.
- To support the International Paralympic Committee's vision to use Para Sports to inspire and excite the world and make a more inclusive world.
- To concentrate on fundraising and revenue generation though the Foundation, I will not continue as the Marketing Director on the Board of World ParaVolley. I believe that the candidate that has been nominated by the World ParaVolley Board of Directors to replace me brings a unique set of skills to the portfolio and will lead the marketing of World ParaVolley to a whole new level.

My focus on the Foundation will allow me the time and the energy needed to concentrate exclusively on the Foundation and with the help of the World ParaVolley Foundation Board Members to establish a long-term sustainable income stream and in-kind revenues for the members of the ParaVolley family.

In the Q1 of 2023 after consultation with the various World ParaVolley Stakeholders, the Foundation will be presenting its fundraising plan for 2023-2024 to the WPV Board. Thank you.

***James Leask***

***Director of Marketing (Commercialisation), World ParaVolley***





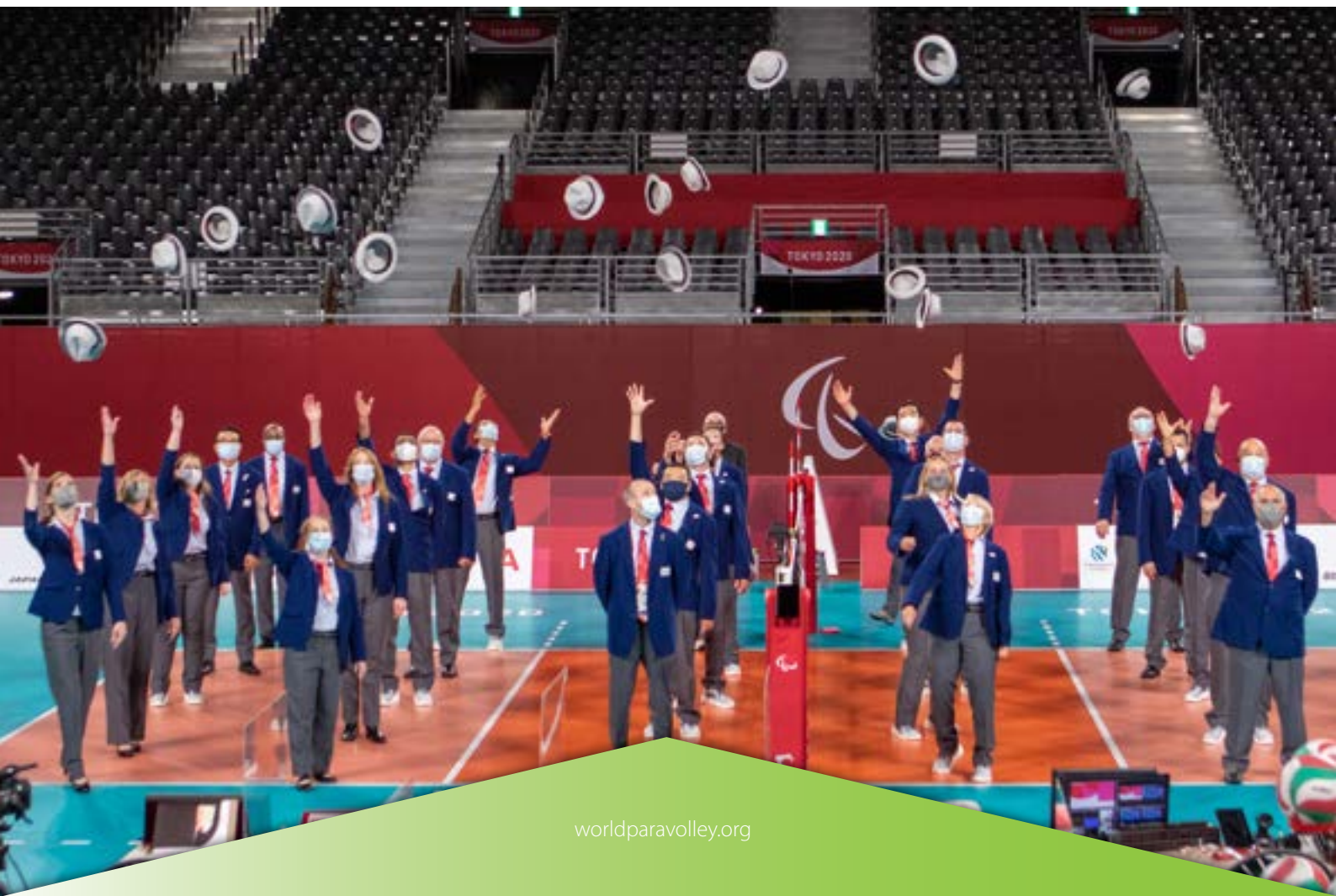
The first term of 4 years of the World ParaVolley Athletes' Commission has come to an end.

First elected in 2019, the Athletes' Commission had big dreams and high hopes. Unfortunately, the COVID pandemic had an impact on the goals it set itself. The COVID pandemic also had an important impact on World ParaVolley athletes around the world, as competitions kept being postponed or cancelled. The length of the measures and restrictions started wearing down and demotivating athletes.

As the light at the end of the tunnel is approaching rapidly, the new and returning members of the Athletes' Commission will be able to undertake the big challenge that is to be the voice of the athletes in World ParaVolley and all appropriate forums.

The Athletes' Commission is composed of one athlete representative from each zone (Africa, Asia/Oceania, Europe, Pan America), one athlete globally elected, one beach paravolley representative and two coopted athletes nominated by the Commission.

From the Commission, two athletes – one male and one female – are part of the World ParaVolley Board of Directors as voting members.





The 2022-2026 Athletes' Commission (AC) is composed of the following:

- Karim Saasi (MAR) – Africa \*
- Sadegh Bigdeli (IRI) –Asia/Oceania \*
- Ivan Cosic (CRO) – Europe
- Nicole Nieves (USA) – Pan America
- Heidi Peters (CAN) – Global election \*
- Dave Newkirk (USA) – Beach ParaVolley
- Two coopted representatives to be nominated by the Athletes' Commission \*

*\* New members*

In the last years, the Athletes' Commission participated in the Paralympic 2021 Handbook, in the IPC Classification Code review, in the IPC Governance review and nominated one of its members to the WADA's Athlete Council (Ivan Cosic), who was ultimately successful in gaining a seat on the Council.

In the upcoming years, the Commission wants to keep developing means of communication for and with the athletes, to get athletes more involved in their sport and to have athlete representation in Local Organizing Committees and other international instances.

Finally, the Athletes' Commission would like to thank those members leaving the Commission for their time and effort in representing their fellow athletes.

***José Rebelo***

***Athletes' Commission Chair, World ParaVolley 2019-2022***





### OVERVIEW

World ParaVolley increased the presence of the organisation on social media and kept up with the worldwide communications trend through a consistent style of written content on the website from the period of 2018-2019.

The plan for the next two years (2020-2021) was to develop the communications tools, get the essential wisdom about the users or audience and set an action plan on how to improve the communications system of our organisation. Therefore, we need to collect data, apply analytics and interpret insights.

Most of these communications tools have been established and the data and tools for each platform have been set up at in the beginning of 2020, except for the website analytics which was only set up in 2022.

When the COVID-19 virus was identified in March 2020, it pushed the world into a great unknown. All aspects of life changed, including that of the sports industry. Sports had to go through transitions that impacted officials, athletes, venues and communities. The pandemic changed the way we work and collaborate, learn and communicate; but it also allowed us to be innovative, receptive to new thinking around experiences, technology and social outcomes of the sport.

Communications became a strategic factor to keep the sport relevant and afloat even without the events until the eventual return to play without fans. The media landscape – sport journalism and broadcasting – plays a big role in communications and public relations. And understanding its importance would help establish better communications platforms in future events, with or without a pandemic.





The Tokyo 2020 Paralympic Games coverage was a good gauge of the communications efforts that were put in prior to the event and that the delivery of the content should be the standard for future WPV events. With the confirmation of the Communications Commission in 2022, more things could be accomplished. With the expertise of the members in various fields of communications, the future of WPV is in good hands.

## COMMUNICATIONS TOOLS

| Period       | Website |        |           | Newsletter | Social Media                                                                      |                                                                                     |                                                                                     |                                                                                     |           |
|--------------|---------|--------|-----------|------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------|
|              | News    | Photos | Analytics | Mailchimp  |  |  |  |  | Analytics |
| 2012-2014    | ✓       | ✓      | ✗         | ✗          | ✓                                                                                 | ✗                                                                                   | ✗                                                                                   | ✗                                                                                   | ✗         |
| 2015-2017    | ✓       | ✓      | ✗         | ✓          | ✓                                                                                 | ✗                                                                                   | ✓                                                                                   | ✗                                                                                   | ✗         |
| 2018-2019    | ✓       | ✓      | ✗         | ✓          | ✓                                                                                 | ✓                                                                                   | ✓                                                                                   | ✓                                                                                   | ✗         |
| 2020-onwards | ✓       | ✓      | ✓         | ✓          | ✓                                                                                 | ✓                                                                                   | ✓                                                                                   | ✓                                                                                   | ✓         |
|              |         |        | 2022      |            |                                                                                   |                                                                                     |                                                                                     |                                                                                     | 2020      |

## WEBSITE

The website is the backbone of WPV's online presence and remains to be the most important tool for information to our members and the public.

