

Board of Administration

Minutes –
Term
2024–2028



Confédération
Européenne de
Volleyball

Board of Administration

Minutes of the meeting held
at Sheraton Hotel in Porto
(POR)

15 November 2024



**Confédération
Européenne de
Volleyball**



Location: Sheraton Hotel, Porto (POR)

Date: Friday, 15 November 2024

Attendees	Roko SIKIRIĆ	President
	Ivan KNEŽEVIĆ	First Vice President
	Eric TANGUY	Second Vice President
	Guy JUWET	Vice President & Treasurer
	Leonel SALGUEIRO	Vice President in charge of Administrative Affairs
	Clodagh NIC CANNA	Vice President
	Marek ROJKO	Vice President
	Metod ROPRET	Vice President
	Annika SJÖBERG	Vice President
	Eric ADLER	Board of Administration Member
	Alisa CESNULEVICIUTE	Board of Administration Member
	Margaret Ann FLEMING MBE	Board of Administration Member
	Lubomir GANEV	Board of Administration Member
	Jalil JAFAROV	Board of Administration Member
	Petar JOVANOVSKI	Board of Administration Member
Marek PAKOSTA	Board of Administration Member	
Arturs VITKOVSKIS	Board of Administration Member	
CEV Office	Vuk KARANOVIC	CEV Managing Director

Excused	Emma LABRADOR	Board of Administration Member
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1. Opening of the Meeting by the CEV President

CEV President welcomed members, emphasized the importance of a productive meeting, and introduced the new Managing Director, Mr Vuk Karanović. He acknowledged the achievements of the board members and recent successes. The meeting was officially opened by the President.

2. Approval of the Agenda

Decisions:

Agenda was presented and unanimously approved without further comments.

3. Approval of Minutes

Previous meeting minutes were reviewed; amendments were proposed concerning compensation allocation for the President due to his expelling from work in May 2023 without any justification. The President thanked the 1st VP Mr Knežević for the concern and commented that compensating him at this moment will further burden the CEV budget, leaving that topic to be discussed later in his mandate when the financial situation gets better.

Clarifications regarding the FIVB Solidarity Fund allocations were discussed in detail.

Decisions:

Minutes from the October meeting were approved with amendments.

Action Items:

Ensure the amended minutes reflect the financial clarifications and additional comments.

4. Updates CEV Head Office

Discussions:

The Managing Director provided an overview of the internal assessment conducted since their appointment, focusing on staffing and departmental effectiveness.

Notable issues highlighted:

Financial transparency:

Updates were shared regarding payroll anomalies, including payments made without proper documentation. The Treasurer clarified steps being taken to resolve these discrepancies.

Restructuring plans include introducing a new **Legal** and a new **Financial Department** and reassigning staff to optimize workloads. 4 cases of burn out were noted as a concern also.

IT concerns:

- Issues were raised about the outdated website, its instability, and the need for comprehensive redevelopment.
- Additionally, it was flagged that CEV currently owns their servers which are housed in the CEV office.
- Concerns were raised about adequate back-up plans being in place for these servers following a conversation regarding deleted email accounts.

An external audit of the existing IT system and security was discussed to be explored.

Decisions:

Approved plans to restructure departments, including the introduction of new legal and finance departments.

Agreed to explore a full audit of IT infrastructure and the current service provider situation to inform future developments. IT audit to begin in December 2024 at the CEV Office in Luxembourg.

Action Items:

Finalize and implement restructuring plans by January 2025.

Conduct an IT audit and prepare a detailed report for the board by March 2025.

5. Financial Matters

Discussions:

Treasurer reported on:

Historical issues with cash transactions, flagged by banks as a compliance risk. Transitioning to digital payment systems was discussed, with changes to take effect immediately for events starting in January 2025. Board members discussed the feasibility of cashless payments for all expenses, including per diems for board members, officials, and referees.

The expenses made for the Board were presented and the CEV President commented that his intention was not to eliminate/reduce these expenses, but that he would rather keep them and have them be a motivation for all Board members for better and more cost-effective solutions in the years to come.

The President proposed that for an event like this one (the FIVB congress) per diems are only paid for the day of the CEV Board Meeting for the cases where Board Members are already travelling for their country duties/FIVB duties i.e. for the Porto event the Board Members would only receive a per diem for the Friday unless they travelled specifically for that meeting. All Board Members agreed to this and understood that future per diems would be adjusted for this one which had to be calculated before this decision was made. The President also explained that he is not charging per diem when working for the CEV when working at his home base and encouraged other Board Members to do same.

The Treasurer explained the complication and difficulty of cash payments and proposed that CEV cease to make cash payments going forward. All agreed unanimously.

All agreed also there is no need to fly business class when flying anywhere in Europe.

It was suggested an Expense policy is drafted to reflect these policies and procedures.

Updates on **Champions League Prize Money** disbursements, ensuring rewards are distributed by June 2025 after the conclusion of the competition.

Update on the accounting of the CEV accounts:

Upon the takeover, the new leadership inherited accounts not consolidated for 9 months. A short term solution was introduced for 3 months to clear the accounts and prepare the institution for audit for the fiscal year 2024.

Internal audit should be conducted in February 2025.

External audit should be appointed at the December Board Meeting and the audit should be conducted end of March/beginning of April 2025. It was noted that the relationship with Grant Thornton is intact and they wish to continue to do business with CEV after clarifications were made recently around supposed withheld payments.

The Managing Director raised another possible problem at the end of this section regarding the Hanover event cancellation and the 1.5 million cost and 700k owed to Infront.

Decisions:

Unanimous agreement to implement cashless transactions for all CEV events, starting immediately.

Unanimous agreement not to charge CEV a per diem on days at other events that are not CEV organised (e.g. FIVB congress).

Approval of the proposed budget for the CEV Champions League Volley Prize Money:

- **3rd place team €150,000**
- **4th place team €100,000**

Board members participating in events taking place in their home country shall not charge a per diem.

Action Items:

Draft new financial and expense policies for digital payments and per diems, with a deadline end of December 2024.

Inform all impacted about the new cashless policy.

Appoint External Auditor by December 2025

6.CEV Commercial Partnerships – Updates

Discussions:

Sponsorships and Partnerships:

Board members discussed the offers presented in the meeting's working file.

The favoured partnership with KIN Partners was discussed in extra detail. The offer grants them the exclusive rights to explore sponsorships opportunities for CEV for the Champions League Volley with validity until 31 December 2026. The exclusive rights will be given on specific brands only. KIN Partners were given mandate to look for host cities for the CEV Champions League Final Four 4 in the MENA region with the same validity until 31 December 2026.

In the past, CEV granted non-exclusive rights to Infront and AMI to explore the sponsorship opportunities on its behalf. However, this model did not yield significant commercial success.

The President reiterated the importance of leveraging the networks of Board Members to enhance CEV's commercial value. He emphasized that individuals who secure new partnerships would be compensated in the same way as any external agencies tasked with partner acquisition.

AMI Betting Rights and Data Collection contract

The Managing Director raised concerns about the scope of the contract with AMI, in particular in relation to data collection and betting rights, highlighting that the current business model relies heavily on volunteers, such as eScorers, to collect data during matches. These volunteers are not professionals and, in most cases, lack formal legal obligations to the National Federations or clubs they assist.

