

General Assembly

Minutes



**Confédération
Européenne de
Volleyball**

XLIV CEV GENERAL ASSEMBLY

Minutes of the XLIV
CEV General Assembly
held in Brussels
(Belgium)

02 September 2023



**Confédération
Européenne de
Volleyball**



Place: DoubleTree by Hilton Hotel, Brussels, Belgium

Date: Saturday, 02 September 2023

Attendees list

Board of Administration	Aleksandar BORIČIĆ	President
	Renato ARENA	Senior Vice-President
	Eric ADLER	Vice-President & Treasurer
	Michel EVERAERT	Vice-President
	Margaret Ann FLEMING	Vice-President
	Emma LABRADOR	Vice-President
	Mirosław PRZEDPEŁSKI	Vice-President
	Geert De DOBBELEER	Board of Administration Member
	Lubomir GANEV	Board of Administration Member
	René HECHT	Board of Administration Member
	Jalil JAFAROV	Board of Administration Member
	Gernot LEITNER	Board of Administration Member
	Eric TANGUY	Board of Administration Member

Excused	Lubor HALANDA	Vice-President in charge of Administrative Affairs
	Zdeslav BARAČ	Board of Administration Member
	Lennart NEOVIUS	Board of Administration Member
	Metod ROPRET	Board of Administration Member
	Gudmundur Helgi THORSTEINSSON	Board of Administration Member

FIVB Representatives	Ary S. GRAÇA F ^o	FIVB President
	Fabio AZEVEDO	FIVB General Director
	Anna MANUELIAN	FIVB Corporate Communications

FEDERATION		1st DELEGATE	2nd DELEGATE
ALBANIA	ALB	Erlind PELLUMBI	Ervis DOSTI
ANDORRA	AND	<i>Proxy to Spain</i>	
ARMENIA	ARM	Karen ASMARYAN	Ofelya MATOSYAN
AUSTRIA	AUT	Roland SCHWAB	
AZERBAIJAN	AZE	Faig ORUJOV	Vidadi HAJIYEV
BELGIUM	BEL	Guy JUWET	Claude KRIESCHER



BOSNIA-HERZEGOVINA	BIH	Milutin POPOVIC	Adnan TALIC
BELARUS	BLR	Ala TETERINA	Diana MATVIENKO
BULGARIA	BUL	Valentin POMAKOV	
CROATIA	CRO	Frane ŽANIĆ	Valentina BIFFLIN
CYPRUS	CYP	Savvas CHRISTODOULOU	
CZECH REPUBLIC	CZE	Marek PAKOSTA	
DENMARK	DEN	Mads OLSEN	Jørgen BENTZEN
ENGLAND	ENG	Adam WALKER	Charlie FORD
SPAIN	ESP	Luis Fernando MUCHAGA	
ESTONIA	EST	Proxy to Slovenia	
FAROE ISLANDS	FAR	Peter HOLM	Jóhan Á MÝRINI
FINLAND	FIN	Lauri INNA	Karri VIRTANEN
FRANCE	FRA	Annie PEYTAVIN	Bertrand LEYS
GEORGIA	GEO	Giorgi KARTVELISHVILI	Alexander GASVIANI
GERMANY	GER	Markus DIECKMANN	
GIBRALTAR	GIB	Genevieve ALECIO	
GREECE	GRE	Georgios KARAMETSOS	Nektarios CHALVATZIS
GREENLAND	GRL	Not attending	
HUNGARY	HUN	Gyula BÖGÖLY	Zsolt LUDVIG
IRELAND	IRL	Clodagh NicCANNNA	Alfredo ALOI
ICELAND	ISL	Grétar EGGERTSSON	Valgeir BERGMANN
ISRAEL	ISR	Proxy to Italy	
ITALY	ITA	Giuseppe MANFREDI	Stefano BELLOTTI
KOSOVO	KOS	Bahri GJINOVC	Valon NIKQI
LATVIA	LAT	Proxy to Portugal	
LIECHTENSTEIN	LIE	Philippe SCHÜRMANN	
LITHUANIA	LTU	Proxy to Liechtenstein	
LUXEMBOURG	LUX	Norma ZAMBON	Torsten SCHOOFF
MOLDOVA	MDA	Artur ROMAȘCAN	
NORTH MACEDONIA	MKD	Not attending	
MALTA	MLT	Branislav VLAHOVIC	
MONTENEGRO	MNE	Cvetko PAJKOVIĆ	
MONACO	MON	Proxy to France	
NETHERLANDS	NED	Peter SPRENGER	
NORTHERN IRELAND	NIR	Jonathan McFADDEN	Johnny McCLENAGHAN
NORWAY	NOR	Eirik SØRDAHL	Guro RØEN
POLAND	POL	Proxy to Croatia	
PORTUGAL	POR	Vicente ARAÚJO	Leonel SALGUEIRO
ROMANIA	ROU	Adin Marian COJOCARU	Mihai DUTA
RUSSIA	RUS	Alexander YAREMENKO	Roman STANISLAVOV
SCOTLAND	SCO	Ian GIROT	Leigh WATSON
SLOVENIA	SLO	Gregor HUMERCA	
SAN MARINO	SMR	Gianluigi LAZZARINI	Marco GATTI
SERBIA	SRB	Đula MEŠTER	Ivan KNEŽEVIĆ
SWITZERLAND	SUI	Nora WILLI	