The aim from 2020-2021 was to install analytics on WordPress, which we were only able to achieve in 2022. A plugin had to be installed on the WordPress platform and linked to an external analytics platform, which required certain permissions before the insights could be displayed properly on the dashboard. This will now provide us information how we can create and tailor-fit content to generate more views and increase the number of visitors to the website.



Content has also improved and the content plan for the events have been standardised. Zone press officers were provided access to upload stories and updates on the platform, but only ParaVolley Europe has been active so far. Therefore, other zones are encouraged to contribute stories and updates.

The plan for a new website was a brilliant idea to make it easy for all users to update the content such as news, schedules, results, statistics and other information. Initial discussions took place on the subject of website renewal, but plans stalled and will be resumed in early 2023.

| Website users by country<br>(Aug – Sep 2022) |                      | Users | New users | Engaged sessions | Average engagement time |
|----------------------------------------------|----------------------|-------|-----------|------------------|-------------------------|
|                                              |                      | 1,785 | 1,780     | 1,723            | 1m 37s                  |
| 1                                            | United States        | 251   | 250       | 184              | 0m 50s                  |
| 2                                            | Philippines          | 133   | 133       | 82               | 0m 39s                  |
| 3                                            | India                | 104   | 103       | 77               | 1m 46s                  |
| 4                                            | Canada               | 84    | 84        | 87               | 1m 13s                  |
| 5                                            | United Kingdom       | 75    | 75        | 63               | 1m 32s                  |
| 6                                            | Netherlands          | 69    | 69        | 50               | 1m 19s                  |
| 7                                            | Croatia              | 66    | 65        | 28               | 0m 39s                  |
| 8                                            | Nigeria              | 65    | 63        | 109              | 5m 28s                  |
| 9                                            | Brazil               | 58    | 58        | 88               | 3m 10s                  |
| 10                                           | Germany              | 58    | 57        | 52               | 1m 10s                  |
| 11                                           | Iran                 | 57    | 55        | 64               | 2m 08s                  |
| 12                                           | Australia            | 49    | 49        | 98               | 1m 55s                  |
| 13                                           | Italy                | 49    | 49        | 54               | 1m 42s                  |
| 14                                           | Poland               | 48    | 47        | 54               | 1m 44s                  |
| 15                                           | Japan                | 36    | 36        | 95               | 4m 31s                  |
| 16                                           | Bosnia & Herzegovina | 35    | 35        | 32               | 1m 30s                  |
| 17                                           | Turkey               | 28    | 27        | 28               | 1m 06s                  |
| 18                                           | Finland              | 27    | 27        | 28               | 1m 38s                  |
| 19                                           | France               | 27    | 25        | 24               | 1m 01s                  |
| 20                                           | Kenya                | 24    | 24        | 16               | 1m 55s                  |

The United States, Philippines and India have more than 100 users accessing the website, but only India has many users who are more engaged more on the content. With less users than the top three countries, Canada, United Kingdom and the Netherlands have better engagement than the United States and the Philippines. Nigeria had the longest engagement time because of the courses conducted in Lagos, but Brazil, Iran and Japan are engaged for a longer period than most users.



### NEWSLETTER

The newsletter was initially launched as a bi-monthly bulletin sent to subscribers with all the latest ParaVolley news around the world. Special editions were also made in 2017 and 2018, but the regular newsletters were sent monthly since September 2018.

However, even with the increase in frequency of the mailing, the number of subscribers has not been quite significant as compared to the increase of followers on our social media accounts. The bi-monthly newsletter was sent out after that, but there was a slow increase in the subscription, therefore, a move to a quarterly newsletter was initiated in 2021.

Although the increase in subscription was not very high, the open or click rate was higher than in the previous newsletter editions. There were special edition newsletters released for the World ParaVolley Day and the Tokyo 2020 Paralympic Games.

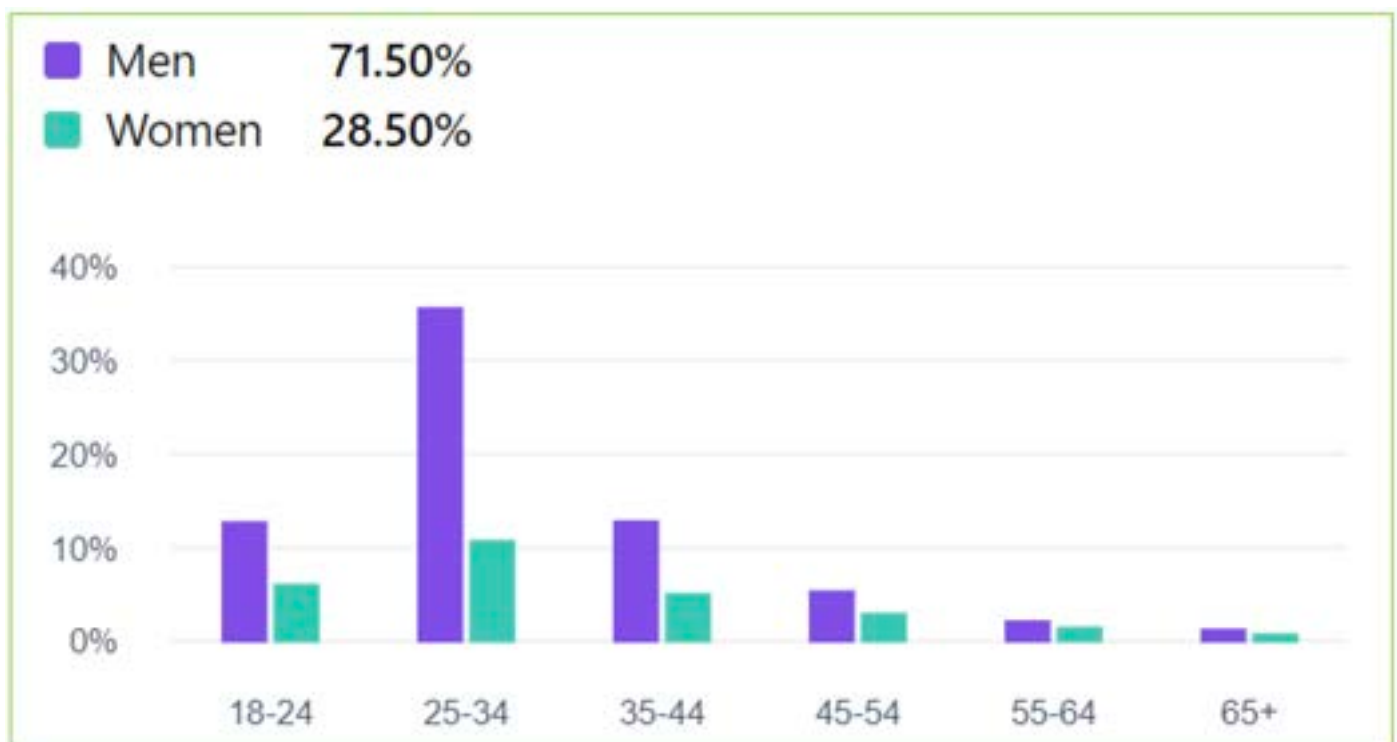




## SOCIAL MEDIA

| Fast Follower Facts                                                               |           |           |                 |
|-----------------------------------------------------------------------------------|-----------|-----------|-----------------|
| Platform                                                                          | 2018-2019 | 2020-2022 | Increase (in %) |
|  | 34.6K     | 45.3K     | 30.92%          |
|  | 2.6K      | 3K        | 15.38%          |
|  | 1.7K      | 2.8       | 64.71%          |

Facebook has the most following compared to Twitter and Instagram. Facebook likes grew more than 30 per cent or approximately 10,700 in the last three years. Seven out of 10 users are men and more than 30 per cent of it are from the 25-34 age category. There was only a 2 per cent increase of female users since 2019.



Facebook audience age breakdown (as of September 2022)

Asian countries India, Cambodia and the Philippines topped the list of WPV Facebook page visitors. India must be a key market of focus for WPV as it seeks to grow its presence in social media. India's content consumption on WPV's multiple platforms (website and social media) is parallel to the results conducted by global digital media research organisations.



The two other Southeast Asian countries (Cambodia and Philippines) will play a key role in social media consumption, therefore, content must also be relevant to the region. The USA and Brazil must be considered as key markets because their consistent presence and performances in events provide easy access to develop new content on social media.

|                               |              |
|-------------------------------|--------------|
| <b>India</b>                  | <b>6,660</b> |
| <b>Cambodia</b>               | <b>5,118</b> |
| <b>Philippines</b>            | <b>3,087</b> |
| <b>United States</b>          | <b>2,154</b> |
| <b>Brazil</b>                 | <b>1,898</b> |
| <b>Italy</b>                  | <b>1,760</b> |
| <b>Egypt</b>                  | <b>1,451</b> |
| <b>Mexico</b>                 | <b>1,347</b> |
| <b>Thailand</b>               | <b>1,200</b> |
| <b>Bosnia and Herzegovina</b> | <b>990</b>   |

*Facebook audience by country (as of September 2022)*

Instagram had the highest audience growth percentage of 64.71 – more than double of the following in 2019, while Twitter had the lowest audience growth at 15.38 per cent. These numbers are good indicators of improvement despite challenges on the lack of tools and resources that only allow us to do organic posts.