While the contract generates significant revenue for CEV, penalties amounting to at least €200,000 annually have been incurred since its signing in 2020. These penalties result from CEV's inability to meet the agreed number of matches stipulated in the contract.

Decisions:

Kin Partners to sell sponsorship rights for certain brands for CEV Champions League Volley
Kin Partners to conduct due diligence. The decision was passed with one abstention from Ms Nic Canna due to a slight concern that the outcome of the due diligence would be influenced by the stake Kin Partners have in the game with the sponsorship rights for the Champions League.

Action Items:

Sign agreement with Kin Partners and kick off the process
Finalize Organizer Agreements for EuroVolley host nations by May 2025.
Close the website redevelopment tender process by December 2024 and select a development partner.

7.Competition Matters

Discussions:

CEV EuroVolley 2026:

Updates on preparations, including venue selection and logistics, were shared. Marketing strategies to promote the event were discussed, focusing on fan engagement and broadcasting opportunities.

TV production was a substantial investment from CEV for the previous edition of EuroVolley 2023 due to the multiple venues per hosting country. In the contract with Infront, the latter is covering TV production on one venue per host country. For the upcoming edition of the EuroVolley 2026, Infront will be covering TV production costs for one venue per hosting country, any additional venue will have to be covered by the LOC.

At the first meeting with the LOC scheduled for 12-13.12.2024, CEV in coordination with Infront to provide estimated cost per additional venue to the LOCs so they can decide if they want to have the event hosted in several cities.

EuroBeachVolley 2026:

CEV granted the rights for EuroBeachVolley 2022 and 2026 to an agency called ECM, as part of a multi-sport Championships concept. The cooperation in 2022 was highly successful, generating €1,2 million in revenue, shared equally between CEV and Infront. The 2026 edition was projected to bring a guaranteed income of €1.5 million under the same 50/50 revenue-sharing model. Unfortunately, ECM has officially informed CEV that due to the political situation in Germany, government support for the event was not approved, leading to its cancellation. The Beach Volleyball and Legal Departments are currently exploring all possible options to safeguard the rights of CEV and its partners.

ERC Proposals:

The board reviewed proposal to have training for the Referee Coaches a day prior to the ERC meeting in order to optimise costs for the organisation. The proposal was approved unanimously.

Decisions:

**Proposal for LOCs to cover more than one venue TV production for the EuroVolley 2026 accepted.
ERC proposal was accepted.**

Action Items:

**Drawing of lots for the EuroVolley 2026 to be conducted no later than 25 October 2025
The board agreed to start the ticket sale for the EuroVolley 2026 latest by 01 of November 2025.
Explore all legal options to safeguard CEV's rights concerning the situation with ECM regarding EuroBeachVolley 2026.**

8. Miscellaneous

Discussions:

- **CEV European Volleyball Gala:**
 - Plans for the event were shared, highlighting opportunities to celebrate European Volleyball achievements. Historically, the event was taking place by the end of the year. However, as there will be no major event in the second half of 2025, a new time frame could be explored. Additionally, the possibility of combining it with the Drawing of Lots (DOL) should be considered.
 - The event will feature awards recognizing outstanding achievements in European Volleyball during the 2024-2025 season.
- **Drawing of Lots for CEV EuroVolley 2026:**
 - The DOL must take place no later than 15 October 2025 to enable ticket sales for EuroVolley 2026 to commence in the first week of November 2025.
- **CEV General Assembly:**
 - In years without EuroVolley the General Assembly was typically being held at the end of September. Board Members were invited to propose their respective NFs as potential hosts for the event. Several Board Members expressed interest, including Mr Tanguy and Ms Cesnuleviciute.

Action Items:

Share the hosting conditions for the CEV General Assembly with the Board Members.

9. Next Meeting

Next meeting scheduled for 17 December 2024 at the CEV Office in Luxembourg.

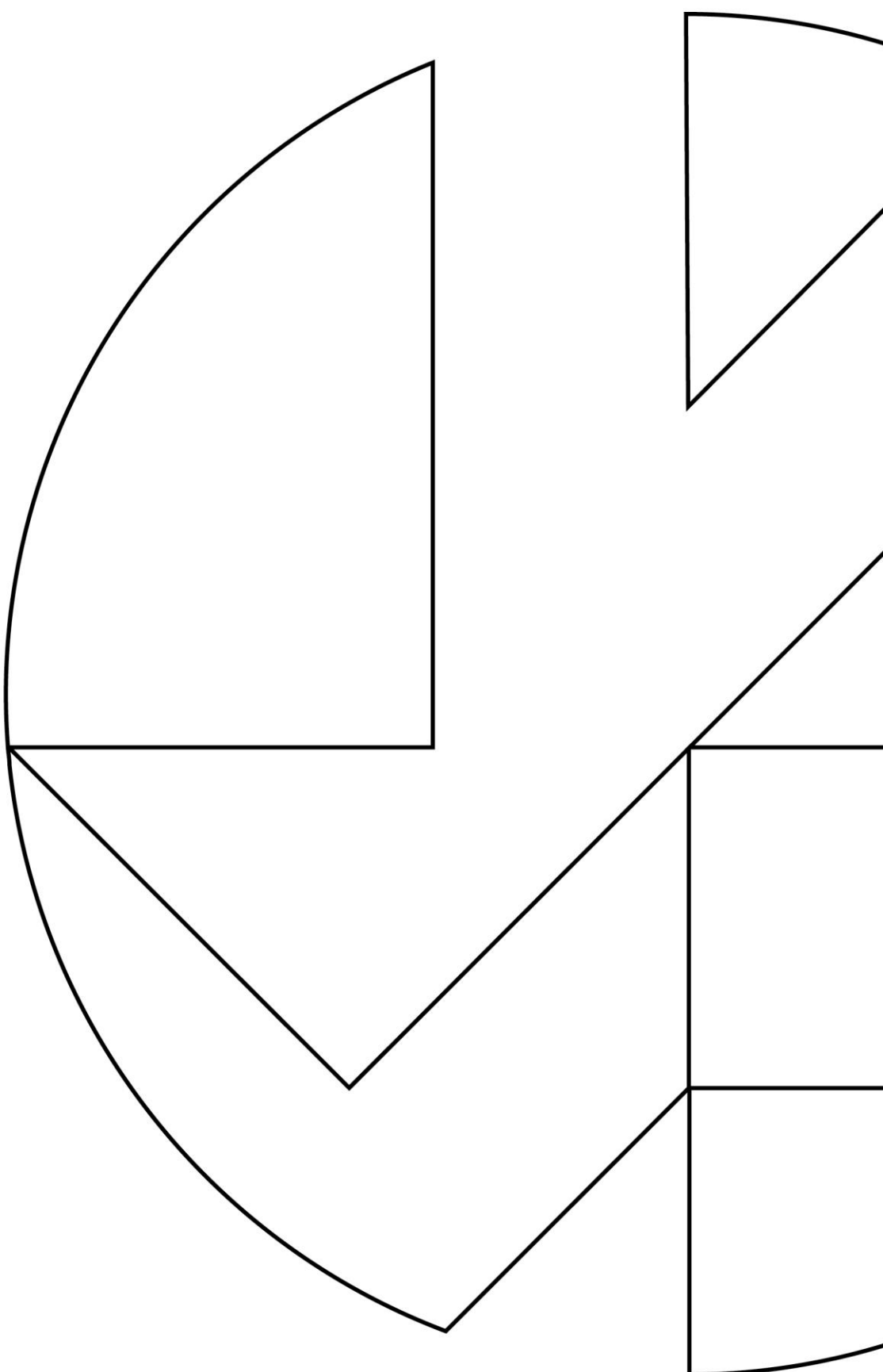
10. Closing of the Meeting

President expressed gratitude to participants and outlined key takeaways.

