

# FIVB BOARD OF ADMINISTRATION REPORT

Lausanne (hybrid meeting), 21 and 22 March 2022

## AGENDA

Pages

1.	FIVB President's welcome speech .....	3
2.	List of attendance .....	8
3.	Approval of the minutes of the last board of administration meetings .....	10
4.	FIVB / Volleyball World update .....	10
5.	FIVB Report / Update on the 2022 events calendar and teams' eligibility / participation .....	12
6.	Legal Presentation & Proposals of the Legal Commission.....	14
7.	Volleyball World Championships competition format.....	22
8.	FIVB calendar 2025 – 2032 strategy .....	24
9.	FIVB nomination & substitution .....	25
9.1	ATHLETES' COMMISSION .....	25
9.2	TECHNICAL AND COACHING COMMISSION .....	25

9.3 FIVB JUDICIAL BODIES	26
<b>10. FIVB commissions' proposals.....</b>	<b>26</b>
10.1 BEACH VOLLEYBALL COMMISSION	27
10.2 TECHNICAL AND COACHING COMMISSION	27
10.3 ATHLETES' COMMISSION	28
10.4 RULES OF THE GAME & REFEREEING COMMISSION	28
10.5 MEDICAL COMMISSION	30
10.6 SNOW VOLLEYBALL COMMISSION	30
10.7 EMPOWERMENT COMMISSION	31
10.8 DEVELOPMENT COMMISSION	32
10.9 VOLLEYBALL COUNCIL	33
<b>11. FIVB Finance commission update .....</b>	<b>35</b>
<b>12. Acosta's case report &amp; next steps .....</b>	<b>36</b>
<b>13. FIVB events update .....</b>	<b>40</b>
13.1 BEACH PRO TOUR	40
13.2 VOLLEYBALL NATIONS LEAUGE 2022 (VNL 2022)	40
13.3 BVB WORLD CHAMPIONSHIPS 2022	41
13.4 VOLLEYBALL WORLD CHAMPIONSHIPS 2022	41
13.5 CLUBS WORLD CHAMPIONSHIPS 2022	43
13.6 OLYMPIC GAMES 2024 IN PARIS	44
<b>14. Zonal Associations.....</b>	<b>46</b>
<b>15. Other Business .....</b>	<b>47</b>
<b>16. Date &amp; Place of next meeting.....</b>	<b>48</b>

# BOARD OF ADMINISTRATION

## REPORT

### 1. FIVB PRESIDENT'S WELCOME SPEECH

PRESIDENT GRAÇA greeted the Board of Administration members with a warm welcome to everybody present, whether in person or online via videoconference and thanked them for their time.

PRESIDENT GRAÇA emphasised that he would like to call for unity and expressed that his deepest concerns are with those affected by the ongoing war in Ukraine. PRESIDENT GRAÇA mentioned that he is sure that everyone will join him in expressing the hope that a peaceful resolution is found immediately. He stressed that the FIVB is united in the desire for peace and stand in solidarity with all the victims.

PRESIDENT GRAÇA remarked again that today more than ever unity is needed, not only in the world but right here inside the FIVB. Today, the FIVB under his leadership is fully transparent. Everyone knows what the FIVB is doing, the FIVB shares all its numbers, strategy and details about Volleyball World. There is nothing inside the FIVB hidden away from anyone. He emphasized that this creates credibility.

PRESIDENT GRAÇA cited Mr Mohnish Pabrai, one of the prominent investors of his generation, who said: *"Humans have something weird in their DNA which prohibits them from adopting good ideas easily. What I learnt a long time back is, keep observing the world inside and outside your industry, and when you see someone doing something smart, force yourself to adopt it."* PRESIDENT GRAÇA remarked that this sounds so obvious, but this habit plays a decisive role in the success of the FIVB.

PRESIDENT GRAÇA noted that it seems like the FIVB has travelled back to the past. He reminded the Board of Administration members that they always used to say that they were united. But that in the past this was not true, as everything was given to the Confederation and the FIVB was separated. The FIVB was like many different islands, but not like one international Federation, but five of them.

PRESIDENT GRAÇA stressed that now he is talking about numbers, philosophy, marketing and volleyball itself. Yet some Confederations apply different qualification rules, use different balls and apply completely different ways of thinking, like in the past.

PRESIDENT GRAÇA said that he is adamant that everyone is capable of changing and adapting to this new era.

PRESIDENT GRAÇA cited Mr George Santayana who said: *“Those who cannot remember the past are doomed to repeat it in the future.”* So, he calls for unity. The FIVB must be united as one governing body.

PRESIDENT GRAÇA highlighted that change is inevitable. The only constant is impermanence. He pointed out that the FIVB has to accommodate to the fact that the environment changes. The FIVB cannot expect to control its environment. It cannot expect to accommodate to its environment. The FIVB has to expect to go with the change. He remarked that everything is in a state of constant flow: nature, economies, markets, industries, companies, everyone’s own lives and, of course, sport.

PRESIDENT GRAÇA reminded everyone that together the FIVB is worth much more than the sum of its parts. Here each Board of Administration member has a vote, has a voice and has the opportunity to speak and to express his/her position. But if the FIVB decides something here, it must apply to the whole world. He highlighted that if the Executive Committee and the Board of Administration approves something and provides some recommendations, rules or marketing ideas, everyone must apply this inside the Continental Confederations and the National Federations.

PRESIDENT GRAÇA cited the famous investor Mr Bill Miller, who said: *“The world changes. That is the biggest problem in markets.”* PRESIDENT GRAÇA pointed out that the world is changing. In case someone inside the FIVB is against something, that person must say something. If someone does not want to modernise the FIVB, it must be discussed here in the meeting. He stressed that the Board of Administration members cannot approve something and then say that they do not want to do it. If something was approved by the Executive Committee and the Board of Administration, this decision shall be followed.

PRESIDENT GRAÇA highlighted that the Board of Administration members certainly have the right to disagree, but if the Board of Administration decides something here, it must be applied. The FIVB is not going to do anything before talking to the Executive Committee and Board of Administration. But if something is approved here, the Board of Administration members should go back to their countries, their Continental Confederations and National Federations, and apply what has been decided. Otherwise, it will be very difficult for the sport to grow.

PRESIDENT GRAÇA remarked that depending on the business, there are four standard valuation techniques:

- 1) Discounted cash flow analysis;
- 2) Assessment of the company’s relative value;
- 3) Estimation of the company’s acquisition value, figuring out what an informed buyer might pay for it;
- 4) Calculation of the company’s liquidation value.

PRESIDENT GRAÇA reminded everyone that it is most important to know the management of the company, the people that are leading the company. Administration is very important. It is critical to have good people working for a company. He urged the representatives of the Confederations and National Federations to change those people who are still thinking like in the past with the old mentality. They are stopping the progress of the sport of volleyball, not boosting it.

PRESIDENT GRAÇA cited a quote from Mr Albert Einstein, who said: *"It is meaningless to continue doing the same thing and wait for another results."*

PRESIDENT GRAÇA highlighted that if the FIVB is not going to be strongly united, it cannot fight against everything. And if someone thinks that he or she knows everything, this person shall be given the nickname "Google". But it is a big mistake as everyone needs to learn from each other. The FIVB must be united and moving forward together, understanding, and implementing innovations. PRESIDENT GRAÇA remarked that he is quite sure that 50% of the National Federations still do not understand what the FIVB has done with Volleyball World.

PRESIDENT GRAÇA noted that everyone has received the book he wrote titled "The Set Point". It goes through, in detail, the latest innovation and development in the FIVB and the sport of volleyball. He pointed out that there are some more copies available on the table. He urged everyone to make sure to read and understand this book. By the end of April, he will also be publishing another book on the details of the partnership with CVC Capital Partners and the launch of Volleyball World. He promised that this book will be sent to all Board of Administration members.

PRESIDENT GRAÇA advised everyone to read the book by Barry Schwartz called "The Paradox of Choice: Why less is more". In life there are many choices. And the ability to reduce complexity is very practical and valuable.

PRESIDENT GRAÇA asked everyone to ask themselves again, if there is anything that is not clear or not understood. If there is, he urged the Board of Administration members to raise his/her hand and to resolve the unclarity. Everyone shall make sure to understand everything that the FIVB is doing here and bring this to the Continental Confederations and National Federations in a very transparent way. He stressed that what the FIVB together has achieved, and will continue to achieve, is amazing work.

PRESIDENT GRAÇA stressed that the FIVB has done everything to move the sport of volleyball to the next level. He reminded everyone to be patient and that the results can be clearly seen in the next 3 to 4 years.

PRESIDENT GRAÇA reminded that if everyone in this meeting were on the same boat, but everyone is rowing in different directions, the boat would only go in circles, never moving anywhere.

PRESIDENT GRAÇA pointed out that during the pandemic according to McLennan, the resilient investor has the strength, confidence and faith in the future to seize opportunities while non-resilient investors are in too much doubt. PRESIDENT GRAÇA, therefore, concluded that the FIVB must be resilient.

PRESIDENT GRAÇA shared with all the Board of Administration members five rules for resilience:

- 1) First, one must respect uncertainty. But the FIVB shall expect the uncertainty and shall be prepared for it by identifying and removing the vulnerabilities within the FIVB.
- 2) Second, to achieve resilience, it is imperative to reduce or eliminate debt, avoid leverage, and beware of excessive expenses, all of which can make us dependent on the kindness of strangers.
- 3) Third, instead of fixating on short-term gains or beating benchmarks, one should place greater emphasis on becoming resistant, avoiding ruin, and staying in the game.
- 4) Fourth, beware of overconfidence and complacency.
- 5) Fifth, as informed realists, one should be keenly aware of its exposure to risk and should always require a margin of safety. One cannot allow the awareness of risk to make them fearful, pessimistic, or paranoid.

PRESIDENT GRAÇA highlighted that the FIVB must never bet the business against the unavoidable forces of change. The FIVB shall put everything in doubt and turn every stone. Nothing is guaranteed, but when acting one must be sure doing the right thing.

PRESIDENT GRAÇA cited the French philosopher Michel de Montaigne, who said in the 1570s, *"We, and our judgement, and all mortal things go on flowing and rolling unceasingly. Thus, nothing certain can be established about one thing by another, both the judging and the judged being in continual change and motion."*

PRESIDENT GRAÇA reminded everyone that they are all leaders and that it is up to them. However, he also urged the Board of Administration members to let the FIVB know and to speak openly, if they were to disagree on any matter. He invited everyone to have a conversation about the important matters. The FIVB shall not divide the sport of volleyball around the world, as this would show weakness. He mentioned that this is the reason why the FIVB has some problems with getting TV and media sponsors. During the past few years, the FIVB has had a lot of different difficulties and issues to deal with.

PRESIDENT GRAÇA remarked that one may ask how one can make wise decisions in the face of such instability and uncertainty. PRESIDENT GRAÇA highlighted that many other International Federations relied on money from the IOC during these times. But the FIVB did not, it faced and overcame the

challenges: the COVID-19 pandemic, organising the VNL in a bubble, the continuation of the beach volleyball qualification, the Olympic Games Tokyo 2020 during the pandemic, and now the war in Ukraine. He pointed out it is a tremendous task to remove the World Championship from the organiser after four years of preparations and knowing that more than 500 people will be losing their job. And now the FIVB only has 6 months to relocate the event.

PRESIDENT GRAÇA ensured everyone that throughout these difficult times the FIVB pursued every opportunity.