Most social media platforms have been altering with their algorithms over time, making organic reach more and more challenging. Organic reach today is next to nothing and if WPV wants to reach new, larger audiences and have a better chance at getting the content seen by existing followers, boosting posts is a must.



## TOKYO 2020 COVERAGE

There were only three events held from 2020-2021 – the Tokyo 2020 Men's and Women's Paralympic Qualifiers and the Tokyo 2020 Paralympic Games. WPV appointed a media delegate and the LOC appointed an official photographer for the men's and women's qualifiers, while there were two media delegates and official photographer at the Tokyo 2020 Paralympics. Two people – the communications manager and the social media manager – managed the off-site coverage for both events.

The media delegates in Tokyo 2020 did an outstanding job considering the amount of content that we produced for the duration and even after the conclusion of the event. The stories produced by the on- and off-site teams had outstanding engagement on the website and social media. The content provided by the on-site team and INFO were good resources to create feature stories about the athletes that helped piqued the interest of the community.

WPV was selected by Nielsen, along with three other International Federations, to present the organisation's best practices in communications at Tokyo 2020. The four IFs were selected because of their social media posts had high engagement during the Games, and that WPV was among the best performing IFs despite of relying only on organic posts.

|                                                                                     | STRATEGY/APPROACH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | OUTCOME                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"><li>• WPV Communications team is small</li><li>• Organic posts</li><li>• Pre-Games:<br/>Tested and identified posts on teams or athletes that work on each social media platform</li><li>• Games-time:<br/>Team effort – on-site and off-site teams<br/>Resources – make the most of what's available – photos (Greenfly, photo contributions), quotes and sound clips (mixed zone) and athlete bios (INFO)</li><li>• Post-Games<br/>Follow-up posts</li></ul> | <ul style="list-style-type: none"><li>• Posts during Tokyo 2020 generated higher average engagements than the regular posts, following also increased during the Games.</li><li>• When Iran won gold in the men's tournament, this post had the most likes and engagement.</li><li>• The Iranian fans' preferred platform is Instagram, so we posted more content about Iran on this platform. The same way we posted more content about the United States women's team on Facebook and Rwanda on Twitter because these were the platforms where their followers were most active.</li></ul> |



|                                                                                   | STRATEGY/APPROACH                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | OUTCOME                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>• Athlete-centric approach</li> <li>• Morteza Mehrzadselakjani (IRI) - BIG in JAPAN</li> <li>• Gold medal start to a gold medal finish - All eyes on Morteza from the opening ceremony to the medal ceremony</li> <li>• Take the opportunity to direct the attention to introduce the other stars of sitting volleyball</li> <li>• Photos – Tight shots and action</li> <li>• Fans loved seeing the athletes and getting to know them better through their stories and their victories</li> </ul> | <ul style="list-style-type: none"> <li>• Our sitting volleyball athletes played a huge part to promote the sport, their team by giving us a behind-the-scenes look on their experiences in their own social media accounts.</li> <li>• Engagement and following increased for both WPV and the athletes who were active on social media.</li> </ul> |

|                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Tokyo 2020 highlight videos from IPC were a BIG HIT to WPV followers</p> <p>Day 2 highlight video reached 3.4K views during the Games - Impressions - 490.8K, Post reach - 430K, Post engagement – 22.8K, Reactions – 4K, Shares – 869</p> <p>Last WPV World Championship event – 33.9K, Current number of followers – 45.4K, Average number of followers per month is just 25</p> <p>Followers increased by 8.5K after Tokyo 2020<br/>Countries that visit FB most are IND, CAM, PHI, USA, BRA, ITA, EGY, MEX, THA, BIH</p> | <p>Twitter had the lowest increase in following between the World Championships and the Tokyo 2020 Paralympic Games, with an increase of 600 followers</p> <p>Loyal followers retweet posts, mostly followers from the United States and Japan</p> <p>Loyal followers not only like and retweet posts that are related to their team, but also tweets about other players/teams</p> | <p>1.6K increase in following since 2018, 390 new followers won during the Paralympics, 18.24% increase</p> <p>Average engagement rate of 5.04%, but our posts during Tokyo 2020 had a 6.40% engagement rate, with 15 posts having an engagement rate of higher than 10%, with the most engaging post having 33.47%</p> <p>Fans of IRI, USA, GBR are active on Instagram</p> |



## COMMUNICATIONS COMMISSION

The formation of the new Communications Commission reflects the efforts of the Board in the development of plans and guidelines to promote the sport through media and broadcasting. And through the expertise of its members in expertise in journalism, photography, broadcasting social media and media operations many things could be achieved in collaboration with the departments, commissions and committees of World ParaVolley.

To conduct webinars and other programmes for WPV members, the Commission must first focus on the creation of guidelines for the different areas of media and broadcasting. In this manner, it easy to create learning tools for the members to apply it to their own setting.

Focus areas are as follows:

1. Editorial and Media Operations
  - a. Media Policy – internal and external guidelines
  - b. Media Manual – event structure, facilities, guidelines, etc.
  - c. Style Guide
2. Social Media
  - a. Social Media Guidelines
  - b. Collaborations with Internal and External groups on social campaigns
  - c. Insight Analysis
3. Photography
  - a. Event Photography
  - b. Social Media Photography
4. Broadcasting
  - a. Broadcast Guidelines
  - b. Broadcast Platforms – social media, OTT, etc.



### **GOALS FOR 2022-2023**

#### **Better collaboration with all departments inside World ParaVolley**

There is a need to improve the collaborative and cooperative work with the departments to be able to produce the right content on the website and social media.

Internal communication, Team-based collaboration tools have improved the system during the pandemic and was effective because it also pushed the content they want to be promoted on the various platforms.

#### **Set a standard and improve the conditions for Event Media Operations**

The appointment of experienced and competent media delegates and photographers in events must be a priority in the production of high-quality content for the teams, members, and the media.

The conditions must also be improved because these delegates/ photographers appointed in events have a first in, last out work set up.

#### **Produce tailor-fit content and professional quality imagery**

With the website and social media analytics tools already set up, we can identify the key markets and tailor fit the content. We must focus on key markets India and generally Asia to get more engagement and continue producing better content for the frequent followers like the United States, Brazil, Iran, Germany.

Professional quality imagery is also required for use in promotional materials, publications, and website and social media content.





### **Produce video content**

We should follow the trend on social media where videos are the preferred format by the audience to view as a story or as a reel. Video is king, as they say, and this will continue in the future as the demand for videos are increasing. Live streaming is still a priority and finding the right platform to stream it must be taken into consideration. Another area that needs attention is on the archiving of these videos.

### **Focus on athletes**

The athletes are key to engagement on the website and social media. Athletes grab attention and headlines on meteoric rise to fame, when they get highlighted, the sport gets highlighted too. Production of more content centred on athletes through feature stories and interviews will help the sport and posts on social media about them will create buzz on the teams.

### **Beach paravolley for LA28**

We have the responsibility to join in this movement to promote beach paravolley's inclusion in the LA28 sport programme. A positive cascading effect must be done by every member of the community to ensure that two paravolley disciplines will be included at the Paralympic Games in 2028.

### **Practice what we preach**

Worthy causes such as safeguarding, environmentalism and sustainability are very important and relevant to the sporting society. Promotion of these important causes by the communications team is just one thing, but the entire organisation must have the proper guidance and knowledge to integrate and apply these practices in all its operations.

***Anna Tomas***

***Communications Manager, World ParaVolley***







### FROM AROUND THE GLOBE





| BOARD MEMBERS              |                            |
|----------------------------|----------------------------|
| President                  | Ehab Hassanein (EGY)       |
| Vice President             | Jean-Baptiste Murema (RWA) |
| Secretary General          | Oripa Mubika (ZIM)         |
| Treasurer                  | Howayda Mondy (EGY)        |
| Sports 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)         |

| MEMBER NATIONS |                 |
|----------------|-----------------|
| Country        | Region          |
| Egypt          | North Africa    |
| Rwanda         | Central Africa  |
| D R Congo      | Central Africa  |
| Morocco        | North Africa    |
| Mozambique     | Southern Africa |
| South Africa   | Southern Africa |





## **2022 PVA MEETINGS**

### **December 2021 General Assembly**

- 13 January 2022
- 16 February 2022
- 01 April 2022

## **2022 COURSES**

### **Courses held in Nigeria 22-28 August 2022**

- Level 1 Coaches Course - 17 participants (5 Female, 12 male)
- Level 1 Referees Course - 26 participants (14 female, 12 male)

## **2022 EVENTS**

- African Championship (TBA)
- South Africa Club Championship (7-9 October, 2022)
- Southern Africa sub zone club championship (TBA)

## **ZONE DEVELOPMENT**

- New PVA Constitution is being developed
- Action plan was presented by the Sports Director
- Training of level 2 and 3 coaches, referees and classification
- Recruitment of more member countries

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







| 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)                   |
| 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)              |

| SUB-ZONE COMMITTEE                        |                        |
|-------------------------------------------|------------------------|
| The following were subsequently appointed |                        |
| Sub-Zone                                  | Chairs of the Sub-Zone |
| East Asia                                 | JungA Kim (KOR)        |
| West Asia                                 | Hadi Rezaei (IRI)      |
| Central Asia                              | Chandru Sekhar (IND)   |
| South East Asia                           | Sujin Sawangsri (THA)  |
| Oceania                                   | Glenn Stewart (AUS)    |

| MEMBER NATIONS  |                                                     |
|-----------------|-----------------------------------------------------|
| Sub-Zone        | Nations – Members at Time of Establishment          |
| East Asia       | Korea, Japan, China, Mongolia                       |
| West Asia       | I R Iran, Iraq, Kazakhstan, Kingdom of Saudi Arabia |
| Central Asia    | India, Sri Lanka                                    |
| South East Asia | Indonesia, Myanmar, Thailand, Malaysia, Cambodia    |
| Oceania         | Australia, Vanuatu                                  |



### **2020 PVAO MEETINGS**

- 08 April 2020
- 10 July 2020
- 30 November 2020

In 2020, we held three online Board meetings to communicate and share the current work and achievements timely.