Board of Administration Meeting held in Porto (POR)
15 November 2024

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**Confédération
Européenne de
Volleyball**

Board of Administration

Minutes of the meeting held
online

04 October 2024



**Confédération
Européenne de
Volleyball**



Place: Online

Date: Friday, 04 October 2024

Attendees	Roko SIKIRIĆ	President
	Ivan KNEŽEVIĆ	First Vice President
	Eric TANGUY	Second Vice President
	Guy JUWET	Vice President & Treasurer
	Leonel SALGUEIRO	Vice President in charge of Administrative Affairs
	Clodagh NIC CANNA	Vice President
	Marek ROJKO	Vice President
	Metod ROPRET	Vice President
	Annika SJÖBERG	Vice President
	Eric ADLER	Board of Administration Member
	Alisa CESNULEVICIUTE	Board of Administration Member
	Margaret Ann FLEMING MBE	Board of Administration Member
	Lubomir GANEV	Board of Administration Member
	Jalil JAFAROV	Board of Administration Member
	Petar JOVANOVSKI	Board of Administration Member
	Emma LABRADOR	Board of Administration Member
Marek PAKOSTA	Board of Administration Member	
Arturs VITKOVSKIS	Board of Administration Member	
CEV Office	George GAGALIS	CEV Head of Beach Volleyball
	Aurele WEYENETH	CEV Head of Digital and TV

Excused	
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Absent	
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1. Opening of the Meeting by the CEV President

CEV President Roko SIKIRIĆ greeted everyone and officially opened the meeting, the second of the newly elected CEV Board.

President SIKIRIĆ advised that the next Board meeting would take place in the context of the FIVB Congress in Porto (POR). One further Board meeting would be held before the end of the calendar year, in Luxembourg, and it was expected that more meetings would be added to the schedule, as a new Board there was a need to communicate more often. Collaborative and constructive working was expected going forward.

President SIKIRIĆ welcomed Mr Aurele WEYENETH, CEV Head of Digital and TV, who was in attendance to present an update on CEV's strategic partnership deals.

2. Approval of Agenda

Decision

In the absence of any comments or remarks, the CEV Board of Administration unanimously approved the agenda.

3. Approval of Minutes

Acknowledgement of the Minutes of the CEV Board of Administration Meeting held on 15 June 2024 in Jūrmala (LAT).

Approval of the Minutes of the Board of Administration Meeting held on 24 August 2024 in Naples (ITA).

Decision

In the absence of any comments or remarks, the CEV Board of Administration acknowledged the Minutes of the CEV Board of Administration Meeting held on 15 June 2024 in Jūrmala (LAT).

Decision

In the absence of any comments or remarks, the CEV Board of Administration unanimously approved the minutes of the CEV Board of Administration Meeting held on 24 August 2024 in Naples (ITA).

4. Updates CEV President

President SIKIRIĆ addressed the rumours about the Super League that some National Federations wanted to create, which was understood to be motivated by the fact big Federations were not part the current CEV leadership. President SIKIRIĆ reiterated that new CEV Board members had been elected by the CEV General Assembly by 53 countries that had the right to vote and possessed the experience and knowledge required, with the ability and aim to contribute to the development of European Volleyball for the future.

President SIKIRIĆ advised that he had held several meetings, with federations of Türkiye and Poland, with positive outcomes, and federations stating that they would support and cooperate with the CEV and its new leadership. It was important for the CEV to bring those federations closer and support from all CEV Board members was required. A visit to Italy, to meet the Italian National Federation President,

was planned for the following week, and it was anticipated that meeting would also be constructive. In respect of the Super League, President SIKIRIĆ was happy that the leagues and clubs wanted to improve competitions and he was willing to give them the platform to contribute. In discussions with presidents of leagues from Italy and Poland a platform to listen to proposals would be given, along with the message that the CEV was representing 56 members and would defend the position of all members. A meeting with the leagues and clubs was expected to take place by end of October to discuss potential improvements on the competitions format. President SIKIRIĆ advised that he had received an email from the President of Volleyball club Vero Volley Monza advising that an association of female Volleyball clubs would be created. Further discussions would take place once their association was registered. Board members would be kept updated on progression at future CEV Board meetings.

President SIKIRIĆ invited comments from CEV Board members.

Ms NIC CANNA commented on the negative social media comments from a member of the Polish Federation Board, asking if the issue had been discussed at President SIKIRIĆ's recent meeting with the Polish Federation President, and whether there were any plans for the CEV to address the comments. President SIKIRIĆ responded that the individual referred to had not attended the meeting with the Polish Federation, and the matter was for the Polish Federation and the individual to resolve internally. He asked that CEV Board members refrained from commenting in response. The complaint of the Polish representatives President SIKIRIĆ met with, was that small federations did not want to have big federations within the leadership of the CEV, which President SIKIRIĆ disagreed with, stating that all CEV Board members were elected by federations that had the right to vote.

Ms CESNULEVICIUTE added that the comments had not only come from the individual stated, but an article had also been published in Italy, with similar comments. Ms CESNULEVICIUTE proposed that a communication plan was developed going forward to communicate properly from the CEV regarding the issue. In response, President SIKIRIĆ stated that he did not feel it was necessary to give much attention to the issue of negative comments. In respect of the Super League, a statement would be given to journalists when requested.

Ms LABRADOR shared her view that President SIKIRIĆ had handled the issue very well, stating that the CEV Board was accountable to 56 federations and there was a need to communicate with them and to accept and acknowledge there would be criticism. It was not possible to react to everything that was said. Ms LABRADOR felt that internal discussions needed to be kept confidential, with a public statement only reflecting any decision made.

Mr KNEŽEVIĆ shared his view that those who lost the election were very angry, and there was no need for the CEV Board to waste energy on the matter. The focus needed to be on the vision for the future.

Mr GANEV stated that the CEV Board needed to work very hard over the next four years, with any issues regarding the CEV to be solved between Board members, rather than displayed externally. Development of the new strategy and realisation of the strategy was the focus.

President SIKIRIĆ agreed with Mr Ganev, highlighting that the Board meeting and the documents received were highly confidential. Additionally, a non-disclosure agreement needed to be signed by each individual to ensure a professional approach.

Mr TANGUY suggested that there was a need to organise a meeting with all professional leagues in Europe, stating that France would positively support working with the CEV.