PRESIDENT GRAÇA turned to the American investor Munger, who once observed: *“You have to be like a man standing with a spear next to a stream. Most of the time he’s doing nothing. When a fat juicy salmon swims by, the man spears it. Then he goes back to doing nothing. It may be six months before the next salmon goes by.”*

PRESIDENT GRAÇA, therefore, stressed that the FIVB shall never miss an opportunity, as one can never know when the next one will come.

PRESIDENT GRAÇA pointed out that the FIVB worked tirelessly to secure the deal with CVC, to deliver safe and secure events during a pandemic, and to support the National Federations through Volleyball Empowerment and development projects.

PRESIDENT GRAÇA reported that since 2017, the FIVB has approved 509 projects from 222 National Federations from all five Continental Confederations, which totals an investment of 11 million CHF. Of these 509 projects, 204 were coach support projects in 111 countries, 269 were volleyball equipment, 10 projects for 123 countries and 36 were knowledge transfer programmes.

PRESIDENT GRAÇA remarked that, now during the first, second and third windows of application, the FIVB has received 88 development project applications. Of these, 78 projects have already been approved: 38 coach support projects, 38 volleyball equipment projects and 2 knowledge transfer projects.

PRESIDENT GRAÇA emphasized that the FIVB has also launched the Volleyball Empowerment Projects Dashboard. This data visualisation tool will be permanently available for members of the global Volleyball Family and beyond to check the projects that the FIVB has done since 2017. This is a great example of the commitment to volleyball. But also, a perfect showcase of transparency and good governance of the FIVB. PRESIDENT GRAÇA reported that he accomplished what he had promised: to provide opportunities to everyone and to continue to innovate.

PRESIDENT GRAÇA stressed that the FIVB is continuously searching for new opportunities to grow. The FIVB takes a simple idea and take it seriously. But he also stressed that it is not easy seeing that in the last four weeks the world has turned completely upside down.

PRESIDENT GRAÇA reported that later this year, the FIVB will have the prestigious FIVB Volleyball Women's World Championships in Poland and the Netherlands, and right now is looking for new hosts for men's edition.

PRESIDENT GRAÇA remarked that after the Men's World Championship was removed from Russia, the FIVB changed the competition format to ensure that one nation or multiple nations can host the event. The bidding process was opened on 7 March with a deadline to submit expressions of interest by 14 March.

PRESIDENT GRAÇA shared with the attendees in a very confidential and transparent way, that the FIVB was very pleased with the number of countries that expressed their interest so far. Currently, the FIVB is holding negotiations and is hoping to announce the new host or hosts in a couple of weeks.

PRESIDENT GRAÇA reported that Poland, Qatar, Australia, Saudi Arabia, Italy and Mexico have expressed their interest to host the event. Additionally, many other National Federations expressed their interest in co-hosting the event if needed. He ensured that the Board of Administration members will be kept well informed about the outcome and that this interest demonstrates the credibility of the FIVB and the sport of volleyball.

PRESIDENT GRAÇA concluded that there are many difficulties and issues in today's world. He urged the Board of Administration members to stay together and united to overcome this storm. Together the FIVB is strong.

PRESIDENT GRAÇA urged the attendees that by working as one united family, a legacy for volleyball can be built. He invited everyone to make sure that the next chapter of volleyball's history is the greatest chapter of all. He stressed that this can only be done by working hard for this goal and by working together and united!

To end his welcome speech PRESIDENT GRAÇA thanked everyone.

## **2. LIST OF ATTENDANCE**

PRESIDENT GRAÇA moved on to the first point of the agenda, the list of attendance and therefore passed the floor to Mrs Giuseppina Rigamonti, FIVB Administration & HR Director.

Mrs RIGAMONTI announced that all FIVB Board of Administration members are present in the meeting, either in person or connected via the internet with the exception of Mrs Rita Subowo who is excused for the 1<sup>st</sup> day of the meeting and will be present on the 2<sup>nd</sup> day:



## Attending in Person:

Dr. Ary S. GRAÇA F°  
 Mr Cristobal MARTE HOFFIZ  
 Mr Aleksandar BORIČIĆ  
 Mr Roberto ESCOBAR GONZALEZ

Mrs Rita SUBOWO

Mrs Bouchra HAJIJ  
 Mr Marco Tullio TEIXEIRA  
 Mrs Mireya LUIS HERNANDEZ  
 Mrs Margaret Ann FLEMING  
 Mr Habu Ahmed GUMEL  
 Mr Renato ARENA  
 Mr Hugh GRAHAM  
 Mr Mushtaque MOHAMMED

Mr Kenji SHIMAOKA  
 Mr Glenn QUINLAN  
 Mr Sanga ISSOUF KONE  
 Mr Daniel MOLAODI  
 Mr Michel EVERAERT  
 Mr Lubor HALANDA  
 Mr Zdeslav BARAC  
 Mr Mark ECKERT  
 Mr Mohammedreza DAVARZINI  
 Mr Geert DE DOBBELEER  
 Mr Felix Ambrosio SABIO GONZALEZ  
 Mrs Annie PEYTAVIN  
 Mr Miroslaw PRZEDPELSKI  
 Mr Stanislav SHEVCHENKO  
 Mr Julio PEREZ ALFARO  
 Mr Craig CARRACHER  
 Mr Fabio AZEVEDO  
 Mrs Madelein MEPPELINK

FIVB President  
 1<sup>st</sup> Executive Vice-President  
 2<sup>nd</sup> Executive Vice-President  
 Executive Vice President &  
 Treasurer  
 Executive Vice-President  
 (Excused on 21 / present on 22)

Executive Vice-President  
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 Executive Vice President

Board of Administration Member  
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## Attending virtually:

Mr Jizhong WEI

Mr Cai YI  
 Mr Yuji SAEKI  
 Mr Juan Antonio GUTIERREZ  
 Mr Kiattipong RADCHATAGRIENKA  
 Mrs Cecilia TAIT VILLACORTA

FIVB Honorary Life President and  
 Advisor to the Board of  
 Administration  
 Board of Administration Member  
 Board of Administration Member  
 Board of Administration Member  
 Board of Administration Member  
 Board of Administration Member

PRESIDENT GRAÇA thanked Mrs Rigamonti and moved on to the next point on the agenda, the Approval of the Minutes of the last Board of Administration Meetings.

### **3. APPROVAL OF THE MINUTES OF THE LAST BOARD OF ADMINISTRATION MEETINGS**

PRESIDENT GRAÇA moved to the next point of the meeting and asked the FIVB Board of Administration members whether they approve the Minutes of the last FIVB Board of Administration Meetings.

All the members of the FIVB Board of Administration voted in favour of approval of the Minutes of the last FIVB Board of Administration Meetings.

<b>DECISION</b>
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The Minutes of the last FIVB Board of Administration Meetings were approved.
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### **4. FIVB / VOLLEYBALL WORLD UPDATE**

PRESIDENT GRAÇA moved to the next point of the agenda: the FIVB/ Volleyball World (VW) update and asked Mr TAYLOR, the Chief Executive Officer of VW, to present his report.

Mr TAYLOR thanked all the Board of Administration members for their time.

Mr TAYLOR started his report by giving a brief introduction about himself, as he has not yet met all of the attendees in person.

Mr TAYLOR reported that he has a background in retail and newspapers and bookstores. He continued to work for the company Cirque de Soleil and was responsible for Global Touring Business and in particular for market development. In this capacity he managed to bring Cirque de Soleil to 44 new countries between 2006 and 2020 and expanded the reach of the company from 4 shows up to 13 shows currently running. During that time span the revenues grew from 300 million USD in 2012 to 600 million USD in 2019.

Mr TAYLOR remarked that he has assembled the following talented management team with global expertise to drive the business and achieve the objectives of VW.

Mr TAYLOR reported that this management team combines commercial expertise with the Volleyball expertise that was already at FIVB / VW.

Mr TAYLOR stressed that his vision for VW is to grow the global volleyball ecosystem by connecting all volleyball stakeholders with a shared purpose to become the largest connected sports ecosystem in the world. To this end, he intends to bring onboard all partners of VW that they understand the actions which VW is taking. Therefore, VW intends to

- optimise the VW owned event calendar;
- improve the VW brand and direct relationship with fans;
- evolve the VW media sales, distribution and production;
- improve indoor event quality and revenue generation;
- evolve the proposition for sponsors;
- further growth through acquisition.

Mr TAYLOR pointed out that in order to achieve these goals VW has identified the following key pillars to success for VW:

- Plan events in advance;
- focus on the fans;
- develop clear vision for all events;
- “starification” of athletes.

Mr TAYLOR remarked that one thing VW did was to enhance and grow the opportunity for fans to watch international volleyball and, hence, expanded the window for international volleyball to take place. It used to be a 2-3 month window in the summer months, but by partnering with the domestic leagues, this time window was expanded. This allows VW to offer the fans volleyball content for 365 days a year. As a result, the volleyball audience grows.

Mr TAYLOR reported that the product “volleyball” shall be elevated by capturing the emotions of all involved: players, coaches, fans and bringing excitement to the fans and keep them coming back top volleyball.

Mr TAYLOR pointed out that the first thing they did was flip the broadcasting angle of the pitch in order to catch the emotions of everyone on and off the court. Furthermore, VW strives to enhance fan engagement. The court was redesigned for the fans to feel as if they are “on the court” just like it is done in the NBA. These court-side tickets in all events were the most popular, the first tickets sold out and the most expensive tickets.

Mr TAYLOR reported that another measure taken by VW to make the game more entertaining was the introduction of the serve clock. The idea behind it was to keep the game moving, to speed up the game and to avoid delays between rallies. This is important for the broadcast companies because they allocate a fixed time slot on TV and want to have more assurance about the duration of the match.

Mr TAYLOR highlighted that further fan engagement was created by the usage of an application on the fans’ mobile phones which was first tested in last years’ events. Via the app the fans engaged with the match, for example through a quiz.

Mr TAYLOR emphasized that the success of VW is closely linked with the success of the sport of volleyball. VW can only be successful if the sport of volleyball is successful.

PRESIDENT GRAÇA thanked Mr TAYLOR for the presentation.

**5. FIVB REPORT / UPDATE ON THE 2022 EVENTS CALENDAR AND TEAMS' ELIGIBILITY / PARTICIPATION**

PRESIDENT GRAÇA moved on to the next point on the agenda, the FIVB report / update on the 2022 events calendar and teams' eligibility / participation. PRESIDENT GRAÇA asked Mr BOCK to give his report.

Mr BOCK reported that the FIVB has officially informed the Organising Committee (OC) and Russia NF of the cancellation and relocation of the WC Russia 2022 as well as communicated it publicly.

Mr BOCK pointed out that the FIVB's legal position is that it is impossible to hold the WC Russia 2022 in Russia due to valid reasons attributable to the OC as defined in the contract. He remarked that, first, the OC did not comply with the human rights requirements as per Appendix 5 of the contract. Specifically, this refers to the recent censorship law passed in Russia. Secondly, the Russian Federal Government's actions are attributable to the OC because the Russian Federal Government was a founder of the OC and heavily involved in its organisation, controlling it through the majority of board members, who are government officials, and further, through the fact that the Russian Federal Government provided critical functions on the operational level of the organisation.

Mr BOCK highlighted that the next step is to wait for any response to the official notification from the OC and to discuss with them the financial implications of the relocation of the WC.

Mr BOCK remarked the FIVB has launched a bidding process for the relocation of the WC and the application process started 7 March 2022, the deadline being 14 March 2022.

Mr BOCK reported, turning to the Volleyball Nations League (VNL) that the FIVB has officially informed the OC and Russia NF of the cancellation and relocation of the VNL Pools in 2022 assigned to the OC as well as communicated it publicly.