### **2021 PVAO MEETINGS**

- 30 January 2021
- 5 July 2021
- 14 December 2021 - PVAO General Assembly

### **2020 EVENTS**

2020 was not an easy year. Due to the Covid-19, we postponed or cancelled all the events and courses, because human life and health are the most important.

- World Cup, CHINA – cancelled
- Paralympic Games Final Qualifier, THAILAND – cancelled
- IWAS Games, THAILAND – cancelled
- Tokyo Paralympics, JAPAN – postponed to 2021

### **2021 EVENTS**

- PVAO Zone Championships were due to be held in June in SOUTH KOREA - postponed to November, but eventually cancelled.
- Tokyo 2020 Paralympic Games - 27 Aug - 5 Sep 2021
- ASEAN Games – cancelled (held in 2022)
- ARAFURA Games, Darwin AUSTRALIA - cancelled

### **2020 COURSES**

Level 1 and 2 Referee and Level 1 Classification Courses were planned but due to Covid restrictions, no courses were able to be conducted.



## 2021 COURSES

Due to Covid restrictions, no courses were conducted.

PVAO and WPV took the initiative to use this time to develop online courses, initially within PVAO nations. The following courses were developed and published:

- Level 1 Classification Course
- Level 2 Classification Theory Course
- Level 2 Coaches Theory Course (to be further developed in 2022)
- Planning for Level 1 and 2 Technical Official Theory Course to be launched in 2022
- Planning for Level 1 Referee Course to be launched in 2022

## ZONE DEVELOPMENT

Documentation and procedures were developed for the following:

- New PVAO Zone Confederation Constitution
- Job Descriptions for all PVAO Zone positions
- PVAO Zone Confederation Governance Guidelines
- PVAO Organisation Chart
- Establishment of a PVAO Google Drive space to store and retrieve documents
- Establishment of a Zoom account to be able to conduct online meetings for the Board, Executive, Commissions and others as required
- Discussions commenced about improving our social media presence

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







| BOARD MEMBERS AND COMMISSIONERS |                           |
|---------------------------------|---------------------------|
| President                       | Mr. Branko Mihorko (SLO)  |
| Vice President                  | Mr. Paul Harmsen (NED)    |
| Communications Director         | Ms. Isabelle Collot (FRA) |
| Marketing Director              | Mr. Guido Pasciari (ITA)  |
| Development Director            | Mr. Adam Malik (POL)      |
| Sport Director                  | Mr. Zdravko Hranic (CRO)  |
| Medical Director                | Dr. Axel Ruetz, MD (GER)  |
| Athlete Representative          | Mr. Ivan Cosic (CRO)      |
| Treasurer                       | Mr. Benno Meijer (NED)    |

| PVE OFFICE                      |                                |
|---------------------------------|--------------------------------|
| General Manager                 | Mr. Nello Calleja (MLT)        |
| Legal Advisor & Project Manager | Ms. Tanja Gašić Markovic (SRB) |

### PVE OFFICE

Due to the corona virus outbreak PVE Board held meetings during 2020 and 2021 mostly online.

Face-to-face PVE Board meeting was held during the 2021 European Sitting Volleyball Championship in Kemer/Türkiye.

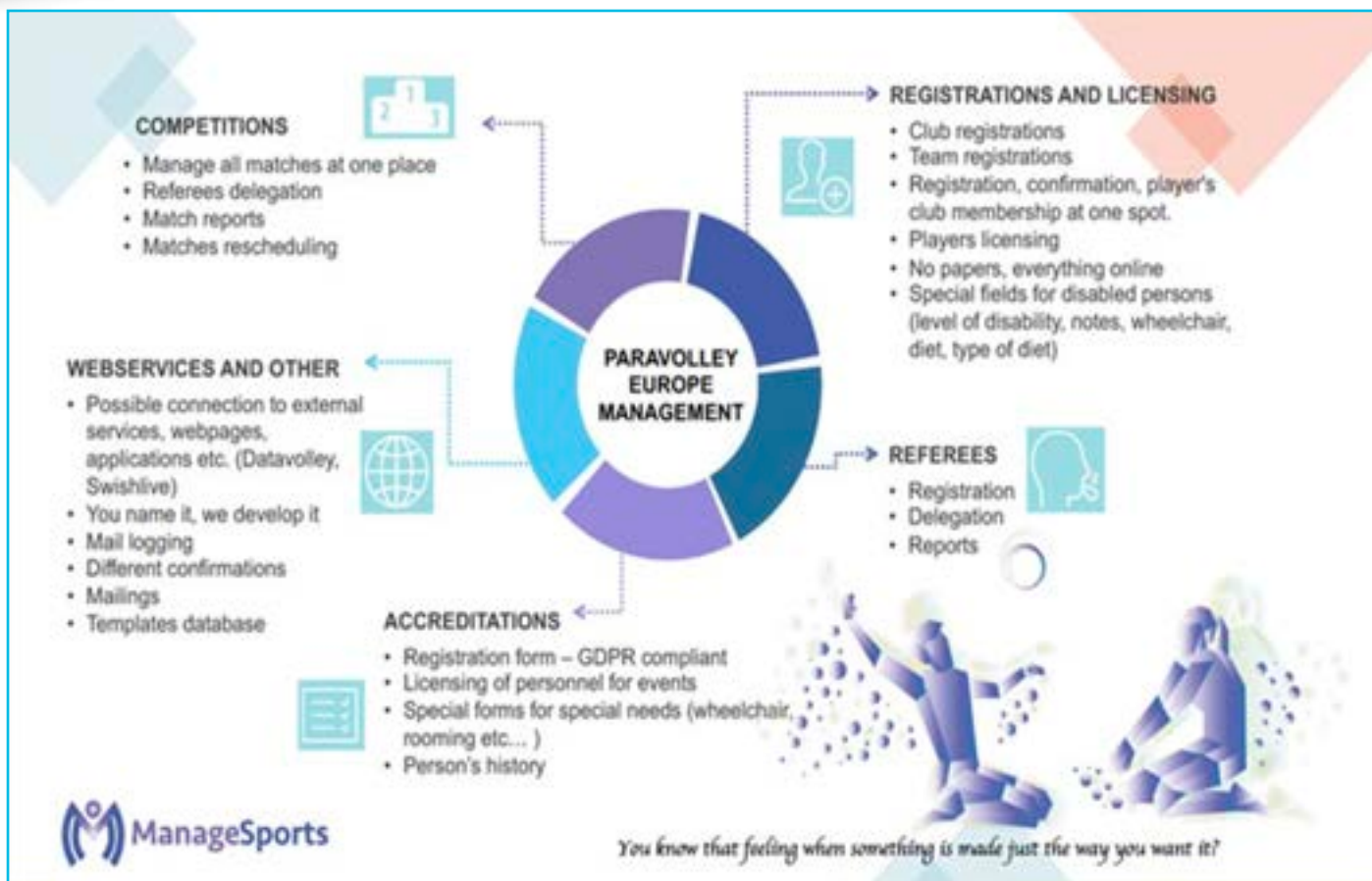
- **March, May 2020:** Online PVE Executive Board meetings
- **June 2020:** PVE and EC Division B participating teams online meeting
- **June 2020:** PVE online meeting with Member Nations re: Nations League
- **January, May, October, December 2021:** Online PVE Executive Board meetings.
- **June 2021:** PVE online meeting with all Member Nations
- **June, July, September 2021:** PVE online meeting with Member Nations re: Nations League
- **October 2021:** PVE GA in Kemer (TUR)