As the President of the Macedonian Federation for 15 years, Mr JOVANOVSKI commented that no-one from large federations wanted to listen to the problems of small federations. The desire was to play Volleyball for all of Europe.

Mr SALGUEIRO put forward his position that it was impossible to agree with everybody, and it was a waste of time to react to what was written on social media. The focus needed to be on the work, with the new CEV Board having four years to show that it wanted to change and to improve Volleyball in Europe.

Ms NIC CANNA thanked President SIKIRIĆ and fellow CEV Board members for the full and frank discussion, sharing that she was delighted that the issue had been properly discussed, rather than moving on and leaving it unaddressed. Ms NIC CANNA hoped that there would be more opportunity to discuss issues as a Board going forward, and agreed that there was no need to spend more time on this particular issue.

5. The Future of European Volleyball

Appointment of CEV Commissions mandate period 2024-2028

The proposed CEV Commissions for mandate period 2024-2028 were reviewed and appointed following discussion about each commission.

CEV Board members agreed that in future, all candidates to the CEV Commissions would be required to submit CVs along with applications. In respect of the CEV Athletes Commission, President SIKIRIĆ noted that the number of applications received had been low, as Board members were aware, and the previous leadership had decided to open a new application process. In relation to the Snow Volleyball Commission, it was noted that appointments would be made after review of FIVB's strategy on Snow Volleyball.

In relation to the decision to add an additional European Beach Volleyball Commission member, Mr JUWET cautioned that, as a growing commission, there was a need to pay attention to the additional cost, keeping the budget at the forefront. Mr ROPRET fully agreed with Mr JUWET but pointed out that there were several other opportunities to save money. It was important to support the addition, to ensure the right people were in the commissions.

Ms NIC CANNA raised her concern that the European Coaches Commission was 100% male; however, she understood that no females had been put forward so it could not be changed. Ms NIC CANNA suggested adding a gender balance quota to commissions.

In relation to the European Medical Commission, Mr ADLER highlighted the importance of ensuring that one of the members was also part of the FIVB Board to ensure close working. President SIKIRIĆ agreed to discuss the issue with the new leadership of FIVB.

Ms NIC CANNA observed that Estonia had put forward two female candidates to the European Volleyball Commission, but neither candidate had been appointed. President SIKIRIĆ proposed to add Helen VEERMÄE as an additional member of the Commission. Board members agreed the proposal.

Ms FLEMING recalled that Commission presidents had historically been invited to CEV Board meetings on an ad-hoc basis, to meet Board members and to communicate. This was removed as an opportunity and had led to complaints of a disconnect between Commissions and the CEV Board. The previous CEV President appointed several executive Board members to be part of the Commission to attend meetings and report back to the CEV Board. Ms FLEMING shared her concern that, as a result, Commissions felt disconnected, and asked for views on how to take the issue forward. President SIKIRIĆ advised that he respected Ms FLEMING's position and agreed, he was aware of many complaints received from Commission members. Heads of departments of the CEV office had been invited to this first Board meeting, when they had not been previously, and he anticipated that representatives of Commissions would also be invited to report on projects, and as experts. Ms FLEMING agreed that there needed to be a change in the approach, advising that Commission presidents wanted to have the opportunity to approach the Board to ask for an invitation. Ms NIC CANNA agreed with Ms FLEMING's comments and with President SIKIRIĆ's response, suggesting that a schedule of dates for presidents from each Commission to attend the Board, would be good practice.

Decision

The CEV Board unanimously confirmed the appointments of the CEV Commission members

Decision

The CEV Board unanimously decided to require CVs to be submitted alongside applications for CEV Commissions in future.

Appointment of Working Groups

President SIKIRIĆ proposed Arturs Vitkovskis as President of the CEV Development and Cooperation of Zonal Associations Group, along with members; Jalil Jafarov and Petar Jovanovski. All National Federations would also be advised to submit applications for the working group.

Decision

The CEV Board unanimously confirmed the appointments for the CEV Development and Cooperation of Zonal Associations Group.

CEV Board of Administration Representatives at Infront Steering Committee

President SIKIRIĆ proposed Mr JUWET and Mr ROPRET to represent the CEV Board.

Decision

The CEV Board unanimously confirmed the appointments of the Infront Steering Committee.

Appointments of the CEV Board of Administration Members for various responsibilities

Turning to the appointments of the CEV Board for other responsibilities, President SIKIRIĆ proposed candidates.

Mr ADLER highlighted the importance of clarity between Board member and CEV Office member roles to ensure everyone understood what was required in the new way of working. In response, President SIKIRIĆ explained that the CEV Office staff would carry out the operational tasks and help commissions by creating documentation and preparations for meetings, whilst the Commissions and the Board would execute the strategy. CEV Board members would act in an advisory role, rather than an administrative role in their further responsibilities. This would be a way of bringing the Commissions and the CEV Office closer to the Board.

Discussions took place in respect of the proposals and the gender balance position, with some amendments made to improve gender balance. The agreed appointments have primarily been made based on skills, capability and interest. It was pointed out that gender balance should be looked at from both sides, therefore one amendment was made to ensure a better balance of male presence in the appointments.

Decision

The CEV Board unanimously approved the following appointments:

- **Volleyball: Ivan KNEŽEVIĆ, Marek ROJKO**
- **Beach Volleyball: Leonel SALGUIERO, Marek PAKOSTA**
- **Good Governance: Eric TANGUY, Clodagh NIC CANNA, Eric ADLER, Margaret Ann FLEMING, Emma LABRADOR**
- **Commercial: Guy JUWET, Metod ROPRET, Eric ADLER, Lubomir GANEV**

CEV Solidarity Fund

Decision

The CEV Board unanimously approved the following appointments for the Solidarity Fund: Eric TANGUY, Annika SJÖBERG and Alisa CESNULEVICIUTE



President SIKIRIĆ advised that the income from the FIVB International Solidarity and Administration fees were to be used for the CEV Solidarity Fund. The fund would provide application-based support for National Federations, clubs and players. CEV Head Office would develop the procedures to support the process. FIVB would provide access to the FIVB Empowerment platform in order to list transparently the share of the fund.

CEV Board members agreed that a review of the current application system for the CEV Commissions and Working groups was required to ensure good governance and gender balance.

6. CEV Commercial Partnerships – Updates

President SIKIRIĆ set out his view that it was important for the CEV Board to know the position relating to commercial partnerships and advised that he intended to have open and transparent discussion, focussing on improvements that could be made in future.

President SIKIRIĆ introduced Mr Aurele WEYENETH, CEV Head of Digital and TV, to provide a detailed overview to CEV Board members.

Mr WEYENETH provided an overview of commercial contracts, presenting slides with detail on each contract.

Infront

CEV's long-term exclusive media rights and broadcast production partnership. The partnership was extended in 2020 for a period of 12 years. Infront retained worldwide TV/Digital rights for CEV Top events: CEV EuroVolley, Champions League Volley, EuroBeachVolley, Nations Cup/Q&KOTC and EuroSnowVolley. An equal profit-sharing mechanism was in place after each two-season cycle if predefined net revenues reached.