Mr BOCK stressed that the FIVB's legal position is that it is impossible to hold the VNL in Russia due to considering implications of the war in Ukraine and the fact that no contract had been signed to date.

Mr BOCK reported that the Board on 1 March 2022 issued a decision to declare Russian clubs, national teams, athletes and officials ineligible in competing in competitions. This was based on a recommendation by the IOC to avoid participation of Russian and Belarussian athletes. He explained that the IOC gave this recommendation for two reasons: (1) safety of the athletes (of Russian athletes when competing abroad), an example being the concerning safety of Russian and Belarussian paralympic athletes when arriving the

Olympic Village in Beijing and (2) integrity of competition. He mentioned that there was a concern that teams would refuse to compete against Russian clubs/teams and that ultimately Russian teams would win by forfeit, compromising the integrity of the competition.

Mr BOCK pointed out that the FIVB wishes to strengthen its legal basis for taking such decisions and, thus, suggests introducing a new provision in the FIVB General Regulations (Article 2.3.7) that allows the FIVB to take protective measures in the best interest of volleyball. The FIVB can temporarily suspend membership rights and at the same time continually analyse the circumstances of the suspension and lift the suspension as soon as it is deemed adequate.

Mr BOCK, therefore, suggested to pass this new Article 2.3.7 of the FIVB General Regulations.

Mr EVERAERT asked what the process of assessing and analysing the circumstances of the suspension and subsequently, the possibility of lifting the suspension will be.

Mr AZEVEDO answered that in the concrete case of the Women's World Cup in 2022, the FIVB invited Croatia to take the place of Russia. In the invitation letter to Croatia, the FIVB was very clear that in case FIVB's decision would be successfully appealed and ultimately, Russia is allowed to take part in the Women's WC, Croatia will lose its spot to Russia.

In this regard, Mr BOCK remarked that both FIFA and UEFA were (provisionally) successful before the CAS.

PRESIDENT GRAÇA proposed to vote on the introduction of the new Article 2.3.7 of the FIVB General Regulations by show of hand.

#### **DECISION**

The introduction of the new Article 2.3.7 of the FIVB General Regulations was unanimously approved.

Mr BOCK explained that as a next step would be that the FIVB Board re-assess the situation and issues a new decision under Article 1.4 (g) of the FIVB constitution and the new Article 2.3.7 of the FIVB General Regulations related to the Russian and Belarussian athletes since the first decision was taken already pursuant to Article 1.4 (g) FIVB Constitution and the circumstances have worsened.

Mr BOCK suggested the following decision to be taken:

Suspend the participation rights in FIVB and continental competitions of:

- Russian and Belarussian Volleyball clubs and volleyball, beach volleyball and snow volleyball national teams,

- Russian and Belarussian officials, such as delegates, international referees, etc.,

Russian and Belarussian volleyball athletes playing for foreign clubs may continue to participate in national leagues and continental competitions.

This decision shall be reviewed in the event of a change of circumstances.

Mr BORIČIĆ remarked that foreign players that play in Russia have the right to play and to participate.

Mr BOCK confirmed this.

PRESIDENT GRAÇA proposed to vote on the decision proposed above by indication of show of hand.

**DECISION**

The above-mentioned decision was unanimously taken.

**6. LEGAL PRESENTATION & PROPOSALS OF THE LEGAL COMMISSION**

PRESIDENT GRAÇA moved on to the next point on the agenda, the legal presentation & proposals of the Legal Commission. PRESIDENT GRAÇA gave the floor to Mr BOCK.

Mr BOCK explained that all the following change proposals can be found in the Working File which was made available to every Board of Administration member prior to the meeting and are approved by the Legal Commission.

**(1) FIVB Constitution**

Regarding the FIVB Constitution the following decisions were made:

**DECISION**

The proposed changes to Articles 2.1.5, 2.3.6.2.1A and 2.4.1.4 of the FIVB Constitution (gender in minority provisions) were unanimously approved.

**DECISION**

The proposed changes to Article 2.2.5 of the FIVB Constitution (national federations) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.3.1.1, 2.3.7.1 and 2.3.7.2 (new) of the FIVB Constitution (FIVB Congress provisions changed due to COVID-19 implications) were unanimously approved.

**DECISION**

The proposed changes to Article 2.3.6.1.2 of the FIVB Constitution (election of the FIVB President) were unanimously approved.

Mr CARRACHER asked whether the new rules regarding the proposed time limit (maximum of 3 terms) apply already for the ongoing term (2021-2024), meaning that the ongoing term would already count towards the term limit.

Mr BOCK replied that the ongoing term (starting from 2021-2024) does not count towards the new term limit and that the term limit would start for the new term in 2024.

Mr AZEVEDO remarked that the terms for Confederation Presidents are governed by the respective Confederation constitutions. The Confederations in turn are bound by the age limits of their Presidents as per the FIVB Constitution.

**DECISION**

The proposed changes to Article 2.4.1 of the FIVB Constitution (term limits for the FIVB Board of Administration) were unanimously approved.

**DECISION**

The proposed changes to Article 2.4.1.5A of the FIVB Constitution (athletes appointed member to the FIVB Board of Administration) were unanimously approved.

**DECISION**

The proposed changes to Article 2.6.1.3 of the FIVB Constitution (presidential succession) were unanimously approved.

(2) FIVB Rules of Procedure of the FIVB Congress

Mr BORIČIĆ remarked with respect to the right to attend the FIVB Congress that federations shall not be able to have its officials in the Congress if the federation has no volleyball activities and is not participating in FIVB or Continental competitions. Mr BORIČIĆ asked what the term 'volleyball activities' is referring to.

PRESIDENT GRAÇA highlighted that participation in FIVB or Continental competitions is vital for the federations to improve and for the sport of volleyball.

He further added that federations with no volleyball activities have the right to attend the Congress but have no voting right.

Mr QUINLAN pointed out that for some federations, in particular, very small federations have difficulties to participate in competitions and send their players to tournaments. Mr QUINLAN suggests leaving the provision as it is, because it would only penalise the players and would take away the most basic rights of the federations.

Mr CARRACHER asked why the changes include that candidates to the Board of Administration may not attend the FIVB Congress as delegates.

Mr BOCK answered that the rationale behind this change is that all candidates to the Board of Administration, even if they are subsequently not elected, will act as substitute Board of Administration members and, moreover, as representatives of their national federations they can find an alternative representative who may attend the Congress as a delegate for them.

Mr BOCK further added that the proposal made by Mr BORIČIĆ does not reflect the current proposed changes to the provision as submitted in the Working File. The proposal made by Mr BORIČIĆ can, of course, be something that the Legal Commission may look at and assess from a legal standpoint.

**DECISION**

The proposed changes to Articles 1.1.1, 1.2.1, 1.3.1 and 1.7.2 of the FIVB Rules of Procedure of the FIVB Congress (accreditation of delegates) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.1.1 and 2.1.4 of the FIVB Rules of Procedure of the FIVB Congress (Congress agenda) were unanimously approved.

**DECISION**

The proposed changes to Articles 5.1.3.a and 6.2.b (distribution of the list of candidates) and Articles 7.2 and 8.1 (documents to be presented by the councils, commissions and Confederations) of the FIVB Rules of Procedure of the FIVB Congress were unanimously approved.

**DECISION**

The proposed changes to Articles 5.2.4 (new), 11.2.4, 11.2.6 and 11.2.7 of the FIVB Rules of Procedure of the FIVB Congress (electronic voting) were unanimously approved.



(3) FIVB General Regulations

Regarding the FIVB General Regulations the following decisions were made:

**DECISION**

The proposed changes to Articles 1.4.2, 1.4.3, 1.4.4 and 1.4.6 of the FIVB General Regulations (national federation resignation procedure) were unanimously approved.

**DECISION**

The proposed changes to Article 1.5.5 of the FIVB General Regulations (commitments of national federations) were unanimously approved.

Mr MOLAODI asked if and how the FIVB and other sporting bodies within the NF territories (for instance, the NOC) work together in resolving disputes that arise inside the national federations.

Mr BOCK answered that the FIVB has experienced that working together with the stakeholders within the territory is the best option. The FIVB believes that conflicts shall be resolved by communicating with all the stakeholders within the sporting community.

**DECISION**

The proposed changes to Articles 1.6.2, 1.6.4 and 1.7 (new) of the FIVB General Regulations (changes of executives in national federations) were unanimously approved.

**DECISION**

The proposed changes to Article 2.1.1 of the FIVB General Regulations (membership of the Board of Administration) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.2.1, 2.2.5 and 2.2.6 of the FIVB General Regulations (membership conditions – Board of Administration) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.3.1, 2.3.2, 2.3.3, 2.3.4, 2.3.5 and 2.3.6 of the FIVB General Regulations (responsibilities of the Board of Administration) were unanimously approved.

**DECISION**

The proposed changes to Article 3.3.3 of the FIVB General Regulations (responsibilities of the Executive Committee) were unanimously approved.

**DECISION**

The proposed changes to Article 3.4 of the FIVB General Regulations (FIVB President) were unanimously approved.

**DECISION**

The proposed changes to Article 3.8 of the FIVB General Regulations (Executive Vice-President of Executive Members) were unanimously approved.

**DECISION**

The proposed changes to Articles 5.6.4, 5.6.5, 5.6.8 and 5.6.9 of the FIVB General Regulations (specific competence of commissions) were unanimously approved.

(4) FIVB Sports Regulations

Regarding the FIVB General Regulations the following decisions were made:

**DECISION**

The proposed changes to Article 2.2.1 of the FIVB Sports Regulations (eligibility to play for a national team) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.4.1 and 2.4.3 (new) of the FIVB Sports Regulations (federation of origin) were unanimously approved.

**DECISION**

The proposed changes to Articles 5.3.1.a, 5.3.2 and 5.5.2 of the FIVB Sports Regulations (change of federation of origin - procedure) were unanimously approved.

Mr ARENA remarked that regarding Article 6.1.1.b of the FIVB Sports Regulations he believes that the correct national leagues break period should be ten (10) days instead of fourteen (14), as it is proposed.

Mr AZEVEDO answered that he believes he remembers correctly that the Board of Administration has previously decided that the period shall be fourteen (14) days. This change of provisions must be aligned with the previous decisions of the Board of Administration.

Mr AZEVEDO remarked that he will double-check what the previous Board of Administration decisions said and will revert back to this Board of Administration on the following day (Day 2).

**DECISION**

The proposed changes to Articles 6.1.1.a and b of the FIVB Sports Regulations (general principles of transfer system) were unanimously approved subject to the double-check of the previous Board of Administration decisions and the changes, if any, regarding 10 or 14 days.

**DECISION**

The proposed changes to Article 6.2.5 of the FIVB Sports Regulations (signing ITCs on behalf of a federation) were unanimously approved.

**DECISION**

The proposed changes to Article 6.2.8.1 of the FIVB Sports Regulations (international transfer of minor players) were unanimously approved.

**DECISION**

The proposed changes to Article 6.6.3.e of the FIVB Sports Regulations (fees – intervention of the FIVB) were unanimously approved.

**DECISION**

The proposed changes to Article 6.4 of the FIVB Sports Regulations (information on ITC) were unanimously approved.

**DECISION**

The proposed changes to Articles 6.5.1.1, 6.5.4 and 6.5.6.2 of the FIVB Sports Regulations (duration of the ITC) were unanimously approved.