## PARAVOLLEY EUROPE ACTIVITIES 2020 - 2021

|   |                                                                                                                                                                                                                                                                                   |                                                                                       |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 1 | <p><b>January 2020 - 2021 European Sitting Volleyball Championships Men and Women Division</b> - A contract signed between PVE and Türkiye</p>                                                                                                                                    |    |
| 2 | <p><b>January 2020 - Memorandum of Understanding</b> - signed between PVE and European University Sport Association to promote ParaVolley at the European University Games as a new inclusive sport (mini ParaVolley format to be adapted for EUG)</p>                            |   |
| 3 | <p><b>2021 PVE Digitalisation – New PVE Registration System</b></p> <ul style="list-style-type: none"> <li>- Competitions</li> <li>- Online FTRF</li> <li>- Registrations and Licensing</li> <li>- Webservices and other</li> <li>- Referees</li> <li>- Accreditations</li> </ul> |  |







|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                       |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 4 | <p><b>Jun 2021 PVE Meeting with all nations – online meeting</b> - Attendees; RUS, LAT, EST, NED, CZE, UKR, ITA, GBR, FRA, POL, CRO, GER, SRB, SLO, SLK, MLT</p> <ul style="list-style-type: none"> <li>- IT registration system support - demonstration of registration system, how to log in and register.</li> <li>- Presented plans for 2021 Competitions</li> <li>- Informed nations about the PVE General Assembly planned to be held on 15th October 2021/Kemer (TUR) during the 2021 European Sitting Volleyball Championship - Men and Women and elections for the positions of President, Communications Director, Development Director, Medical Director</li> <li>- Informed Nations about Strategy Day 2nd Edition</li> </ul> |    |
| 5 | <p><b>October 2021 - PVE General Assembly</b> - in Kemer (TUR); 19 member nations attended.</p> <p>Proposed changes to the PVE Constitution regarding PVE Board members were adopted:</p> <ul style="list-style-type: none"> <li>- Remove the Secretary General position from PVE Board</li> <li>- Add General Manager Position in PVE Board</li> <li>- Add Athletes' Representative position in PVE Board</li> <li>- Add Medical Director Position in PVE Board</li> <li>- Add Treasurer Position in PVE Board</li> </ul>                                                                                                                                                                                                                |   |
| 6 | <p><b>October 2021</b> - Strategy Day - new competitions idea delivered and presented (Club competitions – Champions Cup and Euroleague, Nations League Gold/Silver/Bronze and ECH Divisions A, Division B, Division C)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  |
| 7 | <p><b>October 2021</b> – During the Sitting Volleyball European Championship Finals, the challenge system was used for the first time during a Sitting Volleyball event.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |



## **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

## **Athletes Commission**

In 2021 the Athletes' Representative become part of PVE Board and participated in decision making process. The Athletes Commission has its own Workplace Athlete group for meetings and communication. The members have participated in the PVE Strategy Document research.

## **Future**

The PVE Executive Board has to decide in which direction competitions are going, and to prepare fair competitions for all member countries regarding quality, development and inclusion of new ParaVolley member countries. The future of new competition system will have a great impact on developing and new countries, allowing them to host low-cost competitions.

## **SPORT DEPARTMENT**

### **2020 European Sitting Volleyball Championship Men Division B**

During the coronavirus outbreak PVE took the decision to postpone the Division B competition until August 2020 in Slovenia, whilst continuously monitoring the coronavirus situation.

PVE eventually decided to postpone the competition to October at a new location in Porec (CRO).

Seven teams applied by August 2020, and the final deadline for registration was open until two weeks before the competition to allow all Men national teams to apply based on the current situation. The Division B was definitely postponed to 2022 due to the situation in Europe during 2020 and 2021.



## 2020 PVE Clubs Championship Men and Women

- Men's first round with two pools to be hosted by Sinovi Bosne, Lukavac (BIH) (pool B: 5 teams) and Fantomi, Sarajevo (BIH) (pool A: 5 teams) in March and April, respectively,
- Final round Men to be hosted by Nola Citta dei Gigli, Nola (ITA) in May (6 teams from first round by qualification as pre PVE Clubs Championship Regulations),
- Final round women to be hosted by Dream Volley Pisa SSDrl Pisa (ITA) in May (4 teams).

Due to the coronavirus outbreak the first and final rounds were cancelled.

## 2020 PVE Golden & Silver Nations League - Men and Women

The 2019 European Sitting Volleyball Championship Men's teams ranked 1-9 were allowed to apply to participate in the Golden Nations League to be held in Assen (NED) in October. The Men's teams ranked 10-12 and all other men teams who do not belong to the Golden NL Men category could play in the Silver Nations League Men taking place during the 2020 European Sitting Volleyball Championship Men Division B.

The 2019 European Sitting Volleyball Championship Women's teams ranked 1-5 and the Netherlands Women national team were nominated to play in the Golden Nations League Women in Assen (NED) in October. The women's teams ranked 6th and lower and all other women teams who do not belong to the Golden NL Women category were invited to play in the Silver NL Women in October in Porec (CRO).

The competitions were all cancelled due to the coronavirus situation.





## 2-4 July 2021 Golden Nations League Men & Women – Assen (NED)

This event was organised by The Dutch Tournament and Jan van de Wijngaard.

7 men's and 6 women's teams took part.

Men's teams (BIH, CRO, GER, NED, RUS, SRB, UKR) - <https://gnl2021men.paravolley.eu/>

Women's teams (GER, NED, RUS, SLO, UKR, USA) - <https://gnl2021women.paravolley.eu/>

### THE MEDALLISTS (MEN)

|        |     |                                                                                     |
|--------|-----|-------------------------------------------------------------------------------------|
| GOLD   | BIH |  |
| SILVER | RUS |                                                                                     |
| BRONZE | GER |                                                                                     |

### THE MEDALLISTS (WOMEN)

|        |     |                                                                                      |
|--------|-----|--------------------------------------------------------------------------------------|
| GOLD   | USA |  |
| SILVER | RUS |                                                                                      |
| BRONZE | UKR |                                                                                      |



### 9-11 July 2021 Silver Nations League Women – Rouen (FRA)

This event was organised by the Agglo Sud Volley – ball 76.

3 women's teams took part (CRO, FRA, HUN) - <https://snl2021women.paravolley.eu/>

| THE MEDALLISTS (WOMEN) |     |                                                                                     |
|------------------------|-----|-------------------------------------------------------------------------------------|
| GOLD                   | HUN |  |
| SILVER                 | CRO |                                                                                     |
| BRONZE                 | FRA |                                                                                     |





## 27-29 July 2021 Slovenia Open Beach ParaVolley Standing & Sitting – Ljubljana (SLO)

This event was organised by the Volleyball Federation of Slovenia – teams that took part:

Men Standing (SVK, POL, ITA, CRO, SLO, HUN);

Men Sitting (LAT, EST, LAKTASI Club SRB, SLO 1, SLO 2, SLO 3);

Women Sitting (SLO 1 SLO 2, CRO) - <https://bpv2021.paravolley.eu/>

### THE MEDALLISTS (MEN BEACH SITTING)

|        |         |                                                                                     |
|--------|---------|-------------------------------------------------------------------------------------|
| GOLD   | LAT     |  |
| SILVER | LAKTASI |                                                                                     |
| BRONZE | SLO 1   |                                                                                     |

### THE MEDALLISTS (MEN BEACH STANDING)

|        |     |                                                                                      |
|--------|-----|--------------------------------------------------------------------------------------|
| GOLD   | POL |  |
| SILVER | ITA |                                                                                      |
| BRONZE | SVK |                                                                                      |



THE MEDALLISTS (WOMEN SITTING)

GOLD

SLO 1

SILVER

SLO 2

BRONZE

SDI HRABRI





## 24-26 September 2021 Silver Nations League Men – Campobasso (ITA)

This event was organised by the FIPAV – Federazione Italiana Pallavolo – 5 men's teams took part (HUN, ITA, POL, SLO, TUR) - <https://snl2021men.paravolley.eu/>

| THE MEDALLISTS (MEN) |     |                                                                                     |
|----------------------|-----|-------------------------------------------------------------------------------------|
| GOLD                 | HUN |  |
| SILVER               | SLO |                                                                                     |
| BRONZE               | TUR |                                                                                     |

## 17-19 September 2021 Bronze Nations League Men – Lyon (FRA)

This event was organised by the Asul Lyon Volley Ball – 3 men's teams took part (CZE, EST, FRA) - <https://bnl2021men.paravolley.eu/>

| THE MEDALLISTS (MEN) |     |                                                                                      |
|----------------------|-----|--------------------------------------------------------------------------------------|
| GOLD                 | CZE |  |
| SILVER               | FRA |                                                                                      |
| BRONZE               | EST |                                                                                      |

**October 2021 European Sitting Volleyball Championships Men & Women – Kemer (TUR)**

This event was organised by the TBESF – 16 men's and 11 women's teams took part. Teams ranked 1-9 were directly qualified to the 2023 European Sitting Volleyball Championships Men and Women Division A, men's teams ranked 10-12 qualified to play at the 2022 European Sitting Volleyball Championship Division B (confirmed to be hosted in Rouen (FRA) in December in 2022).