IMG Arena (AMI)

CEV's worldwide live betting and streaming and data rights partner. An 11-year contract including exploitation of sponsorship betting rights until end of 2024. The partnership agreement had no exit clause and a contract value of \$22m, which was reduced to \$18m after the CEV Board decision taken in Luxembourg in February 2024, regarding the return of the betting sponsorship rights to the CEV as of 2025, with a transition year in 2024.

Genius Sports

CEV's long-term official technology partner to drive the digital transformation of European Volleyball. Historically a service provider to CEV, with confirmation of the proposal to transform the current cooperation from a software provider to a genuine partnership in February 2024. A positive financial impact on the CEV/European Volleyball of €2.85m.

Mikasa and Mizuno

Mikasa was CEV's historical official Volleyball supplier and, more recently, Mizuno was the CEV's official referee apparel supplier. The overall value of the partnerships included €2.3m cash to CEV Mikasa, and €54k to be paid by CEV for referee apparel to Mizuno.

Incrowd

CEV's centralised fan data platform provider; centralising user and behavioural fan data from the European Volleyball Community in cooperation with stakeholders.

WSC Sports and Azzu

CEV had invested in a set of artificial intelligence technologies in the last four years to provide a personalised content experience for every sport globally and across all platforms.

Questions and comments were invited.



Mr ROJKO asked for clarification on the difference, as the exclusive media rights and broadcast partner, between VIK (value-in-kind) product services and cash Infront cost coverage. Mr WEYENETH confirmed that the VIK product services value was to produce EuroVolley matches and Super Final matches. The Infront cost coverage reflected the internal costs incurred by Infront; their staffing and facilities, rather than the production. Mr WEYENETH clarified further that the arrangement with Infront covered 60% of the matches with the rest covered by CEV as per contract.

Mr ROJKO supported the approach to providing the Board with detail on commercial partnerships, given there was a need to understand everything as a Board.

Mr VITKOVSKIS commented that it would be useful to have a comparison with other sports to add context in future, using the example of handball and basketball as they were sports at a similar level to volleyball.

Mr GANEV shared his view that there was no need to compare with other sports, each partner contract needed to be viewed individually, with the focus on negotiating the best deal for the CEV.

Mr ROPRET stated that he did not completely agree with Mr GANEV, he felt there was a need for the CEV to be honest and ambitious enough to compare with other sports at a similar level and the data would be useful in understanding the full position.

Ms FLEMING added that, in relation to benchmarking against other sports, the CEV Board had previously received presentations from partners on commercial agreements with other sports, so she believed there was an opportunity, and contractors could be asked to help supply the information.

President SIKIRIĆ stated that the CEV would continue to collaborate with its partners and there was a need to continue to improve the product, which comparison and benchmarking would assist with.

Mr JOVANOVSKI advised that he had a connection at Sketchers and asked for permission to discuss a potential partnership with CEV. Ms FLEMING highlighted that CEV Board members needed to declare any potential conflict of interest and should not benefit personally from any transactions. Mr JOVANOVSKI confirmed that any partnership would benefit CEV rather than his company.

President SIKIRIĆ appreciated Mr JOVANOVSKI's proposal, stating that as a Board Director, a key duty was to help the CEV by using their expertise and connections, abiding by any relevant rules and regulations. President SIKIRIĆ encouraged all CEV Board members to approach any connections in relation to sponsorship and revenue generation.

Decision

The CEV Board unanimously decided to conduct audit and due diligence on its commercial assets, in order to set up its business strategy.

7. FIVB Cooperation

Moving on to address the issue of FIVB cooperation, President SIKIRIĆ highlighted the importance of strengthening the relationship on a political and operational level. He provided the feedback from FIVB that they were pleased with the new Board membership and welcomed everyone. It was also noted that the CEV had invited FIVB to Luxembourg to encourage direct communication between the two offices. CEV would be assisting the FIVB Volleyball Foundation on a promotional and operational level and in addition, the CEV, FIVB and the Volleyball Foundation were keen on collaborating. Board members noted that the previous Board had approved €100k support which was appreciated and it was hoped that the new Board would take the same path.



The intention of the CEV to introduce the competition that all ranking points of Zonal associations were shown to give a chance to the smaller federations to be in the ranking, was noted, along with the commercial opportunities with the Volleyball Foundation.

Ms CESNULEVICIUTE asked whether the opportunity with the Volleyball Foundation was in relation to Indoor Volleyball only or if it included Beach Volleyball. President SIKIRIĆ confirmed that the opportunities covered all areas of Volleyball.

Ms LABRADOR was pleased to note the invitation to FIVB to visit CEV offices as she believed it would make it easier for everyone to get on with their job's day to day. Ms LABRADOR shared that she was a big fan of what the Volleyball Foundation were doing, and in terms of marketing she thought they were doing a fantastic job; however, she was aware of some difficulties between FIVB and the Volleyball Foundation, so the CEV would need to be conscious and careful in taking the relationship forward. The CEV Champions League was the biggest competition and Ms LABRADOR wanted to understand the benefit for CEV of taking it to Asia, and what the response had been from other federations who had already done it. President SIKIRIĆ explained that in relation to the Final Four of the Champions League, the Asia market has been discussed with the previous leadership and had been discussed at the last Board meeting. The stage of defining final details had not yet been reached and the focus remained firmly on the European market. Details would be brought to the Board for discussion and decision as it progressed. The target was for media channels rather than organising competitions there.

Further, in relation to the Champions League, President SIKIRIĆ confirmed that discussion with several cities was ongoing, with no confirmation yet. What was important was that the business model previously implemented where €1m had been requested for a one day event was not beneficial to the organisers; the newly elected leadership would have to change the business model and shift to a more of a partnership working mode. The previous leadership was also going in line with this and had started negotiations with a potential host city. This left a €1m gap in terms of the fee. That meant that there was a need to work hard to close the gap, which could be through various forms of income; from ticketing, sponsorship, media rights and other. The proposal for Final Four matches was also to have a match for third place in addition, to generate additional revenue. Board of Administration members agreed with the proposal.

Ms NIC CANNA asked what the justification was for the third-place match being removed. Ms FLEMING advised that there had been lots of discussion around the issue and the information given to the Board at the time, was that it was to raise the profile of the final, making it more relevant and more competitive. There had been no interest for a third-place medal at that time. Mr GANEV and Ms LABRADOR confirmed that the cost for the organiser had been an issue too.

Mr ROPRET highlighted that the infrastructure existed to have the third-place match, so it should be progressed in his view. Mr WEYENETH added that any additional costs to cover the Final Four would need to be discussed with Infront, in terms of the contractual arrangements. Infront were aware of the proposal but budget had not yet been discussed. President SIKIRIĆ advised that the steering committee would take forward discussions with Infront.

Decision

The CEV Board unanimously approved the proposal to hold a match for third place in the Final Four Champions League.

8.Competition Matters

CEV EuroVolley 2026

President SIKIRIĆ advised that the discussions with federations in relation to organiser agreements were ongoing with the CEV legal team.

CEV Champions League Volley Final Four

President SIKIRIĆ confirmed the format of the CEV Champions League Final Four:

- Two Semi-Final matches
- Bronze medal match
- Final match

CEV Volleyball Under-Age Championships

President SIKIRIĆ advised that applications for the U16 Volleyball ECH Women 2025 had been received from KOS and ALB. CEV Board members approved the appointment.