**DECISION**

The proposed changes to Article 6.10.1 of the FIVB Sports Regulations (contractual relations) were unanimously approved.

**DECISION**

The proposed changes to Articles 7.2.5 and 7.2.6 of the FIVB Sports Regulations (club teams) were unanimously approved subject to the double-check of the previous Board of Administration decisions regarding the release of a player after a transfer (10 or 14 days).

**DECISION**

The proposed changes to Articles 8.1.1 (new), 8.1.2. and 8.1.4 of the FIVB Sports Regulations (leagues and other organisation) were unanimously approved.

**DECISION**

The proposed changes to Appendix C of the FIVB Sports Regulations (maximum federation of origin solidarity fees) were unanimously approved.

PRESIDENT GRAÇA remarked that he wishes the Legal Commission to conduct a study about agents in volleyball because he sees that the agents shall have responsibility. PRESIDENT GRAÇA intends the Legal Commission to study the legal opportunities as to how the player agents can be held accountable and be given responsibility in fair, proper and good faith conduct. PRESIDENT GRAÇA pointed out that he does not intend to ban the player agents from doing their jobs.

**DECISION**

The proposed changes to Articles 9.1, 11.3 and 11.8 and Appendix A of the FIVB Sports Regulations (FIVB licensed agents) were unanimously approved.

**DECISION**

The proposed changes to Article 18.1 of the FIVB Sports Regulations (FIVB financial disputes system) were unanimously approved.

**DECISION**

The proposed changes to Article 20.4 of the FIVB Sports Regulations (FIVB tribunal) were unanimously approved.

(5) FIVB Disciplinary Regulations

Regarding the FIVB Disciplinary Regulations the following decisions were made:

**DECISION**

The proposed changes to Articles 2.1, 13.1.4.D, 14.1 and 14.2 of the FIVB Disciplinary Regulations (differentiation between FIVB Disciplinary Regulations and the FIVB Code of Ethics) were unanimously approved.

**DECISION**

The proposed changes to Article 7.1 of the FIVB Disciplinary Regulations (competent body to decide on taking over disciplinary decisions) were unanimously approved.

**DECISION**

The proposed changes to Article 8 of the FIVB Disciplinary Regulations (differentiation of “violent conduct”) were unanimously approved.

**DECISION**

The proposed changes to Articles 15.2.3 (new) and 17.3 of the FIVB Disciplinary Regulations (composition of disciplinary panel and appeals panel) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.9, 4.2.a, 4.5 (deleted), 5.2, 9.2, 12.3.7 (new), 12.4.3, 16.1.1 and 16.4.2 of the FIVB Disciplinary Regulations (minor amendments and clarifications) were unanimously approved.

(6) FIVB Medical and Anti-Doping Regulations

Regarding the FIVB Medical and Anti-Doping Regulations the following decisions were made:

**DECISION**

The proposed changes to Section A - Articles 8.1.1.4 and 8.1.1.5 of the FIVB Medical and Anti-Doping Regulations (hearing panel) were unanimously approved.

**DECISION**

The proposed changes to Section F of the FIVB Medical and Anti-Doping Regulations (duties of the FIVB medical delegate) were unanimously approved.

**DECISION**

The proposed changes to Section G of the FIVB Medical and Anti-Doping Regulations (players’ health certificate, M-3 form) were unanimously approved.

**DECISION**

The proposed changes to Section C of the FIVB Medical and Anti-Doping Regulations (health certificate for international referees, M-4 form) were unanimously approved.

(7) FIVB Homologation Regulation

Regarding the FIVB Homologation Regulations the following decisions were made:

**DECISION**

The proposed changes to Article 2.3 of the FIVB Homologation Regulations (duration of homologation) were unanimously approved.

**DECISION**

The proposed changes to Articles 5.2, 6.1 and Appendix 3 of the FIVB Homologation Regulations (updates to include VW Volleyball World SA) were unanimously approved.

(8) FIVB Code of Ethics

Regarding the FIVB Code of Ethics the following decisions were made:

**DECISION**

The proposed changes to Articles 2.1, 2.2, 8, 11 and 21.3 of the FIVB Code of Ethics (differentiation between FIVB Disciplinary Regulations and the FIVB Code of Ethics and other regulations) were unanimously approved.

**DECISION**

The proposed changes to Articles 2.7, 5.1, 6, 13.2, 16.1, 21.2.2 of the FIVB Code of Ethics (other amendments and clarifications) were unanimously approved.

PRESIDENT GRAÇA thanked Mr BOCK for the legal presentations.

**7. VOLLEYBALL WORLD CHAMPIONSHIPS COMPETITION FORMAT**

PRESIDENT GRAÇA moved on to the next point on the agenda, the Volleyball World Championships competitions format and invited Mr AZEVEDO to give his presentation.

Mr AZEVEDO explained that in the past first there was the bidding process for the Volleyball World Championships and afterwards, when the host was appointed, the FIVB sat down with the organisers and the host to discuss the competition format. He pointed out that, in the perspective of the FIVB, this is the wrong way around.

Mr AZEVEDO further pointed out that every FIVB competition has different and varying formats, which makes it difficult for the fans to follow the tournaments and understand the rules.

Mr AZEVEDO reported that today the Board of Administration is asked to decide on one definitive format for all World Championships, for men as well as women. This new format shall be included in the bidding documents so that all host applicants will know the format.

Mr AZEVEDO remarked that the following is the proposal for the new format:

- Increase the number of teams to 32,
- best teams must play,
- guarantee universality,
- simplified formula,
- easy to understand and follow.

PRESIDENT GRAÇA stressed that the number of teams participating shall be increased to 32 to give the national federations more opportunities to improve. Next to the financial assistance and help, the FIVB is also creating opportunities for the national federations.

Mr AZEVEDO explained that each tournament shall start with a pool phase (group stage) followed by a direct elimination phase. Mr AZEVEDO noted that in the Executive Committee meeting it was discussed that in the pool phase multiple countries can host the Volleyball World Championships depending on the travelling distance between them. In the Round of 16 (16 teams, 8 matches) 2-4 countries could host the tournament, in the quarter finals 2 countries and then one country for semi-finals and final.

Mr ISSOUF KONE with the increased number of teams participating in the Volleyball World Championships what would be the qualification formula.

Mr AZEVEDO answered the FIVB's proposal is based on above-mentioned principles: the best teams will play, and universality shall be guaranteed. Mr AZEVEDO stressed that today in the meeting only the tournament formula shall be approved and afterwards the qualification formula shall be worked out.

Mr AZEVEDO added that with the new proposed formula, even though the numbers of teams has increased, the Volleyball World Championships will be less expensive.

PRESIDENT GRAÇA asked the Board of Administration members to vote on the proposal of the Volleyball World Championships competitions format made and presented by Mr AZEVEDO indicating by show of hand.

#### **DECISION**

The proposed Volleyball World Championships competition format was unanimously approved.

PRESIDENT GRAÇA thanked Mr AZEVEDO for the presentation and the great proposal on the uniformed Volleyball World Championships competition format.

## **8. FIVB CALENDAR 2025 – 2032 STRATEGY**

PRESIDENT GRAÇA moved onto the next point on the agenda, the FIVB calendar 2025 – 2032 strategy and gave the floor to Mr AZEVEDO.

Mr AZEVEDO explained that the idea is that the World Championships shall be played in 2027 and the Continental Championships in 2026 and 2028 because the Continental Championships in 2026 shall be the starting point for the qualification for the World Championships.

Mr AZEVEDO remarked that the idea is to create a new idea, in some sense a kind of “Ryder Cup” event for volleyball, for example USA against the rest of the world or Asia against the rest of the world.

Mr AZEVEDO reported further that an idea is to shift the calendar more towards the winter months of the Northern hemisphere as this is a time where not many other big tournaments are taking place. This would, in particular, apply for the big FIVB tournaments like the World Championships.

Mr AZEVEDO explained that the next steps would be to circulate these strategy proposals to the Continental Confederations and receive their feedback.

Mr EVERAERT remarked that there are already two periods for national teams and FIVB events, considering the VNL. He stressed that moving the main FIVB events to the winter months of the Northern hemisphere is an opportunity because many sports are played outdoors and are therefore on a break over the winter months. Only football continues playing and most European leagues also have a winter break. Furthermore, the media numbers are clear on the fact that people are watching more TV in the winter.

Mr EVERAERT added that he proposes to host the World Championships every two years which would be possible when organising in winter and the WV do not interfere with the Olympic games (which are played in the summer).

PRESIDENT GRAÇA remarked that the matter of the frequency of the World Championship is something that the FIVB and the Board will look into, but more consultation is needed.

Mr DE DOBBELEER asked if the strategy on the World Championships and the changed calendar will also mean that there will be more teams on the VNL.

Mr AZEVEDO answered that this matter has not been discussed yet.

Mr EVERAERT highlighted that when making shifts in the calendar the health and rests of the players must be considered as well.



PRESIDENT GRAÇA reported that the issue of the health and rest of the players is of the utmost importance for the FIVB and that this has been considered and must always be considered. The proposed calendar provides for two rest periods for the players.

Mrs MEPPELINK reported from the Athletes' Commissions that rest is one of the focal points for the players. She further explained that not only physical rest is needed but also mental rest from the pressure of the tournaments.

Mr ECKERT pointed out that the North American league is playing during fall and winter periods and the financial growth generated by having more people watch the sports on TV – simply because it is winter – could be great. He added that volleyball is one of the few sports that do not have an All-Star event, like the NBA or NFL.

PRESIDENT GRAÇA thanked all the attendees for Day 1 of the Board of Administration meeting and wished everyone a good evening.

## **9. FIVB NOMINATION & SUBSTITUTION**

PRESIDENT GRAÇA moved onto the next point of the agenda, the FIVB nomination and substitution.

### **9.1 ATHLETES' COMMISSION**

PRESIDENT GRAÇA continued with regards to the Athletes' Commission that Mr Gilberto Amauri de Godoy Filho is stepping down as the secretary of the Athletes' Commission and proposed that Mr Amauri de Godoy Filho shall be replaced by Mr Samuele Papi.

PRESIDENT GRAÇA further proposes to appoint Mr Sergio Santos to replace Mr Amauri de Godoy Filho as a member of the Athletes' Commission.

### **9.2 TECHNICAL AND COACHING COMMISSION**

PRESIDENT GRAÇA explained that Mr Hugh McCutcheon has stepping down as the President of the Technical & Coaching Commission. PRESIDENT GRAÇA proposed to appoint Mr Giovanni Guidetti as President of the Technical & Coaching Commission to replace Mr McCutcheon.

PRESIDENT GRAÇA proposed to appoint Mr Philippe Blain as secretary of the Technical & Coaching Commission replacing Mr Guidetti who will be appointed as the President.

Mrs MEPPELINK remarked that she raises concerns about the appointment of Mr Papi to the Athletes' Commission because Mr Papi has communicated in the past that he does not have much time to spend working on the Athletes' Commission. Since Mrs MEPPELINK is the person working closely together with the Athletes' Commission she asked if other options can be discussed.

Mr AZEVEDO answered the idea behind the appointment is that the role of secretary of the Athletes' Commission shall be a person of a different gender and different discipline than the President of the Athletes' Commission and the person who received the most votes while fulfilling these criteria.

Mrs MEPPELINK thanked Mr AZEVEDO for the explanation. She remarked that she is satisfied with the appointment and that she is happy to give someone the chance to step up and to work with him.

PRESIDENT GRAÇA asked the attendees if they approve the proposals for the changes to the Athletes' Commission and the Technical & Coaching Commission indicating their votes by show of hands.