Men's teams (BIH, CRO, CZE, FRA, GEO, GER, HUN, ITA, LAT, NED, POL, RUS, SLO, SRB, TUR, UKR)

Women's teams (CRO, FIN, GER, HUN, ITA, NED, POL, RUS, SLO, TUR, UKR) - <https://ec2021.paravolley.eu/>

| RANKING MEN |                        |
|-------------|------------------------|
| GOLD        | Bosnia and Herzegovina |
| SILVER      | Russia                 |
| BRONZE      | Germany                |
| 4th Place   | Ukraine                |
| 5th Place   | Serbia                 |
| 6th Place   | Croatia                |
| 7th Place   | Poland                 |
| 8th Place   | The Netherlands        |
| 9th Place   | Türkiye (host)         |
| 10th Place  | Latvia                 |
| 11th Place  | Hungary                |
| 12th Place  | Slovenia               |
| 13th Place  | Italy                  |
| 14th Place  | Georgia                |
| 15th Place  | Czech Republic         |
| 16th Place  | France                 |

| RANKING WOMEN |                 |
|---------------|-----------------|
| GOLD          | Russia          |
| SILVER        | Italy           |
| BRONZE        | Germany         |
| 4th Place     | Slovenia        |
| 5th Place     | Finland         |
| 6th Place     | Ukraine         |
| 7th Place     | Hungary         |
| 8th Place     | Poland          |
| 9th Place     | Croatia         |
| 10th Place    | The Netherlands |
| 11th Place    | Türkiye (host)  |
| 12th Place    | N/A             |
| 13th Place    | N/A             |
| 14th Place    | N/A             |
| 15th Place    | N/A             |
| 16th Place    | N/A             |



## **FUTURE COMPETITIONS**

ParaVolley Europe's target is that national teams, clubs, and Beach ParaVolley and Sitting Volleyball teams have a comprehensive number of competitions throughout the year, giving all the teams the possibility to improve their quality through taking part in events tailored for their level. Besides giving playing possibilities to existing countries, these competitions also give the possibility to new countries and new teams to start taking part in Sitting Volleyball and Beach competitions immediately.

The increase in number and level of competitions need 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.

## **NATIONAL TEAMS**

In 2022, ParaVolley Europe will continue consolidating the tournament system started in 2021, with the Golden, Silver, and Bronze Nations League system proving to be very popular with Member nations. During this year, PVE will also organise the first ever edition of the Men's Sitting Volleyball European Championships Div. B.

The PVE Board has appointed France to organise this event in December 2022. Besides the Nations Leagues, in 2023, ParaVolley Europe will also organise the Sitting Volleyball European Championships in Italy, with teams qualifying directly from the 2021 edition, as well as from the 2022 Men's Div. B European Championships.

Another Men's Div. B European Championship is earmarked for 2024, whilst Norway has already been confirmed as the organiser for the Men's Div. C and possibly Women's Div. B in 2025. This setup has been created to allow all countries, especially the new countries joining the ParaVolley family, the possibility to take part in European Championships at their own level. The PVE European Championships Div. A will also be held during 2025.

## **CLUBS**

Following the cancellation of the clubs' competition due to Covid-19 in 2020 and 2021, ParaVolley Europe worked on a new idea discussed during the Strategy Day in Turkey, that of having two separate competitions. The Champions Cup will be open only for the champion team of each country, whilst the EuroLeagues will be open for multiple teams from each country, up to a maximum of 48 teams. The general idea is that any qualifying pools are played from October to December, whilst the Final rounds are then played during the first months of the successive year.



## **BEACH**

After the inaugural event in Ljubljana in 2021, ParaVolley Europe continued working on a system which allows multiple Beach ParaVolley and Beach Sitting Volleyball events during the same year.

Besides these official PVE events, a lot of unofficial tournaments took place during the reporting period indicating that ParaVolley in Europe is constantly growing not only regarding the number of the club teams, but also within new countries.

## **DEVELOPMENT DEPARTMENT**

World ParaVolley had previously received funds from the Agitos Foundation Grant Support Program as well, and with these funds World ParaVolley organised ParaVolley development programs in the other zones.

The 2019-2020 grant were acquired for the program to support sitting volleyball activities in the European zone for education courses. Courses for classifiers, referees, coaches, and international technical officials were scheduled to be delivered at the ParaVolley Europe Division B Championships Tournament in June 2020 in Šempeter, Slovenia. Due to global Covid-19 situation, the event was cancelled.

Due to the exceptional Covid situation, the Agitos Foundation had allowed to use the grant in 2021 until end of June 2021, and the education courses for classifiers, referees, coaches, and technical officials were scheduled for Golden Nations League in Assen were planned, But because of lack of tutors due to Covid, the courses were cancelled and the funds were lost. Fortunately, however, one Level 2 Referee course was able to be held at the 2021 PVE Sitting Volleyball Championships, supported by WPV, PVE and the LOC.





### NEW WOMEN'S TEAMS

National women team from Türkiye participated for the first time in the 2021 European Sitting Volleyball Championship in Türkiye. Moreover, for the first time ever, France and Bosnia and Herzegovina started working on the creation of their own women's national team. This brings the total of active national women's teams to 14.

EUSA - PVE acting as partner have signed a Memorandum of understanding, with sitting volleyball to be showcased as demonstrative sport in July 2021 in Belgrade, Serbia during the EUSA games. EUSA eventually decided to postpone the competition in Belgrade.

### MARKETING DEPARTMENT

The marketing department has entertained relations with various companies in order to find potential partners and sponsors that would embrace the ParaVolley Europe philosophy and goals through the necessary financial support to carry out our activities and events.

By January 2020 Besana, an Italian company operating in the food sector that is already sponsoring a local volleyball club in Campania, showed a concrete interest in becoming the official sponsor for the PVE Clubs Championships Men & Women. There have been several meetings with Guido Pasciari and a meeting in presence with President Mihorko about becoming the title sponsor for the event. Unfortunately, the COVID-19 pandemic stopped the ongoing talks and postponed any decision on the matter. As soon as PVE sport activities will reprise the company will be contacted again.

In February 2020 contacts started with Ennova Sport, an Italian company that manufactures several kinds of materials to be used in sport practice and sport facilities, such as flooring, scoreboards, fitness areas, etc. As it happened for Besana, negotiations have been interrupted because of the COVID-19 pandemic.

In March 2021 Paravolley Europe and Sporteq, official World Paravolley supplier of nets and posts in Europe, have signed an agreement which will see ParaVolley Europe members benefit from a reduced regular price on all sitting volleyball equipment. This great partnership for both organisations will increase in the number of competitions going forward, clubs and nations will have access to a high-quality equipment in Europe.

In May 2021 Paravolley Europe and the Italian company EQUIPO SPORT Brand have signed a 1- year contract, with EQUIPO SPORT being appointed official sponsor for the 2021/2022 season. EQUIPO SPORT provided PVE with official clothing as well as clothing for competitions NTO's such as ball retrievers.



## 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.

- Live streaming is compulsory (either via SwishLive 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 also our followers on social media.

There is still some work to be done on the LOC to make them 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.

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





| <b>PVPA BOARD OF ADMINISTRATION</b> |                                |
|-------------------------------------|--------------------------------|
| 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 Keresteciyen (CAN)        |
| Anti-Doping Commissioner            | Olga Lucia Melo Trujillo (COL) |
| Referee Commissioner                | Neal Konowalyk (CAN)           |
| Marketing Director                  | Vacant                         |
| Development Director                | Genitunney Cañon Reyes (COL)   |
| Beach Commissioner                  | Carlomagno Sáenz López (CRC)   |
| Coach Commissioner                  | Lazaro Beltran (USA)           |
| Athlete Representative              | Nicky Nieves (USA)             |
| Course Director                     | Vacant                         |

**PVPA MEMBER NATIONS**

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

**Technical Delegate / Asst. TD / Level I Technical Official / Referee Delegate / Referee Observer**

- TD/ATD = 4
- L1 TO = 10
- RD/ARD = 3
- RO = 3

**International Classifiers**

- IC = 5



## COMPETITION ACTIVITY REPORT

### **Sitting Volleyball 2020**

Tokyo 2020 Women's Final Qualification Tournament.

February 26-29, Halifax, Nova Scotia, Canada Results (5 Teams):

1. CAN
2. UKR
3. SLO
4. GER
5. FIN

Tokyo 2020 Men's Final Qualification Tournament

March 16-21, Edmond, Oklahoma USA (6 Teams Registered to Attend):

*\* This competition was canceled due to COVID-19 Pandemic*

### **Sitting Volleyball 2021**

Brazil Men (November 29 – December 3)

Paralimpico Center, Sao Paulo Results (12 Teams):

1. SESI – SP
2. CRVG – RJ
3. INSTITUTO ETICA/PAULISTANO – SP
4. IPP – PR
5. CETEFE – DF
6. IBP/SDPD – SP
7. INSTITUTO REAGIR – PR
8. CIEP – SE
9. ASSAMA – PR
10. AADFEPA – PA
11. TUNA LUSO – PA
12. ADFPA – PA





Women (November 3 – 5) Ourinhos, Sao Paulo Results (8 Teams):

1. SESI – SP
2. ADAP – GO
3. ADFEGO – GO
4. IBP/SDPD – SP
5. ANTHARES – AL
6. ADESUL – CE
7. ADM – SE
8. ADEFA – AM

**Beach Paravolley 2020/2021:** Due to the COVID-19 pandemic, no competitions were held.

### ZONE DEVELOPMENT

In February 2020 a Virtual Development program was established and implemented known as PARAVOLLEY FOR ALL and was conducted using the Zoom platform. The strategy was conducted to promote education and awareness throughout the Americas zone. Mr. Genitunney organized instructors to perform sitting volleyball exercises and training techniques that those watching the webinar would follow and perform in their homes. Countries that participated in this program include Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Mexico, Panama, Peru, Uruguay, and Venezuela.