Mr VITKOVSKIS commented on the matter of under-age championships generally. He felt it was important to review further detail on how the championships were being organised, as his experience in the past was that the qualification matches had been much better organised than the final tournament. President SIKIRIĆ agreed this was an important matter and would remain on the CEV Board agenda going forward.

Moving on to the CEV U20 Volleyball ECH Women 2027, President SIKIRIĆ advised that ITA had applied to host. CEV Board members approved the appointment.

The CEV Board approved the mandate to be given to the CEV Head Office to appoint the CEV Jury members and delegates for the Champions League Volley Final Four and CEV Volleyball Under-Age Championships, along with the European Youth Summer Olympic Festival.

Ms FLEMING remarked that the newly elected Board members required updating and upskilling on the responsibilities of being a Supervisor or Jury President at CEV Competitions. She also recommended that new Jury members should be accompanied by experienced ones in their early appointments.

Action

Newly elected Board members to receive assistance and training regarding the responsibilities of Supervisors and Jury members at CEV Competitions.

President SIKIRIĆ informed Board members that applications had been launched for U16 Zonal and figures were low. Federations were asked to discuss at zonal association level where the problems were and to feed back to the CEV Board.

CEV European League 2025

Board members noted that discussions were ongoing with various potential CEV Volleyball European League Final Four organisers. Sweden and Czech formal applications were awaited in time for the deadline. CEV Board members approved to appoint those federations as co-organisers once applications had been received.

President SIKIRIĆ informed Board members of the need to release protected product categories for the CEV Volleyball European League 2025 and CEV EuroVolley 2026 Qualifiers:

- Banking
- Airlines
- Courier, services and logistics
- Body and healthcare products
- Mobile phone / technology communications

Product categories not released were betting and gambling and sports equipment.

Mr ROJKO asked for clarification in relation to the sports equipment category not released; whether this included volleyballs as this was a different approach to the previous year. President SIKIRIĆ confirmed that volleyballs were included within the category. Mr ROJKO advised that his federation was currently preparing contracts and communications for the following year and needed to understand

presentation rights during competitions, with clarification on what could be used for each competition. President SIKIRIĆ advised that he did not have the answer available but would confirm to Mr ROJKO.

CEV Beach Volleyball Updates

President SIKIRIĆ invited CEV Head of Beach Volleyball, Mr George GAGALIS to present to the Board.

Mr GAGALIS introduced himself to the Board, advising that he was looking forward to close cooperation with individual Board members in the future. He then shared slides outlining the Beach and Snow Volleyball Department structure, strategy and key actions, ahead of the Olympic cycle for 2025–2028 that would commence in a few months' time.

President SIKIRIĆ thanked Mr GAGALIS on behalf of the Board, and in response to a request from Mr GANEV, requested that the presentation slides be circulated. CEV Board members noted the CEV Beach Volleyball updates.

Action

The CEV Office to share the presentation of Mr GAGALIS with the CEV Board members for further consideration.

Proposal GlassFloor

President SIKIRIĆ advised that the CEV Legal Commission were exploring the possibility of integrating GlassFloor on the CEV competitions. This had already been homologated by FIVB. CEV Board members approved the proposal pending the CEV Legal Commission's advice.

Decision

- **The CEV Board of Administration approved to appoint the Swedish and Czech Federations as co-organisers once applications had been received in relation to CEV Volleyball European League Final Four organisers.**
- **The CEV Board of Administration approved the applications from Kosovar and Albanian Federations for the organisation of the CEV U16 Volleyball European Championship Women in 2025.**
- **The CEV Board of Administration approved the appointment of the Italian Federation as co-organiser of the CEV U20 Volleyball European Championship Women in 2027.**
- **The CEV Board of Administration approved the mandate to be given to the CEV Head Office to appoint the CEV Jury members and delegates for the Champions League Volley Final Four and CEV Volleyball Under-Age Championships, along with the European Youth Summer Olympic Festival.**
- **The CEV Board of Administration approved the proposal to have the CEV Legal Commission explore the possibility of integrating GlassFloor on the CEV Competitions.**

9. Financial matters

Update CEV Vice President & Treasurer

President SIKIRIĆ noted that Vice President & Treasurer, Mr JUWET, had been unable to remain for the entirety of the meeting. Mr JUWET would provide a full update at the next Board meeting.

ExCom allocation – 2nd CEV Vice President

Mr KNEŽEVIĆ suggested that there should be a 10 month salary compensation for the dismissal of the CEV President during his tenure as a CEV Office employee. The CEV President recommended deferring the discussion to a later stage when the financial situation of the CEV improves.

Turning to the matter of the ExCom monthly allocation for the 2nd CEV Vice President, President SIKIRIĆ presented the proposal for the agreement of Board members. It was clarified that the allocations for



the rest of the Board roles had been agreed by the previous leadership and would remain the same for the time being. As the 2nd Vice President was a new role, the Board were asked to agree the allocation.

Ms LABRADOR shared her view that there was a need to review the proposed allocation with further information on how many hours would be involved.

Ms FLEMING felt that the new proposal needed to be presented to allow an informed discussion, rather than being tabled. Additionally, Ms FLEMING highlighted the requirement for support for all new board members on their supervisory role. Ms SJÖBERG agreed with Ms FLEMING's comments.

Following further discussion in respect of the allocations to all Board members, President SIKIRIĆ thanked everyone for their input, confirming that the Board and allocation composition as it was now remained and a more detailed discussion about proposed changes could be held at the next Board meeting. In case any allowances would change after the discussion at the next Board meeting, they would be balanced out in the future, by paying less or more in a future instalment. President SIKIRIĆ asked Board members to vote on the allocation for the 2nd CEV Vice President. Ms SJÖBERG expressed the view that she did not wish to vote on anything without the full picture (costs, allowances, per diems, etc.) being presented. Therefore, before agreeing, she stated that she needed the full information regarding this matter. On this basis, and to avoid the 2nd CEV Vice President not being paid in the meantime, the allowance for the 2nd Vice President was put to a vote and passed for the moment until the next Board meeting, where the allowances and the per diems would be discussed. Three Board of Administration members abstained: Ms FLEMING, Ms LABRADOR, as well as Mr TANGUY, who was directly concerned and therefore was bound to abstain. The remainder voting confirmed the proposed allocation.

Decision

The CEV Board of Administration approved the monthly allocation for the 2nd CEV Vice President.

10. CEV Head Office Updates

CEV Head Office Managing Director

President SIKIRIĆ advised Board members that the current CEV Head Office Managing Director would not be continuing in his role and President SIKIRIĆ wanted to find a mutual agreement on how to terminate the contract on a goodwill basis. After 14 years working for CEV, President SIKIRIĆ was thankful to Mr Thorsten ENDRES for all the work he had done. A discussion around compensation had taken place, with the starting offer of the required six months' notice period plus a two-month severance period based on his time in the company, along with a maximum of six months additional salary for goodwill. The Managing Director had requested a settlement fee, in addition to the six months plus two months. President SIKIRIĆ invited Board members' thoughts and comments.