#### **DECISION**

The proposed changes to the Athletes' Commission and the Technical & Coaching Commission were unanimously approved.

### **9.3 FIVB JUDICIAL BODIES**

PRESIDENT GRAÇA moved onto the next point of the agenda, the nominations for the FIVB judicial bodies.

Regarding the FIVB Disciplinary Panel for the period 2021-2024, PRESIDENT GRAÇA proposed the following members to be appointed:

- Ms Maria Jose Garcia Suarez, COL, CSV for Vice-Chairperson
- Mr Jaime Cambreleng, ESP, CEV from Substitute to Member
- Mr Rouzbeh Vosough Ahmadi, IRI, AVR for Substitute member

Mr AZEVEDO explained that the FIVB received many independent applications for the positions of the FIVB judicial bodies and that all proposals have been approved by the Continental Confederations.

PRESIDENT GRAÇA asked the attendees if they approve the proposals for the changes to the FIVB Disciplinary Panel for 2021-2024 indicating their votes by show of hands.

#### **DECISION**

The proposed changes to the FIVB Disciplinary Panel were unanimously approved.

### **10. FIVB COMMISSIONS' PROPOSALS**

PRESIDENT GRAÇA moved to the next point on the agenda which is the FIVB Commission's proposals.

## 10.1 BEACH VOLLEYBALL COMMISSION

PRESIDENT GRAÇA started with the Beach Volleyball Commission and gave the floor to Mr Vicente Araujo.

Mr ARAUJO reported that the qualification system for Paris 2024 will be explained later on in this Board of Administration meeting by the Beach volleyball department as part of the Paris 2024 progress report.

Mr ARAUJO remarked further that the Beach Volleyball Commission has the proposal to officially recognise the beach volleyball coaches and insert them into the FIVB database.

Mr ARAUJO stressed that the question whether the beach volleyball coaches may act on the field of play is still ongoing.

Mr AZEVEDO emphasized that the proposal means that the beach volleyball coaches shall be officially recognised as such. Nothing shall change in the competition framework.

Mr TEIXEIRA mentioned that as of now in South America the coaches are allowed on the field, but the competition organisers are not obliged to pay for their accommodation or travel.

PRESIDENT GRAÇA highlighted that especially for small, poor federations the easiest way to participate in the sport of volleyball is to play beach volleyball because there are only two players needed. The FIVB has been encouraging all federation – no matter how small – to play beach volleyball and offered them equipment and coaching. But in order to give the federations money and equipment support, the coaches in beach volleyball must be recognised.

PRESIDENT GRAÇA asked the attendees if they approve the proposals of the Beach Volleyball Commission to recognise the coaches in beach volleyball indicating their votes by show of hands.

### DECISION

The proposed changes to recognise coaches in beach volleyball were unanimously approved.

PRESIDENT GRAÇA thanked Mr Araujo for the presentation of the Beach Volleyball Commission's proposal.

## 10.2 TECHNICAL AND COACHING COMMISSION

PRESIDENT GRAÇA moved to the next point on the agenda which is the Technical and Coaching Commission and passed the floor to Mr Guidetti.

Mr GUIDETTI thanked all Board of Administration members for their trust in him and explained that the Technical & Coaching Commission conducted many

productive meetings with the Rules of the Game & Refereeing Commission. The President of the Rules of the Game & Refereeing Commission will later present the combined proposals of both Commissions.

PRESIDENT GRAÇA thanked Mr Guidetti for the report on the Technical and Coaching Commission.

### **10.3 ATHLETES' COMMISSION**

PRESIDENT GRAÇA moved to the next Commission, the Athletes' Commission and gave the word to Mrs Meppelink.

Mrs MEPPELINK reported that the Athletes' Commission has no proposals to be made.

Mrs MEPPELINK mentioned that one thing the Athletes' Commission is working on is the Athletes' Fund.

Mr AZEVEDO reported that the FIVB is fully aware of how important it is to give the athletes a voice within the FIVB. The Athletes' Commission is doing a brilliant job to liaise between the FIVB and the athletes, informing the athletes and getting them onboard.

Mrs LUIS HERNANDEZ remarked that in NORCECA the Athletes' Commission was already constituted and very soon the official presentation can be made. She remarked that the composition of the Commissions will be on the principle of gender balance. Mrs LUIS HERNANDEZ invited Mrs Meppelink to participate virtually in the next meeting of the Athletes' Commission in NORCECA because the athletes in NORCECA are very happy to know that they are represented well within the FIVB.

Mrs MEPPELINK answered that she would be very happy to attend the NORCECA meeting.

PRESIDENT GRAÇA thanked Mrs MEPPELINK for the report on the Athletes' Commission.

### **10.4 RULES OF THE GAME & REFEREEING COMMISSION**

PRESIDENT GRAÇA turned to the next commission, the Rules of the Game & Refereeing Commission and passed the floor to Mr PAREDES.

Mr PAREDES thanked the Board of Administration to be invited to the meeting and to give the report. He further thanked the other FIVB Commissions for the great team spirit and remarked that it has been great working with all of them.

Mr PAREDES presented the first proposal of the Rules of the Game & Refereeing Commission: to increase the age limit for active FIVB Referees and International Referees from 55 to 60 years of age, backdated to take effect from

1 January 2020, provided medical and technical conditions currently required by the FIVB are met.

Mr PAREDES explained that referees in the age of 55 are in great physical conditions to officiate. Especially by the age of 55 the referees will have the experience and knowledge to officiate very well.

PRESIDENT GRAÇA asked the attendees if they approve the proposal of the Rules of the Game & Refereeing Commission to increase the age limit of FIVB Referees and International Referees from 55 to 60 years of age indicating their votes by show of hands.

**DECISION**

The proposed change to increase the age limit for FIVB Referees and International from 55 to 60 years of age was unanimously approved.

Mr PAREDES continued to present the second proposals: on the one hand, to test cancellation of double touch (contact) for internal passes, at both the Club World Championships 2022 and, on the other hand, to test banning the overhand service reception, at the Age Group World Championships 2023.

Mr PAREDES highlighted that both proposals are for testing and after the testing period, the Commission will assess the effectiveness of the changes proposed. If effective, the Commission would proceed with implementation after Paris 2024.

PRESIDENT GRAÇA asked the attendees if they approve the proposals of the Rules of the Game & Refereeing Commission to test the two above-mentioned rule changes indicating their votes by show of hands.

**DECISION**

The proposed changes to test cancellation of double touch for internal passes and to test banning the overhand service reception were unanimously approved.

Mr PAREDES continued to present the next proposals to approve for the FIVB Board of Administration:

To approve:

1. Volleyball and Beach Volleyball Referee Categorization
2. Volleyball Referees who passed the 2021 FIVB International Referee Course and categorize them as category "C"
3. Pending Beach Volleyball International Referees (IR) Candidates

**DECISION**

The proposed changes to the referee categorization & statistics were unanimously approved.

PRESIDENT GRAÇA thanked Mr PAREDES for the great work in the Rules of the Game & Refereeing Commission and for the presentation of the proposals.

**10.5 MEDICAL COMMISSION**

PRESIDENT GRAÇA moved to the next commission, the Medical Commission and passed the floor to Mrs PEYTAVIN.

Mrs PEYTAVIN reported that the Medical Commission has no further proposals to the Board of Administration.

Mr MARTE HOFFIZ remarked that there have been changes to the anti-doping tests which are confusing. He is asking Mrs PEYTAVIN to clarify the changes.

Mrs PEYTAVIN answered that the WADA Code has changed. She explained that all anti-doping tests shall be done under the umbrella of the FIVB. If the Confederation wants to conduct anti-doping tests at competitions, it must consult with the Medical Department of FIVB like the practice has been in the past.

Mr AZEVEDO reported that together with the new WADA Code the IOC has launched a new organisation, called the International Testing Association (ITA) which shall provide testing, analysis, and results. The Confederations are not obliged to conduct the testing through the ITA, however, they can save money through the high number of testing within the entire FIVB if the Confederations collaborate with the FIVB.

PRESIDENT GRAÇA thanked Mrs PEYTAVIN for the report on the Medical Commission.

**10.6 SNOW VOLLEYBALL COMMISSION**

PRESIDENT GRAÇA moved to the next Commission, the Snow Volleyball Commission and asked Mr BORIČIĆ to present the proposals by the Snow Volleyball Commission.

Mr BORIČIĆ reported that the Snow Volleyball Commission has had one meeting so far but the introduction of the new ideas of Snow Volleyball were received great in the media. This way the Olympic Movement started to recognise and acknowledge that the sport of Snow Volleyball exists, and the plan of the Snow Volleyball Commission is to be introduced to the Winter Olympics in 2030. However, the COVID-19 pandemic forced many events to be cancelled. The Snow Volleyball Commission shall now re-assess the goals for Snow Volleyball, yet the main goal to be part of the Winter Olympics remains unaffected.

PRESIDENT GRAÇA thanked Mr BORIČIĆ for the presentation of the ideas and plans for Snow Volleyball. He believes that in order to reach the goal to be part of the Winter Olympics the best way forward is to create a written plan including all ideas for the new sport of Snow Volleyball. This plan can be shown to the IOC and the IOC can be asked directly, what Snow Volleyball has to do further to get to the Winter Olympics.

Mr GUMEL remarked that he fully supports the ideas of Mr BORIČIĆ. He stressed that the new sport of Snow Volleyball should be for everyone and not just for the nations and federations that are traditional Winter Olympic nations. For example, African nations and federations are really interested to participate in Snow Volleyball even though there is no snow in these countries.

Mr AZEVEDO clarified that the FIVB as being a Summer Olympic federation was not invited to Beijing 2022 because of COVID-19 restrictions. Therefore, even though the FIVB and the Snow Volleyball Commissions had plans to be in Beijing 2022 to promote Snow Volleyball they were not allowed to.

PRESIDENT GRAÇA thanked Mr BORIČIĆ for the presentation and the report.

#### **10.7 EMPOWERMENT COMMISSION**

PRESIDENT GRAÇA moved to the next commission, which is the Empowerment Commission and passed the floor to Mr TUTTON.

Mr TUTTON thanked PRESIDENT GRAÇA for the opportunity to give the report on the Empowerment Commission.

Mr TUTTON reported that since PRESIDENT GRAÇA launched Volleyball Empowerment just over 12 months ago, the FIVB has had more than 78 projects approved and the total investment so far amounts to more than 3.5 million USD. The biggest help and assistance brought forward by Volleyball Empowerment has been the coach support to the Federations for multiple years.

Mr TUTTON emphasized that Volleyball Empowerment does not stop at giving coach support. The programme also helps in the improvement of the national team of the respective federation, making links to training camps for example so that the national teams can do well in the respective international regional competitions. This assistance was, for example, given to the Federation of the Philippines.

Mr TUTTON remarked that the Empowerment Commission has developed a tool or an application that is able to visualise the development of the Empowerment Fund. The tool can show for which purposes the investments are spent or to which federations the investments are made. In this tool, the plans of each Federation that has applied for investments are collected. Together with the Federations, the Empowerment Commission works to improve the plans and subsequently tries to implement them. This plan that has

collectively been worked is centred around the national teams of the Federation. This way, it can be tracked how the plans of each Federation is working out.

The Volleyball Empowerment Programme sought out to receive an independent auditor to attest that the investments are going to right places, that the application process stands up, that the plans of the applicants are proper and economically solid and the agreements which both parties are abiding by are agreed upon on good governance.

Mr TUTTON ended his presentation by passing the floor to Mr GRBIC.