Webinars were created and delivered on the Zoom platform in the areas of Coaching, Classification, Referees and Technical Officials. These were created to provide education and detailed information in each area. Volley Talks is a webinar that is produced by Mr. Alex Castillo out of Mexico and is seen worldwide. His Facebook page is known as Plus Volleyball. Joe Campbell was contacted and asked to be interviewed to discuss his career in World ParaVolley as well as provide information about World ParaVolley. This production was watched on July 17, 2020.

### **PAN AMERICA REFEREE COMMISSION-ACTIVITY REPORT 2020-2021**

In the years of 2020-2021 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 2021, but it was canceled due to COVID issues. April 15, 2021, PVPA appointed Mr. Neal Konowalyk (CAN) as the new Referee Commissioner for the zone.





The Pan America Zone currently has 9 active referees throughout the zone. 8 are International Certified and 1 is a Candidate.

From 2020 to 2021, the following World ParaVolley nominations were approved and fulfilled:

- **AZEVEDO, Flavio (BRA):** Women's Tokyo 2020 Final Qualifier
- **CALADO, André (BRA):** TOKYO 2020 Paralympic Games
- **CONDE, Carlos (COL):** Women's Tokyo 2020 Final Qualifier
- **FIEBICH, Christina (USA):** Men's Tokyo 2020 Final Qualifier; TOKYO 2020 Paralympic Games
- **KONOWALYK, NEAL (CAN):** Men's Tokyo 2020 Final Qualifier; TOKYO 2020 Paralympic Games; Sitting VB World Cup - Postponed
- **NGUYEN, Thang (USA):** No assignments in 2020-2021
- **PRIETO, Gigi (USA):** Sitting VB World Cup - Postponed
- **REDES, Vanessa (BRA):** TOKYO 2020 Paralympic Games; Sitting VB World Cup - Postponed
- **RICHER, Marie-Claude (CAN):** TOKYO 2020 Paralympic Games
- **SANTOS, Debora (BRA):** No assignments in 2020-2021

### RETIRED REFEREES SINCE LAST GENERAL ASSEMBLY

- AZEVEDO, Flavio (BRA) (2021)
- HARLOW, Tim (USA) (2020)

### MISCELLANEOUS INFORMATION

Youth ParaPan American Games were originally scheduled for November 2021 and were rescheduled for June 2022. Now they are scheduled for June 2023.

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







### NOTES TO THE 2020-2021 FINANCES

2020 and 2021 were very difficult years for sport and sport federations around the World due to COVID-19. World ParaVolley was no exception to this rule. Globally, our events and programs were heavily affected while we tried to plan events and educational opportunities – we planned, and then had to cancel, many activities.

This resulted in difficult accounting, with funds being received for activities and then returned, flights being booked, then cancelled or changed or credited, only to be booked again, and possibly changed again. Tokyo 2020 was particularly challenging from a bookkeeping perspective, as the flights for ITOs spanned the period from October 2019, right up to the start of the Games in 2021.

You will note higher than normal figures in the Major Events revenue and expense lines, specifically due to the Tokyo 2020 ITO flight bookings and associated payments and reimbursements. Also in the reporting period, we received several grants. Some of these were fully retained despite not being able to program in the grant period, some were retained as program plans were altered (ex: development of online learning platform), some were not able to be fully spent, and some had to be paid back in full to the funder due to funding parameters and COVID-19.

You will note the impact such elements had in the Grants revenue line when compared to the Total Sport Development expense line.





## World ParaVolley 2020-21 Statement of Operations

(all amounts in Euros)

| Account Name                       | 2020          | 2021            |
|------------------------------------|---------------|-----------------|
| <b>REVENUE</b>                     |               |                 |
| Membership Fees                    | 26348         | 28288           |
| Grants                             | 37000         | 32940           |
| Sponsorship                        | 2735          | 487             |
| Tournament Fees                    | 8140          | 1000            |
| Major Events                       | 40165         | 37938 *         |
| Event Hosting Fees                 | 2389          | 0               |
| Clinic Fees                        | 0             | 2190            |
| Anti-Doping                        | 0             | 0               |
| Homologation Fees                  | 12891         | 20631           |
| Broadcasting and TV Rights Fees    | 0             | 0               |
| Events and Naming Rights Fees      | 0             | 0               |
| Administration Fees                | 607           | 433             |
| Miscellaneous                      | 310           | 1890            |
| <b>TOTAL REVENUE</b>               | <b>130585</b> | <b>125797</b>   |
| <b>EXPENSES</b>                    |               |                 |
| <b>Sport Development</b>           |               |                 |
| Referees Clinics                   | 0             | 500             |
| Classification Clinics             | 0             | 19400           |
| Technical Official Clinics         | 0             | 0               |
| Coaching Clinics                   | 0             | 11700           |
| Anti-Doping                        | 0             | 0               |
| Grants to Nations                  | 0             | 0               |
| Development Programs               | 0             | 0               |
| Development Materials              | 678           | 6685            |
| WPV Personnel Travel - Development | 0             | 0               |
| <b>Total Sport Development</b>     | <b>678</b>    | <b>38285</b>    |
| <b>Management/Administration</b>   |               |                 |
| Professional Fees                  | 0             | 0               |
| Membership Fees                    | 565           | 565             |
| Conference Expenses                | 0             | 1100            |
| Anti-Doping Testing                | 6128          | 428             |
| Marketing/Promotion                | 4367          | 2470            |
| Sponsorship                        | 0             | 0               |
| General Assembly                   | 3834          | 0               |
| Major Events                       | 22494         | 26314 *         |
| Board Meetings                     | 0             | 0               |
| Board of Directors/GM Travel       | 5330          | 0               |
| WPV Commissions                    | 0             | 0               |
| General Manager                    | 28698         | 28562           |
| General Administration             | 2538          | 1128            |
| Insurance                          | 1113          | 1113            |
| Bank Charges                       | 877           | 989             |
| Miscellaneous                      | 1536          | 0               |
| <b>Total Management/Admin.</b>     | <b>77480</b>  | <b>62670</b>    |
| <b>TOTAL EXPENSES</b>              | <b>78158</b>  | <b>100955</b>   |
| <b>NET SURPLUS (DEFICIT)</b>       | <b>52427</b>  | <b>24842 **</b> |

(\* due to Tokyo 2020 ITO flight purchases, cancellations, reimbursements, credits)

(\*\* elevated surplus due to Tokyo 2020 flights paid/reimbursed and grants allocated but not able to be used due to COVID-19, over two fiscal years)



**World ParaVolley**  
**Statement of Financial Position 2020-2021**

*(all amounts in Euros)*

|                          | 31-Dec-20     | 31-Dec-21     |
|--------------------------|---------------|---------------|
| <b>Assets</b>            |               |               |
| Cash                     | 392           | 392           |
| Bank Accounts            | 138050        | 162892        |
| Accounts Receivable      | 0             | 0             |
| Assets                   | 5683          | 5683          |
| Inventory                | 0             | 0             |
| <b>Total Assets</b>      | <b>144125</b> | <b>168968</b> |
| <b>Liabilities</b>       |               |               |
| Accounts Payable         | 0             | 0             |
| Deferred Revenue         | 0             | 0             |
| Other Commitments        | 0             | 0             |
| <b>Total Liabilities</b> | <b>0</b>      | <b>0</b>      |
| <b>Net Position</b>      | <b>144125</b> | <b>168968</b> |





## World ParaVolley 2022-23 Budgets

(all amounts in Euros)

| Account Name                                                                                                 | 2022 Budget   | 2023 Budget   |
|--------------------------------------------------------------------------------------------------------------|---------------|---------------|
| <b>REVENUE</b>                                                                                               |               |               |
| Membership Fees                                                                                              | 29000         | 29000         |
| Grants                                                                                                       | 25000         | 25000         |
| Sponsorship                                                                                                  | 0             | 0             |
| Tournament Fees                                                                                              | 38400         | 37000         |
| Major Events                                                                                                 | 3000          | 10000         |
| Event Hosting Fees                                                                                           | 10000         | 11000         |
| Clinic Fees                                                                                                  | 7200          | 3000          |
| Anti-Doping                                                                                                  | 0             | 0             |
| Homologation Fees                                                                                            | 23140         | 24500         |
| Broadcasting and TV Rights Fees                                                                              | 0             | 0             |
| Event Naming Rights Fees                                                                                     | 0             | 0             |
| Administration Fees                                                                                          | 600           | 600           |
| Miscellaneous                                                                                                | 1000          | 1000          |
| <b>Total Revenue</b>                                                                                         | <b>137340</b> | <b>141100</b> |
| <b>EXPENSES 1/2</b>                                                                                          |               |               |
| <b>Sport Development</b>                                                                                     |               |               |
| Referees Clinics                                                                                             | 0             | 0             |
| Classification Clinics                                                                                       | 0             | 0             |
| Technical Official Clinics                                                                                   | 0             | 0             |
| Coaching Clinics                                                                                             | 0             | 0             |
| Anti-Doping                                                                                                  | 0             | 0             |
| Grants to nations                                                                                            | 0             | 0             |
| <i>Development Programs *</i>                                                                                | <i>27000</i>  | <i>25000</i>  |
| Development Materials                                                                                        | 3500          | 3500          |
| WPV personnel travel - development                                                                           | 0             |               |
| <b>Total Sport Development</b>                                                                               | <b>30500</b>  | <b>28500</b>  |
| <i>(*Funds will be used to support clinics. At time of writing, clinic program plans were not finalised)</i> |               |               |
| <b>EXPENSES 2/2</b>                                                                                          |               |               |
| <b>Management/Administration</b>                                                                             |               |               |
| Professional Fees                                                                                            | 2000          | 6000          |
| Membership Fees                                                                                              | 910           | 910           |
| Conference expenses                                                                                          | 5400          | 5400          |
| Anti-Doping Testing                                                                                          | 7500          | 7500          |
| Marketing/Promotion                                                                                          | 13150         | 9000          |
| Sponsorship                                                                                                  | 500           | 500           |
| General Assembly                                                                                             | 6000          | 0             |
| Major Events                                                                                                 | 3000          | 10000         |
| Board Meetings                                                                                               | 29830         | 25000         |
| Board of Directors/GM Travel                                                                                 | 0             | 3500          |
| WPV Commissions                                                                                              | 1600          | 3200          |
| General Manager                                                                                              | 28500         | 29000         |
| General Administration                                                                                       | 7500          | 7500          |
| Insurance                                                                                                    | 1200          | 2500          |
| Bank Charges                                                                                                 | 1000          | 1000          |
| Miscellaneous                                                                                                | 2000          | 1000          |
| <b>Total Management/Admin.</b>                                                                               | <b>110090</b> | <b>112010</b> |
| <b>TOTAL EXPENSES</b>                                                                                        | <b>140590</b> | <b>140510</b> |
| <b>NET SURPLUS (DEFICIT)</b>                                                                                 | <b>-3250</b>  | <b>590</b>    |