A detailed discussion took place, with Board members noting the risks associated and agreeing that a fair solution and compromise position needed to be found. In conclusion, Board members agreed that the additional 18 months stipulated by the current Managing Director was too high, and the mutually agreed amount needed to be less. Board members delegated authority to President SIKIRIĆ and Mr JUWET as Treasurer to take forward the negotiations, with the final agreed amount circulated to Board members for approval.

In his capacity as a member of the Good Governance group, and in the interest of transparency, Mr ADLER raised the issue of the potential appointment of a successor to the Managing Director without following a recruitment process. President SIKIRIĆ confirmed that according to CEV Statute, the President was responsible for hiring and there was nothing he was aware of to say that a specific recruitment process needed to be followed.

Decision

The CEV Board of Administration delegated authority to President SIKIRIĆ and Mr JUWET to take forward negotiations on the severance payment to the CEV Managing Director.

11. Miscellaneous

Non-Disclosure Agreement

President SIKIRIĆ reiterated the requirement for all CEV Board of Administration members to sign a non-disclosure agreement.

Ms NIC CANNA pointed out that, where Board members used translators for meetings, they also needed to sign a non-disclosure agreement. President SIKIRIĆ agreed with Ms NIC CANNA, thanking her for raising the point.

Other Business

President SIKIRIĆ advised that he had received invoices from partners attending CEV events, and as there was no existing governance around this, he asked the Good Governance group to ensure it was on their agenda.

Ms NIC CANNA suggested using Teams to continue the useful discussion and ensure communications remained fluid between Board meetings. President SIKIRIĆ agreed with Ms NIC CANNA's comments and proposed to use Slack as it was already in place in the CEV office and a new channel could be set up.

Mr SALGUEIRO asked whether due diligence of assets and an audit would be undertaken so that the newly elected Board were fully aware of the company situation inherited and which would inform the business strategy. President SIKIRIĆ confirmed that was the case.

12. Next meeting

The next CEV Board meeting to be held during the 39th FIVB World Congress in November in Porto (POR).

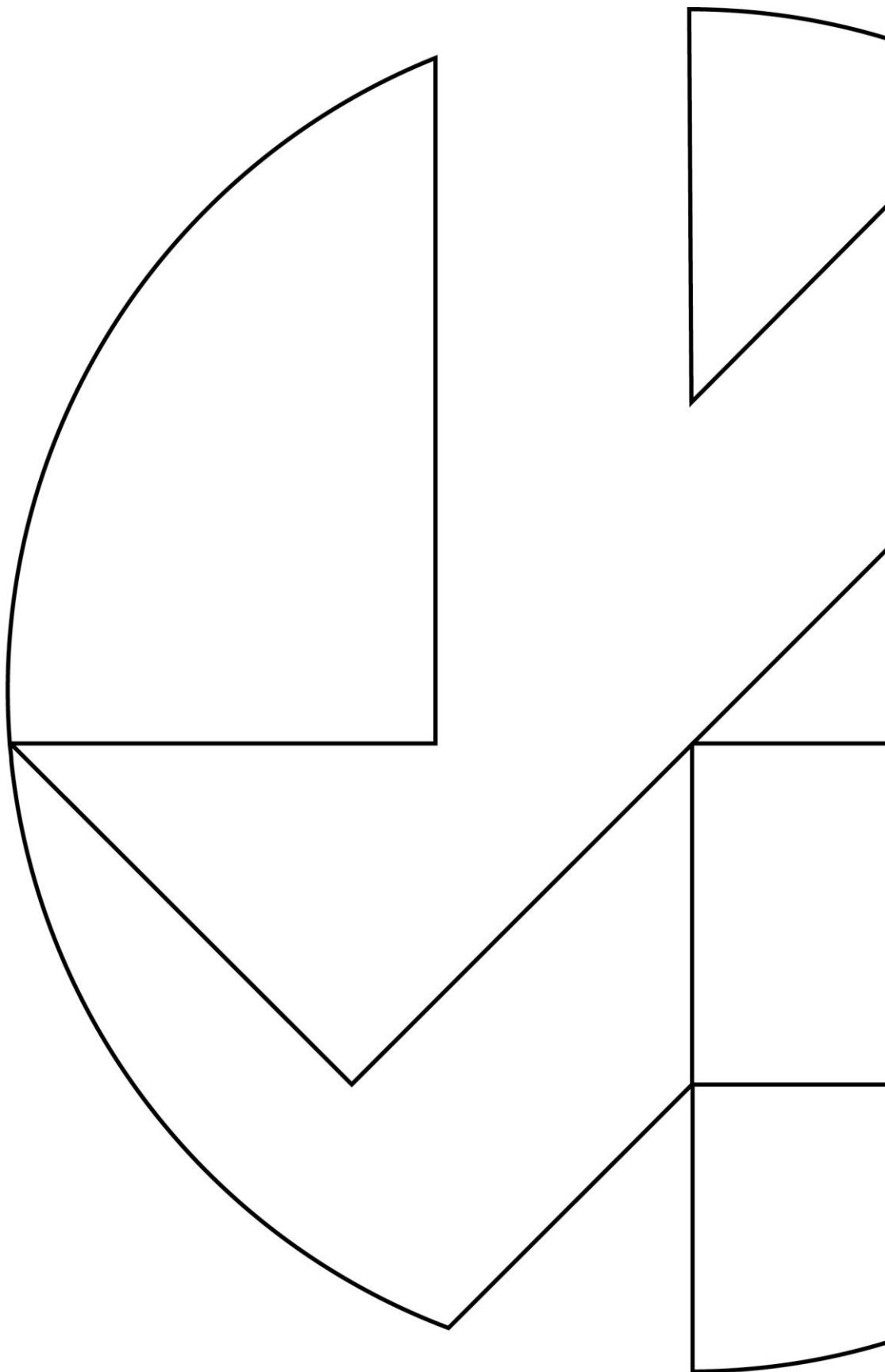
13. Closing of the meeting

Closing the meeting, the CEV President thanked everyone for their cooperation and the fruitful discussions. He encourage Board of Administration members to submit proposals for discussions for the agenda for the FIVB Congress in advance.

Board of Administration Meeting held online
04 October 2024

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**Confédération
Européenne de
Volleyball**

Board of Administration

Minutes of the meeting held
at the Castel Nuovo in
Naples (ITA)

24 August 2024



**Confédération
Européenne de
Volleyball**



Place: Castel Nuovo (Maschio Angioino), Naples (ITA)

Date: Saturday, 24 August 2024

Attendees	Roko SIKIRIĆ	President
	Ivan KNEŽEVIĆ	First Vice-President
	Eric TANGUY	Second Vice-President
	Guy JUWET	Vice-President & Treasurer
	Leonel SALGUEIRO	Vice-President in charge of Administrative Affairs
	Clodagh NIC CANNA	Vice-President
	Marek ROJKO	Vice-President
	Metod ROPRET	Vice-President
	Annika SJÖBERG	Vice-President
	Eric ADLER	Board of Administration Member
	Alisa CESNULEVICIUTE	Board of Administration Member
	Margaret Ann FLEMING MBE	Board of Administration Member
	Lubomir GANEV	Board of Administration Member
	Jalil JAFAROV	Board of Administration Member
	Petar JOVANOVSKI	Board of Administration Member
Emma LABRADOR	Board of Administration Member	
Marek PAKOSTA	Board of Administration Member	
Arturs VITKOVSKIS	Board of Administration Member	
CEV Office	Thorsten ENDRES	CEV Managing Director



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1. Opening of the Meeting by the CEV President

The newly elected CEV President Roko SIKIRIĆ officially opened the meeting, welcomed everyone and congratulated the newly elected and re-elected CEV Board of Administration members.