Mr GRBIC thanked Mr TUTTON for the presentation and called it an honour to the President of the Empowerment Commission as this way he is able to implement his ideas and vision to improve the sport of volleyball.

Mr GRBIC highlighted that for Volleyball Empowerment it is not enough to send money or equipment or coaches to the Federations. It is important that the leaders of the Volleyball Empowerment travel to the Federations and are on-site to help the Federations to make connections with other parties, for example with representatives of the IOC and government officials of those countries.

PRESIDENT GRAÇA thanked Mr GRBIC for the presentation of the ideas of the Empowerment Commission. PRESIDENT GRAÇA remarked that Mr GRBIC is one of the few successful examples of a former player being active in the departments and commissions of international volleyball and passing on his experience of having played the sport as a professional.

## **10.8 DEVELOPMENT COMMISSION**

PRESIDENT GRAÇA moved to the next commission, the Development Commission and asked Mr MOHAMMED to give the presentation.

Mr MOHAMMED reported that the Development Commission has one proposal to make to the Board of Administration: for the FIVB Volleyball Empowerment Survey to replace the FIVB National Federations Survey.

PRESIDENT GRAÇA highlighted that the Presidents of the Confederations shall encourage their National Federations in taking part in the surveys and actively participating in collecting data for the FIVB institutions.

Mr MOHAMMED remarked that the applications of the National Federations will only be processed and approved if the surveys have been completed.

Mr TUTTON pointed out that at the moment the response rate for the surveys is at around 70 per cent. Mr TUTTON stressed that the surveys include vital information for the Empowerment Programme which indicates the state of the National Federations.



Mr BORIČIĆ highlighted that there are many – mostly small – Federations that do not take part in the surveys and they also do not ask for any assistance, money or help. Yet the Continental Confederations would like to send them investments and provide help and assistance to them. Ultimately, the Confederations want them to participate in the Development and Empowerment Programme.

Mr QUINLAN remarked that the Empowerment Programme is working really hard on empowering the small Federations and encouraging them to improve on their sporting activities as well as on their administrative levels. To that end, the Board of Administration has approved management courses for the representatives of the National Federations.

PRESIDENT GRAÇA pointed out that the FIVB wants to develop and empower the Federations. But it is only natural that the FIVB expects something in return: work. The more the Federations work, the better they get, the better the national teams get. Eventually, the Federations will increase in its category, rising out of categories 1 or 2. However, the Federations must present its ideas, its vision and must suggest projects in which the FIVB and Confederations can invest.

## **10.9 VOLLEYBALL COUNCIL**

PRESIDENT GRAÇA welcomed everyone back from the coffee break and moved to the next point on the agenda, the Volleyball Council. He passed the floor to the President of the Volleyball Council, Mr TEIXEIRA.

Mr TEIXEIRA thanked PRESIDENT GRAÇA for the opportunity to speak about the Volleyball Council.

Mr TEIXEIRA reported on the first proposal: to align the age groups between the genders as of 2023 & onwards. This is to simplify and unify the age groups and equally develop talent for both genders. Girls' Under 18, Boys Under 19, Women's Under 20 and Men's Under 21 to be merged to Girls' & Boys' Under 19 and Women's & Men's Under 21.

Mr TEIXEIRA reported further that the Volleyball Council proposes to introduce an U17 World Championships category as of 2024 & onwards (biennial event per gender). This has been prepared and wanted for a long time and the goal is to allow young talent to play top level international matches and to develop talent for the volleyball elite senior events.

Mr TEIXEIRA explained that another idea is to have an under-age championship every year. Either on World level or on Continental level. Each age group will have biennial championships.

Mr DE DOBBELEER asked how many teams will participate in or qualify for each championship.

Mr TEIXEIRA explained that the format will remain unchanged. 20 teams for Under 21 and Under 19 and Under 18 Women and 16 teams for Under 21 Women. The proposal is to start aligning from 2023 onwards.

Mr BORIČIĆ highlighted that it is important that the young national teams should play more than just three matches in the competition (for example if they do not survive the group stage). The goal should be to have all teams to stay until the end of the competition. The travel for the teams often is exhausting and administrative (visa, etc) work is often out of proportion for potentially only playing three matches. He explained that the FIVB must find a solution to let them play more matches, this is especially important for young talents because the world championships at junior level is a platform for them to present themselves and to gain valuable match experience at the highest stage.

Mr MARTE HOFFIZ agreed with Mr BORIČIĆ. More matches must be played, not necessarily training.

Mr EVERAERT asked what the competition format in the Olympics would be for the 3<sup>rd</sup> places in the three pools, how the best 3<sup>rd</sup> places are to be defined. Is the possibility of playing an extra match still on the table?

Mr AZEVEDO answered that the possibility is still on the table to be considered. If the Volleyball Council makes this an official proposal, the FIVB can sit down with IOC and Paris 2024 to see if it fits in the schedule.

Mr DE DOBBELEER asked regarding Paris 2024 is there has been a decision to increase the number of players for each team going to the Olympics from 12 players to 14 players.

Mr AZEVEDO explained that FIVB is still in discussions with the IOC to increase the quota of players for each participating team to 14 instead of 12 players. In principle, the answer of the IOC is no, that it is not possible. The FIVB is remaining in discussions though and suggested to have two additional players at the Olympics who will not be accredited for the Olympic Village, however, with full access to the Olympic Village and all training grounds and matches. This is not confirmed yet by the IOC, but it is going the right way.

Mr AZEVEDO reported that the nomination procedure for the Olympic Games is different than for other competitions. For the Olympic Games there is no nomination list of 25 players, but a nomination list of 12 players only plus the two additional players.

PRESIDENT GRAÇA asked the attendees if they approve the proposed changes to align the age groups between the genders as of 2023 & onwards at junior level (Under 18 to Under 21) indicating their vote by show of hands.

**DECISION**

The proposed changes to align the age groups between the genders as of 2023 & onwards at junior level (Under 18 to Under 21) were unanimously approved.

Mr TEIXEIRA remarked that regarding the competition calendar 2022-2024 there is another proposal to postpone the dates for the Continental Championships 2023 by one week as follows:

- 17 August – 6 September for Women
- 28 August – 17 September for Men

Moreover, Mr TEIXEIRA proposed regarding the Continental Volleyball Ranking first, to remove the 5 Continental Rankings from the FIVB webpage and secondly, to host the Continental Ranking on the Confederation's webpage upon request.

Mr AZEVEDO emphasized that some of the Confederations (NORCECA and CEV) already have their own rankings. Therefore, the FIVB will only present the World Ranking on its website and can – upon request – provide the Confederations with the links for the Confederations to put the rankings on their webpages, too. This way the FIVB respects that the Confederation may have different ranking systems

Mr MARTE HOFFIZ asked how the FIVB ranking system is composed. He asked whether matches that are played between two countries of the same Confederations shall be considered for the Continental Confederation Ranking, no matter in which competition (FIVB competition or otherwise) that match was played.

Mr AZEVEDO confirmed that the Continental Confederation Ranking shall include every single match between two countries of the same Confederation, no matter the competition (for example, also of the VNL, which is a FIVB competition).

**11. FIVB FINANCE COMMISSION UPDATE**

PRESIDENT GRAÇA moved on to the next point on the agenda, the FIVB Finance Commission update, and passed the floor to Mr AZEVEDO.

Mr AZEVEDO gave the FIVB Finance Commission update in place of the President of the FIVB Finance Commission.

Mr AZEVEDO reported that the next steps ahead of the FIVB Congress in September this year will be:

- Audit to be concluded in April 2022
- Meeting of Finance Commission in May-June 2022

- Circulation of all numbers to the Board of Administration in June 2022
- Board of Administration to approve the numbers before Congress

PRESIDENT GRAÇA thanked Mr AZEVEDO for the update.

## **12. ACOSTA'S CASE REPORT & NEXT STEPS**

PRESIDENT GRAÇA moved on to the next point on the agenda, which was the Acosta's case report & next steps and passed the floor to Dr Charles JOYE.

(Speaking in French which was translated into English by Mr AZEVEDO) Dr JOYE thanked the Board of Administration for the opportunity to speak and to present the case of the former FIVB President, Mr Acosta.

Dr JOYE remarked that Mr Acosta was President of the FIVB from 1984 until 2008. In 2008, before leaving the FIVB, Mr Acosta signed many contracts in the name of the FIVB which allowed others to exploit commercial rights of the FIVB up until 2014. When having signed the contracts, Mr Acosta asked the FIVB to pay him 8 million CHF for the commission of these contracts. In 2008-2009 the FIVB accepted payments to Mr Acosta in the amount of 4 million CHF as a first tranche.

Dr JOYE explained that in 2010 the FIVB Congress took a decision to suspend all payments to former President, Mr Acosta. He reported that Mr Acosta still claimed from the FIVB the payment of the second tranche in the amount of 4 million CHF. But the FIVB refused.

Dr JOYE continued by saying that Mr Acosta started legal proceedings against the FIVB in Switzerland in 2011. This case went through all three legal instances in Switzerland and the final decision of the Supreme Court of Switzerland was taken in November 2021. The Supreme Court held that the FIVB is to pay the outstanding amount of the commissions to Mr Acosta, namely in the amount of 50 per cent of the second tranche 2 million CHF.

Dr JOYE reported that by court order, in December 2021 the FIVB paid to the Mr Acosta 2 million CHF plus 5 per cent interest per year.

Dr JOYE highlighted that in January 2022, Mr Acosta also claimed the second half of the second tranche in the amount of another 2 million CHF. He explained that the FIVB now has two options:

- 1) To push Mr Acosta to start a second lawsuit against it for the second half of the second tranche. Dr JOYE remarked that the FIVB's chances of success in such second lawsuit would be around 10-20 per cent.
- 2) The second option, naturally, would be to pay. Considering this option, the FIVB has engaged in confidential discussions with the lawyers of Mr Acosta bearing in mind that any decision must be approved by the FIVB Executive Committee and Board of Administration. One point to consider is the total amount of interest payable by FIVB that has accrued since

the existence of the claim. He explained that Swiss law stipulates a 5 per cent interest rate per year. The FIVB proposed to Mr Acosta to pay interest in the amount of 2.5 per cent on the total amount instead of 5.0 per cent. Mr Acosta replied to this proposal that he would accept payment of interest of 1.65 per cent but only on the second half of the outstanding tranche, which would result in a difference of CHF 400,000. Dr JOYE remarked that with the counter-proposal made by Mr Acosta the FIVB would be saving CHF 400,000.

Dr JOYE concluded by thanking the Board of Administration members for their attention and summarised that the FIVB now has two options: first, to pay the claims made by Mr Acosta according to his last proposal or secondly, to proceed into another lawsuit with him that might last for further years.

Mr AZEVEDO stressed that from the legal standpoint the FIVB's position, unfortunately, was very weak because the FIVB Executive Committee, the FIVB Board of Administration and the FIVB Congress accepted the 10 per cent commission to be paid to Mr Acosta.

Mr AZEVEDO remarked that his heart is saying that the FIVB should fight against Mr Acosta in another lawsuit and that for time reasons he would never see the money. However, his brain is telling him to accept the last proposal by Mr Acosta because this way the FIVB can save CHF 400,000 which can be invested in the sport.

Mr AZEVEDO reported that the FIVB Executive Committee's proposal in its meeting yesterday was to accept the last proposal of the Mr Acosta and close down this case once and for all.

Mr SABIO GONZALEZ's remarks were presented in Spanish and were not translated

Mr EVERAERT agreed with the proposal made by Mr AZEVEDO and the FIVB Executive Committee. He remarked that even though it hurts financially, this matter should be finalised and the FIVB should move forward.