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. The role of World ParaVolley is to set the overall framework for the conduct of paravolley events and competitions.

As sport has evolved through the years, so have the principles by which International Federations manage and work with their membership. 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 the overall sport market. All sport 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. The world of Sport is constantly evolving, and World ParaVolley, its Zonal Confederations, and its Member Federations must evolve within it. Membership levels have remained stable over the past several years, after seeing a period of consistent growth.

World ParaVolley continues to see new Level N members, but these new members must also be proactive in following up in subsequent years to move into Level D in year two of their WPV membership, as per the conditions of Level N. Considerable administrative effort is required each year to reach good levels of membership.

- 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.



Many members are always retained from year-to-year, which is of course our objective. Our new members have also become increasingly active since becoming members. Membership has been increasing from year-to-year, and we hope to continue to exceed the 50-member mark and reach 60 in the next few years.

We know that ParaVolley is played in many more countries than those that are our members. We must find a way to encourage these new and emerging nations to become members of World ParaVolley.

A new and interesting concept has been jointly developed and approved by ParaVolley Europe and World ParaVolley for membership recruitment. This involves signing a Memorandum of Understanding with potential future members, termed 'Development Partners'.

The intent of these agreements is to ensure these developing partners have support from the ParaVolley Zones as they grow paravolley in their nations, with the intent, after a few years, to become members of World ParaVolley.

Pre-COVID, WPV made efforts to increase the number of competitive opportunities for our member nations at all levels throughout all years of a Paralympic quadrennial – efforts that had seen success. Of course, this had helped to address the issue of ensuring the most consistent number of members from year-to-year.

During 2020 and 2021, COVID certainly took its toll on the event schedule, and we have only more recently been able to move forward with global-level events, which are quite different to organising Zonal-level events.

It is extremely important, and becoming more and more so, that the World ParaVolley members continue to retain their membership each and every year. The Board thanks those of you who do this, as do your fellow member nations.

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.

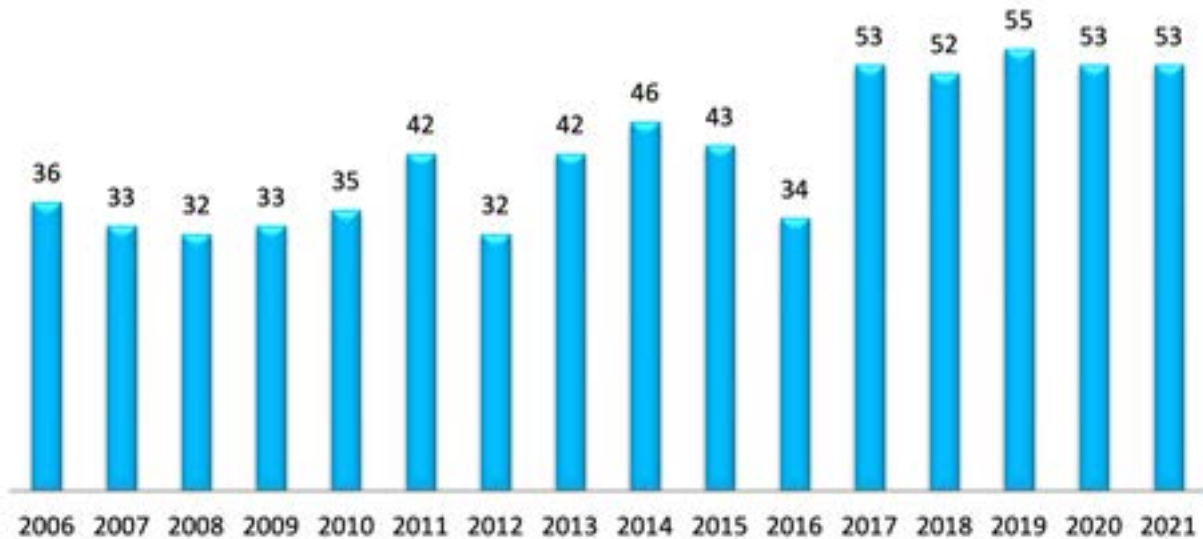
As we move forward with heavy competition from other sports – old and new - for athlete and team spots in the Paralympic Games, we must make sure that 'our boat is steady', and that we are solid from year to year. As we promote and develop beach paravolley and make a move to try to get this exciting discipline on the Paralympic Games program for 2028, we must make sure that we show stability and growth as a Federation.

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.



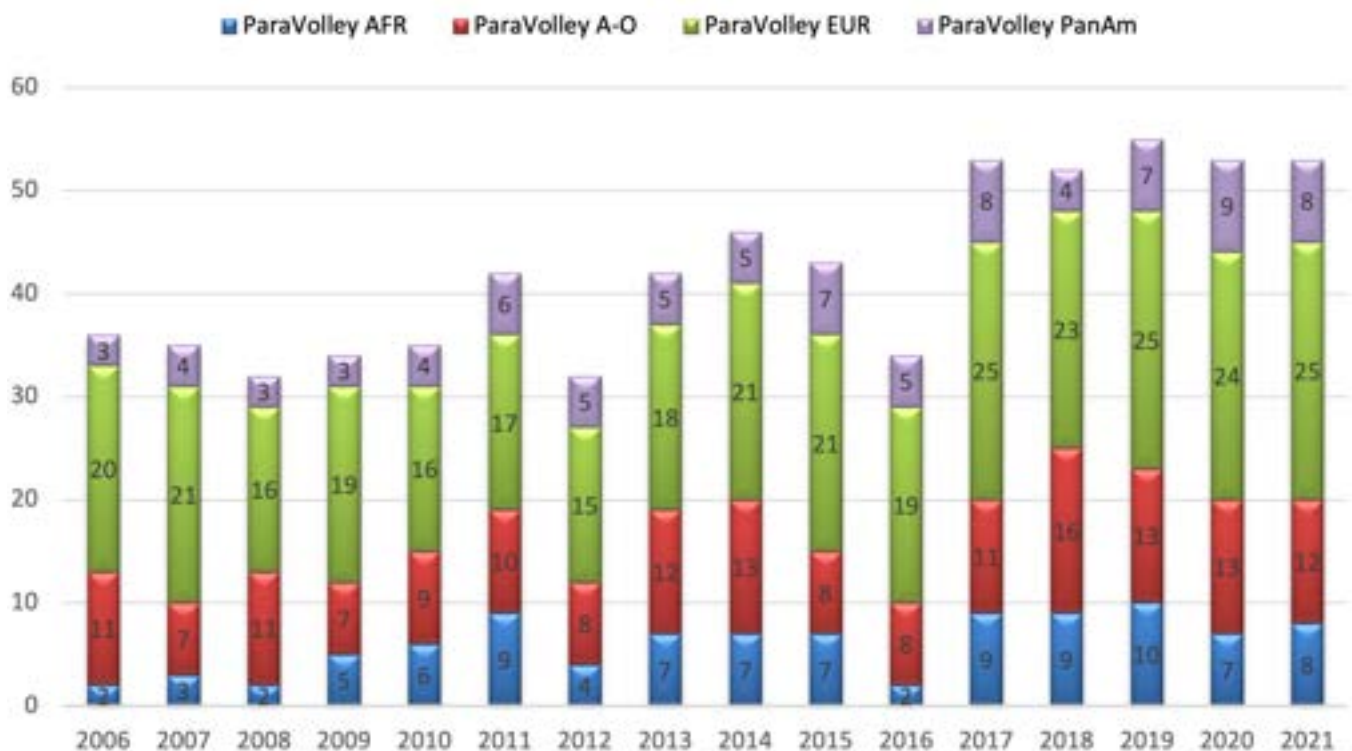
The following chart illustrates the overall membership numbers from 2006-2021.

### World ParaVolley Members 2006 - 2021



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

### Members by Zone 2006-2021



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