He started by saying that he looked forward to collaborating with everyone in the upcoming years and that he wished to establish an open communication and discussion culture within the CEV Board. He invited all members to challenge him as President just as he would challenge them. He affirmed that the CEV Board shall be the leadership organ for all 56 National Federations. He also expressed his satisfaction that it was the first time the CEV Board featured five female members, which constituted a small but significant progress in the direction of a more gender balanced sports governance. He then opened the floor for comments.

Mr Lubomir GANEV, re-elected CEV Board of Administration member, congratulated the new CEV President and all the elected colleagues of the CEV Board and offered his readiness and availability to work for the CEV and the new president, stating that he is independent time-wise and financially.

Mr Eric ADLER, re-elected CEV Board of Administration member, congratulated the new CEV President and all the elected colleagues of the CEV Board. He offered his help and assistance in the handing over process and he stated that he would support the work of the new CEV Board with constructive comments in the years to come. He was ready to serve European Volleyball in this new position.

Ms Clodagh NIC CANNA, newly elected CEV Board member, congratulated the new CEV President and all the elected colleagues of the CEV Board. She commented that in addition to having an increased number of women, the new CEV Board also had representatives from a diverse range of country size (from small to large), experience and age. She was confident that this diversity would help in building a strong and high performing team.

2. Approval of Agenda

Decision

In the absence of any comments or remarks, the CEV Board of Administration unanimously approved the agenda.

3. Appointment of the members of the Executive Committee

The CEV President proposed to the CEV Board of Administration the appointment of the following members to the CEV Executive Committee:

- First Vice-President: Ivan KNEŽEVIĆ
- Second Vice-President: Eric TANGUY
- Vice-President & Treasurer: Guy JUWET
- Vice-President in Charge of Administrative Affairs: Leonel SALGUEIRO
- Vice-President: Clodagh NIC CANNA
- Vice-President: Marek ROJKO
- Vice-President: Metod ROPRET
- Vice-President: Annika SJÖBERG

Decision

In the absence of any comments or remarks, the CEV Board of Administration unanimously approved the appointment of the CEV Executive Committee.



4. Proposal for the appointment of the President and Vice-President of the CEV Legal Chamber

Decision

On the proposal of the CEV President, the CEV Board of Administration unanimously approved to propose to the General Assembly Mr Laurent MOREUIL (FRA) as President and Ms Deborah FREY as Vice-President of the CEV Legal Chamber.

5. Any other business

No meeting scheduled for the following day; further information on the next meetings would be shared in due time.

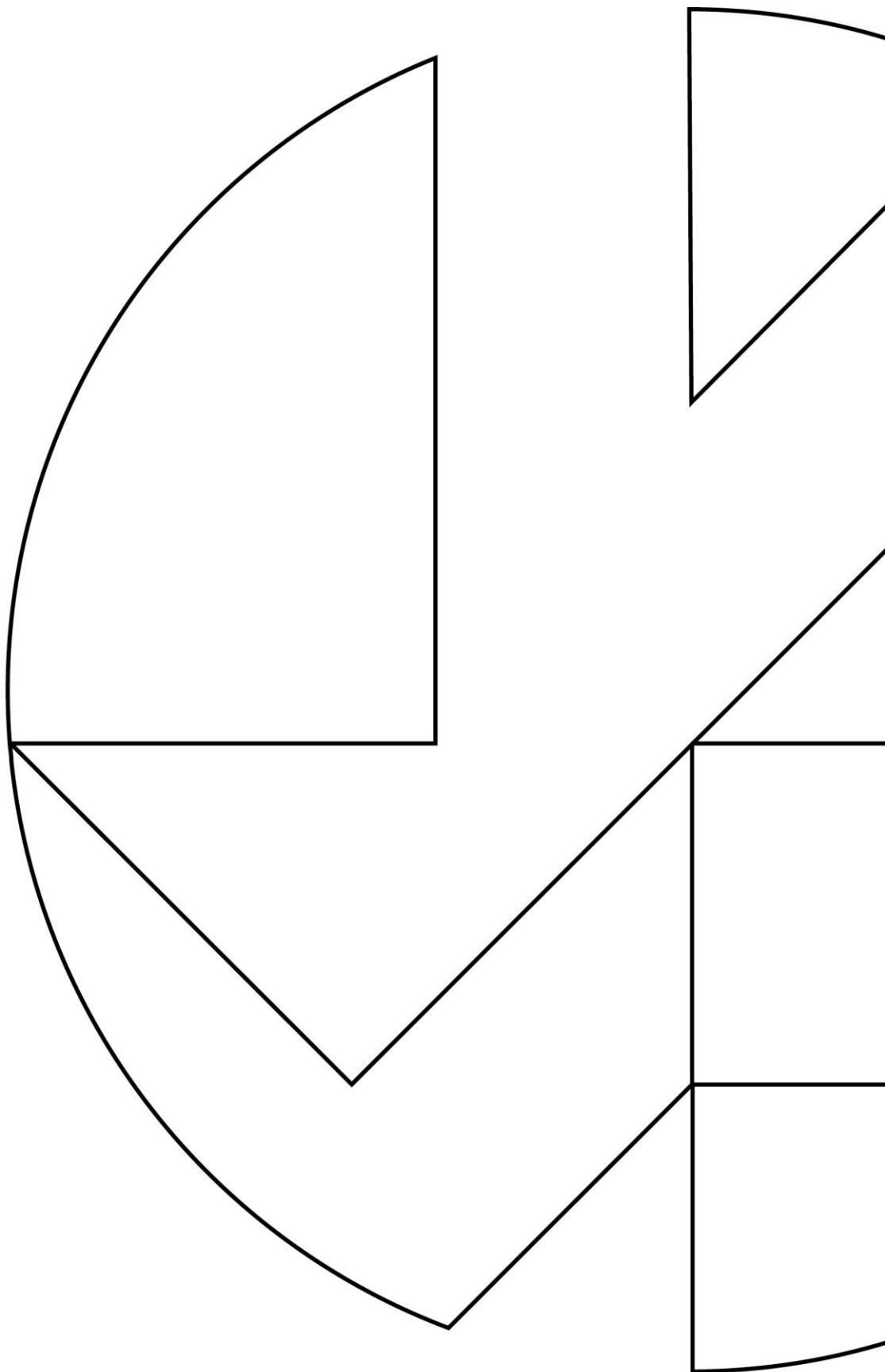
6. Closing of the meeting

The CEV President thanked all the members and officially closed the first meeting.

CEV Board of Administration Meeting held at Castel Nuovo in Naples (ITA)
24 August 2024

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