Mr ISSOUF KONE asked how much the legal fees for the lawyers representing the FIVB in any second lawsuit would be and secondly, remarking that Mr Acosta is already very old he proposes to take the chances at court.

Mr AZEVEDO assured Mr ISSOUF KONE that the legal fees of FIVB's lawyers for the lawsuit would be very high. On another note, he pointed out that simply by the death of Mr Acosta the legal issue would not be resolved because his heirs would be able to continue the lawsuit and would inherit the claim from him.

Mr HALANDA asked how much exactly the last proposal of Mr Acosta was.

Mr AZEVEDO answered that the total payment to Mr Acosta would be around another 1.8 million CHF.

Mr PRZEDPELSKI highlighted that in 2008 the people responsible for signing off on the commission fee to be paid to Mr Acosta were very different. The members of the Board of Administration have changed since. In order to move forward the only right answer is to close this matter, since it has been going on for too long already.

Mr CARRACHER stressed that the decision of the former Board of Administration in 2008 was a mistake and that the current Board of Administration has to clean up the mess. Therefore, the right decision is to follow the proposal and to close this matter once and for all. However, the current Board of Administration shall never forget about the mistake and may never repeat it.

Mr AZEVEDO reported that the FIVB Executive Committee in its meeting yesterday recommended the Legal Commission to study legal ways to suspend the membership of Mr Acosta and expel from volleyball for life and strip him all his FIVB and volleyball related honours and titles.

PRESIDENT GRAÇA asked the attendees if they approve the proposal to close the Acosta case and accept Mr Acosta's last proposal to fulfil his claim and pay indicating their vote by show of hands.

#### **DECISION**

The proposal to close the Acosta case and accept Mr Acosta's last proposal to fulfil his claim and pay was approved.

PRESIDENT GRAÇA remarked that it is true but also unfortunate that Mr Acosta has the law on his side. However, the FIVB can react within its power which is to suspend the membership of Mr Acosta for life and to expel him from volleyball for life subject to the Legal Commission's study.

PRESIDENT GRAÇA asked the attendees if they approve the proposal to to suspend the membership of Mr Acosta for life and to expel him from volleyball for life subject to the Legal Commission's study indicating their vote by show of hands.

#### **DECISION**

The proposal to suspend the membership of Mr Acosta for life and to expel him from volleyball for life subject to the Legal Commission's study was approved.

Mr PRZEDPELSKI made the remark that within international federations like the FIVB no single person shall receive commissions or money for the jobs that they are doing. It is clear that the federation is acting commercially because in sports a lot of money is involved. However, if any money is received it shall always be paid down to the national federations because ultimately it is them that collectively do the job and are the reason that commercial enterprises invest into the sport. For the future, he suggests that the Board of Administration shall think about ways to pass down

Mrs HAJIJ reported that she had elaborated in the previous Board of Administration meeting that she and the CAVB, the African Confederation are facing difficulties to receive all documents from her predecessor, the previous President of the CAVB. She reported that many accounts from the former administration were not approved by the Congress of the CAVB and the FIVB has contracted Deloitte Egypt to investigate this matter. However, many documents have just not been passed over yet and they seem to be missing. The FIVB Ethics Panel has taken up this case and Mrs HAJIJ is asking what the progress and the update of the Ethics Commission on this matter is.

Mr MARTE HOFFIZ asked if the possibility of initiating legal actions against the former President of the CAVB have been considered.

Mr GUMEL replied that the CAVB, Mrs HAJIJ and himself have been in contact with the former President of the CAVB and he agreed to pass over the relevant documents. However, this has not happened yet. Mr GUMEL reported that the behaviour of the former President of the CAVB is a shame because the CAVB is now in a place where it can move forward and the documents that have apparently gone missing are necessary for the independent auditors to do their job.

PRESIDENT GRAÇA proposed to strip the former President of the CAVB of his colours after the FIVB Ethics Panel has made its decision. In a reputable institution like the FIVB it must be common practice that outgoing Presidents or representatives will hand over office to their successors in due time and without hesitation. To violate this principle is a violation of ethical behaviour. It is legal and fair to take measures following the unethical behaviour.

Mrs PEYTAVIN remarked that similarly to the Acosta case the FIVB should be very certain to have the legal grounds to strip him of his colours.

PRESIDENT GRAÇA answered that the accounts of the former President of the CAVB were not approved by his Confederation and now he is hiding the documents that would prove his misbehaviour. He assured that before taking measures the decision of the FIVB Ethics Panel will be waited.

Mrs SUBOWO highlighted that this issue of passing on office to the following presidents will occur many more times in the future. She suggested that the FIVB should think about setting up an official process about how the hand-over of office can take place. She proposed that PRESIDENT GRAÇA can set up a commission or a team to think about the best process for the future.

PRESIDENT GRAÇA answered that he agrees with the proposal by Mrs SUBOWO and that he will contact the president of the Legal Commission immediately for the Legal Commission to come up with ideas.

Mrs HAJIJ reported that the CAVB has experienced these issues at first hand and as a measure has already drawn up a hand-over process, which the CAVB

is happy to share with the FIVB and will send over to the FIVB Legal Department.

### **13. FIVB EVENTS UPDATE**

PRESIDENT GRAÇA welcomed all attendees back from the lunch break and moved on to the next point of the agenda, the FIVB Events Update.

#### **13.1 BEACH PRO TOUR**

PRESIDENT GRAÇA started with the Beach Volleyball Tour and gave the floor to Mr CAO.

Mr CAO greeted all Board of Administration members from Mexico where the Beach Pro Tour 2022 has started for this year. He reported that there are three levels of the Beach Pro Tour: Elite16, Challenge and Futures. He explained that for 2022 there will be 9 Elite16 events, 11 Challenge events and 19 Futures events plus the World Championships to wrap up the season. The total earnings of the Pro World Tour 2022 will be 6.6 million USD.

Mr CAO ended his report on the Beach Pro Tour update and thanked the attendees for their time.

#### **13.2 VOLLEYBALL NATIONS LEAGUE 2022 (VNL 2022)**

PRESIDENT GRAÇA moved on to the next point of the agenda, the VNL 2022 and asked Mrs KESSLER to give her presentation.

Mrs KESSLER thanked PRESIDENT GRAÇA for the invitation to give her presentation on the VNL 2022.

Mrs KESSLER reported that the approved new formula has been implemented and will be used for the VNL 2022. This year, there will be fewer events. She presented the pool overview for both the Men's 2022 and Women's 2022. She remarked that due to the ineligibility of the Russian Team there will be a substitute team in the relevant pools.

Mrs KESSLER pointed out that the VNL is in negotiations with potential host cities for events this year, for example the venues for Week 3.

Mrs KESSLER highlighted that the hosts of the VNL Finals 2022 will be confirmed and announced shortly on the 21 March 2022. She also remarked that the replacement teams that will take part in place of the Russian Team will be confirmed.

PRESIDENT GRAÇA thanked Mrs KESSLER for her presentation on the VNL 2022.



### **13.3 BVB WORLD CHAMPIONSHIPS 2022**

PRESIDENT GRAÇA moved on to the next point on the agenda, the Beach Volleyball 2022 World Championships and gave the floor to Mr CAO.

Mr CAO reported that the Beach Volleyball World Championships 2022 will be held in June in Rome, Italy in the iconic venue of Foro Italico. He pointed out that the registration and qualification timeline is the following:

- 14 March 2022: Confederations to submit qualification system
- 28 March 2022: FIVB to provide to the Confederations
- 16 May 2022: Entry deadline
- 24 May 2022: FIVB to publish the confirmed entry list
- 31 May 2022: Drawing of lots
- 10-19 June 2022: World Championships

Mr CAO explained that the same qualification system of the previous World Championships will be implemented also for the 2022 Beach Volleyball WCHS.

Mr CAO highlighted that the 2022 World Championships will be held in the Foro Italico in Rome, Italy which has a Central Court with a capacity of 10,500 seats. In 2011 the Beach Volleyball WCHS have already been held in that location and it was a great success. He remarked that the existing facilities will be used for tv studios and commercial areas.

Mr CAO pointed out that there will be a commercial village which will be set up as a beach volley themed park with different activities such as engagement with the public, PR activities and merchandising sales.

Mr CAO reported that there is a security and COVID-19 plan in place. However, the expectation is that there will be no restrictions in Italy in terms of COVID-19 in June 2022 when the WCHS are held.

Mr CAO stressed that for the first time there will be a gender balance meaning that the Men's and Women's competitions will start and finish on the same day.

PRESIDENT GRAÇA thanked Mr CAO for the presentation and pointed out that these Beach Volleyball WCHS 2022 will be fantastic in the iconic venue of the Foro Italico in Rome.

### **13.4 VOLLEYBALL WORLD CHAMPIONSHIPS 2022**

PRESIDENT GRAÇA moved on to the next point of the agenda, the Volleyball World Championship 2022 and passed the floor to Mrs KESSLER.

Mrs KESSLER highlighted that everybody is aware of the difficult and unfortunate situation regarding the Men's WCHS 2022 that were supposed to take place in Russia. She thanked the Board of Administration for its support in this matter and to make swift and tough decisions.

Mrs KESSLER reported that the Board of Administration has approved an optimized competition formula because the old competition formula was designed for the competition to take place in Russia, with the specific number of host cities and the planned duration of the tournament.

Mrs KESSLER explained that an accelerated bid has been launched with a deadline for last week, 14 March 2022. Several bids have been received and the interest to host the WCHS 2022 has been overwhelming. The confirmation and announcement of the new host is pending. The dates for the competition is to be confirmed but it will be between 26 August and 11 September 2022. The Drawing of Lots which took place last year will remain, with the exception that the Russian Team will be replaced.

Mrs KESSLER passed the floor to Mr EVERAERT to give a more detailed presentation on the Women's WCHS 2022 taking place in the Netherlands & Poland.

Mr EVERAERT reported that the main venue will be the Gelre Dome in Arnhem, Netherlands. This is normally used as a football stadium but for the Women's WCHS three volleyball courts will be built within the arena. This allows the FIVB to create a volleyball festival.

Mr EVERAERT explained that Phase 1 will be held in Arnhem, Phase 2 will be played in Rotterdam, Phase 3 will be at Apeldoorn and the Finals will be held back in Arnhem.

Mr EVERAERT highlighted that many side events are planned. One side event will be the team presentation like it is done for the Tour de France. During Phase 1 of the WCHS there is the unique opportunity that all teams of the WCHS are at one place. So the idea is to make team presentations on the market square in Apeldoorn to present the teams to the public and to engage with the fans.

Mr EVERAERT remarked that goals of all side events is to engage with the fans and to touch everybody in the Netherlands with volleyball.

Mr EVERAERT pointed out that the Women's WCHS will part of the European Week of Sports which dates from 23 to 30 September 2022. In the host city of Arnhem there will be many activities and the city will be part of all the sporting activities that are organised all over the Netherlands.

Mr EVERAERT remarked that the FIVB Congress will also be part of the Women's WCHS hosting 220 participating federations.

Mr EVERAERT stressed that one goal is to connect the Women's WCHS with food. There will be a food festival as well as a health pavilion because the sportive movement shall be closely linked to a healthy lifestyle and food is an essential part of that.

Mr EVERAERT reported that part of the bid to host the Women's WCHS was to adopt an empowerment and development programme to give coaching

support, management support, general volleyball support like building beach volleyball courts. The Organising Committee worked closely together with their partners, the national government, sports ministries, the FIVB and the NOC Netherlands.

Mr EVERAERT thanked the attendees for their attention and passed the floor on to Mr PRZEDPELSKI to give a brief update on the preparation for the Women's WCHS from the Polish side.

Mr PRZEDPELSKI thanked Mr EVERAERT for the excellent presentation and apologised that he did not prepare such a graphic presentation.

Mr PRZEDPELSKI reported that from the Polish side the preparations are going really well and that everybody is excited for a fantastic event. He stressed that his team and himself are working very closely with Mr EVERAERT, Volleyball World and the FIVB.

Mr PRZEDPELSKI concluded by welcoming everybody to Poland to the Women's WCHS.

PRESIDENT GRAÇA congratulated Mr EVERAERT and Mr PRZEDPELSKI for the excellent work on the organisation of the Women's WCHS. He asked what marketing and promotion measures have been taken to show to the world that an excellent event will take place in the Netherlands & Poland.

Mr EVERAERT answered that, of course, the communication and marketing strategy has been set up on various levels. There are marketing and promotion activities through tv in order to promote the event through the traditional channels. Using the existing database helps them also to target the relevant user groups, for example through social media. Another example is that the Polish community in the Netherlands is directly targeted via social media by using translators to translate the social media posts into Polish. He explained that the communication strategy is a combination of mass media, social media and direct targeting of the relevant groups of interest by using databases.

Mr EVERAERT reported that his team and himself have been working very closely with Volleyball World learning from each other.

### **13.5 CLUBS WORLD CHAMPIONSHIPS 2022**

PRESIDENT GRAÇA moved onto the next point on the agenda, the Club World Championships 2022 and gave the floor to Mrs KESSLER to give the presentation.

Mrs KESSLER remarked that the dates for the 2022 edition has already been approved and the dates are as follows:

- 5-11 December 2022 for Men
- 12-18 December 2022 for Women

Mrs KESSLER pointed out that there is a valid agreement in place with a Chinese promoter to host the competitions in China for both genders for the next 2 years. Volleyball World right now is in close contact with that Chinese promoter to evaluate whether it is feasible to stage the competitions in China this year already.

Mrs KESSLER stressed that Volleyball Council has formed a Working Group to define a concept, format & qualification system for the next Olympic cycle's event.

### **13.6 OLYMPIC GAMES 2024 IN PARIS**

PRESIDENT GRAÇA moved onto the next point on the agenda, the Olympic Games 2024 in Paris, France and gave the floor to Mrs KESSLER and Mr CAO.

Mrs KESSLER reported on the volleyball competitions at the Paris 2024 Olympic Games and reminded the attendees that right now the FIVB is final process of finalising the qualification process for volleyball as well as beach volleyball working together with the IOC. The qualification proposal on the table to be approved by the IOC is the following:

- 1 place: host (France)
- 6 places: Olympic Qualification Tournament / World Cup
- 5 places: per World Ranking, best ranked teams not yet qualified.

Mrs KESSLER reported that there will be the Olympic Qualification Tournaments for 2023 and October 2022 we will know which 21 teams (Men or Women) will have qualified for the Olympic Qualification Tournament 2023.

Mrs KESSLER explained that Paris 2024 has made a proposal to the FIVB and the Volleyball Council for a competition formula for the Olympic Games. This formula has been ratified by the Volleyball Council. The formula suggests a pool phase for the 12 teams to be split into 3 pools. The 1<sup>st</sup> and 2<sup>nd</sup> place teams as well as the two 3<sup>rd</sup> best teams will proceed into the quarter finals from where it will be elimination phase. The advantage is that for the first 10 days of the competition (pool phase) there will be 4 matches a day.

Mr CAO continued to report on the beach volleyball competitions at Paris 2024. He remarked that the proposal for the qualification process has been ratified by the Board of Administration. The following qualification process has been ratified including 24 teams per gender in total:

- 1 team: host
- 1 team: winner of 2023 FIVB Beach Volleyball Senior World Championships
- 17 teams: Olympic Ranking List
- 5 teams: Beach Volleyball Continental Qualification event

Mr CAO highlighted that the competition schedule for the Paris 2024 Olympic Games has not changed to previous Olympic Games and will be 15 days of competition.

Mr CAO stressed that the beach volleyball competition will finish with the Women's final, whereas the volleyball competition will finish on the Men's final. This was the initiative of the FIVB to achieve gender balance.

Mr CAO pointed out that the beach volleyball competitions will be played at the Eiffel Tower Stadium, which is the iconic location right in the city center of Paris. He reported that it is assumed that the venue will be sold out for most of the matches.

Mr RADCHATAGRIENKA remarked that under the current ratified proposal for the qualification process for the volleyball Olympic Games competitions the last qualification spots will be awarded via the World Ranking. He pointed out that this would leave out teams from smaller confederations to give them the chance to qualify for the Olympic Games.

Mr AZEVEDO answered that the ratified qualification process provides for a Qualification Tournament that will determine 6 spots for the Olympic Games in Paris. This acknowledges the universality principle. For Paris 2024, only the Olympic Qualification Tournament and the World Ranking will determine the participants for the Olympic Games. There will be no Continental qualification process.

Mr CARRACHER thanked Mr AZEVEDO for the explanation on the qualification system. He raises his concern that the current World Ranking system, however, is not fully understood by everybody. He remarks that the Ranking is quite new, that the Olympic Cycle is shorter this time around (3 years instead of 4 due to the postponed Tokyo Games) and that he believes that the current Ranking in fact discourages teams to compete once they have secured a top position. He pointed out that volleyball is still learning the Ranking system and that the FIVB must assess it in every step.

Mr CARRACHER raised a question to Mr CAO regarding beach volleyball asking if beach volleyball is also intending to use the new hypercube ranking system.

Mr CAO reported that beach volleyball is not yet at a point of using the hypercube ranking system. He remarked that they are still observing and analysing the ranking system. He clarified that the qualification system for Paris 2024 was still using the old system as was used for the previous Olympic Games.

Mr AZEVEDO thanked Mr CARRACHER for his question and remarked that the new hypercube ranking system is the result of a long and in-depth study. The FIVB believes that the new system is fair. He also highlighted that, of course, the FIVB is willing to learn and to re-evaluate the system along the way. Surely, changes and improvements can be made at any point.

PRESIDENT GRAÇA thanked Mrs KESSLER and Mr CAO for the presentations of the FIVB events and closed this section.

#### **14. ZONAL ASSOCIATIONS**

PRESIDENT GRAÇA moved on to the next point of the agenda, Zonal Associations and gave the floor to Mr BOCK.

Mr BOCK reported that the FIVB has received 2 formal requests from zonal associations that require approval from the Board of Administration.

Mr BOCK explained that the Central Asian Zonal Association has requested the approval from the FIVB. The AVC has already approved the Central Asian Zonal Association and the FIVB has reviewed the statutes of the Central Asian Zonal Association and finds that they are in line with the FIVB Regulations.

Mr BOCK remarked that also the Western Asian Zonal Association has requested to be approved by the FIVB having already received the approval from the AVC. The FIVB has reviewed the statutes of the Western Zonal Association and finds that they are line with the FIVB Regulations.

Mrs SUBOWO remarked that the AVC has already approved the Central Asian Zonal Association as well as the Western Asian Zonal Association as new zonal associations and has sent all the relevant documents to the FIVB.

Mr QUINLAN remarks that in the statutes of one of the zonal associations the official language was given as Arabic, whereas interpretations should be governed by the English language. He pointed out that he seeks clarification how that can work.

Mr BOCK replied that as per the FIVB Regulations the official languages of the FIVB include Arabic, but the working languages of the FIVB are English and French. This principle is reflected in the zonal association statutes.

PRESIDENT GRAÇA asked the attendees if they approve the Central Asian Zonal Association and the Western Asian Zonal Associations as requested indicating their vote by show of hands.

#### **DECISION**

The Central Asian Zonal Association and Western Asian Zonal Associations were unanimously approved.

PRESIDENT GRAÇA stressed that the implementation of zonal associations is the strategy of the FIVB to spread volleyball all over the world and to bring volleyball in all regions of the world.

Mr BORIČIĆ reported that for the CEV in Europe there are many zonal associations. For under-age teams there is a requirement to first participate in the zonal tournaments and the winner qualifies for the European Championships. He pointed out that the zonal associations are particularly important for the small federations to engage in volleyball and participate in international tournaments.

Mr MARTE HOFFIZ pointed out that the 4 zonal association in NORCECA are the backbone of the Confederation.

Mr MOHAMMED explained that when he started working in volleyball in the 1980s there was only 1 zonal association in the world: the Central American Zonal Association. Back then the philosophy behind the zonal associations was to engage between cultures and bring together people from similar geographical regions because the travel would be easy between them. Today, there are more than 17 zonal associations and the philosophy has changed slightly. Now the focus lies on improving volleyball and, in particular, development of the national federations within the zonal associations giving support and assistance to help the national federations improve.

Mr SABIO GONZALEZ gave his remarks in Spanish without an English translation being provided.

PRESIDENT GRAÇA thanked everyone for their comments and remarks on the topic of zonal associations and stressed once again that the zonal associations are an integral part of the work of FIVB. So he thanked all Confederations for being committed to this strategic plan.

## **15. OTHER BUSINESS**

PRESIDENT GRAÇA moved on the next point on the agenda, which is Other Business and gave the floor to Mr AZEVEDO.

Mr AZEVEDO reported that the FIVB has received a letter from the Chinese Volleyball Federation asking the FIVB and the FIVB Board of Administration to reduce one of the requirements for a Change of Federation of Origin from previously 2 years having resided in the country of the new Federation of Origin to having resided for 1 year in the country of the new Federation of Origin before requesting the change in Federation of Origin.

Mr AZEVEDO suggested that the FIVB will circulate the letter to the FIVB Commissions, in particular the Legal Commission before issuing an answer.

Mr AZEVEDO remarked that the FIVB has tested all its staff for COVID-19 and, unfortunately, some of the tests came back positive. He further mentioned that Mr CARRACHER, who attended yesterday's Board of Administration meeting in person, has unfortunately tested positive but is of good health. Mr AZEVEDO shared this information – having received the explicit consent to do so from Mr CARRACHER – to remind all attendees to be careful if he/she was in contact with Mr CARRACHER the previous day.

**16. DATE & PLACE OF NEXT MEETING**

PRESIDENT GRAÇA moved to the last point on the agenda, the date & place of the next Board of Administration meeting. He invited everyone to make suggestions and to apply to host the next Board of Administration meeting.

PRESIDENT GRAÇA remarked that soon an extraordinary session of the FIVB Executive Committee will be held. This is to discuss the matters of 3 athletes who wish to change their Federation of Origin. This will be held in due time, with the exact date to be confirmed.

PRESIDENT GRAÇA concluded this Board of Administration meeting by thanking all Board of Administration members for working so hard for the FIVB and for the sport of volleyball. The FIVB is not only the Federation with its seat in Lausanne, Switzerland but the FIVB is everyone involved in volleyball all over the world and the Board of Administration members represent all parts of the volleyball world.

PRESIDENT GRAÇA urged all Board of Administration members to be active members. It should not be as it was in the past, where there were no discussions. PRESIDENT GRAÇA stressed that as President of FIVB he has to take important and difficult decisions. Therefore, it is imperative that everyone expresses his/her opinions and is vocal and that matters are openly discussed. In this way, the best decisions for volleyball can be made.

PRESIDENT GRAÇA thanked all participants and concluded the Board of Administration meeting.