SLOVAKIA	SVK	Marek ROJKO	
SWEDEN	SWE	Annika SJÖBERG	Simon DAHL
TÜRKİYE	TUR	Mehmet Akif ÜSTÜNDAĞ	Nihal IŞÇI
UKRAINE	UKR	Proxy to Slovakia	
WALES	WAL	Not attending	

Additional Guests	Nilüfer Başak SHIMONSKY	BVA Secretary General
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Commissions & WG	Tomislav ŠMUC	EBVC President
	Alain FISCHBACHER	ELC President
	Zorica BJELIĆ	ERC President
	Peter KLEINMANN	Snow Volleyball Working Group President
	Özkan MUTLUGİL	Development WG President
	Zoran AVRAMOVIĆ	Marketing WG Member
	Olavi ALA-NISSILÄ	CEV Internal Auditor
	Stojan JORDANOV	CEV Internal Auditor

NF Interpreters	Konalsi GJOKA	ALBANIA
	Izabela ASMARYAN	ARMENIA
	Mikhail FRISHMAN	AZERBAIJAN
	Roko SIKIRIĆ	CROATIA
	Tamari GIORGOBIANI	GEORGIA
	Vanessa SPADANO	ITALY
	Patrick MURPHY	NORTHERN IRELAND
	Pavel GIDULYAN	RUSSIA
	Ufuk DEMIRKILIÇ	TÜRKİYE

Moderator	Julius BRINK	CEV Moderator
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CEV Staff	Thorsten ENDRES	CEV Managing Director
	Kristin SCHOOFF	CEV Congress Coordinator
	Sara MELO	CEV Congress Coordinator
	Marc VAN DER ELST	CEV Head of IT
	Vuk KARANOVIĆ	CEV Head of Development
	Federico FERRARO	CEV Press Officer
	Apostolos GOGAKOS	CEV Legal & Transfers Coordinator
	Isabelle LACAVE	CEV Beach & Snow Volleyball Coordinator
	Aurèle WEYENETH	CEV Head of Digital & TV
	George GKAGKALIS	CEV Head of Beach Volleyball
	Dániel HORVÁTH	CEV Snow Volleyball Coordinator
	Snežana MIŠIĆ	CEV Executive Assistant President's Office



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1. List of Attendance

Mr Julius BRINK, CEV General Assembly Moderator, welcomed everyone to the CEV General Assembly. He then invited the Belgian Volleyball Federation President, Mr Guy JUWET, to deliver the welcome speech.

2. Welcome Speeches

Belgian Volleyball Federation President

Mr Guy JUWET welcomed all the members of the European family to the XLIV CEV General Assembly and to the capital of Belgium, Brussels. He shared that Belgium was a federal constitutional monarchy founded in 1830 and situated in the middle of Western Europe. King Philip was the head of State, and the Prime Minister was the head of Government in a multiparty system. He noted that the decision-making powers in Belgium were not centralised, but divided between three levels of Government, three-language based communities with Flemish, French and German, and three regions: Flanders, Brussels and Wallonia. Brussels, together with Luxembourg City and Strasbourg, formed part of the three home bases of the European Institutions.

Mr JUWET highlighted that there was a very close link between Belgium, Brussels and the European Volleyball Confederation. Volley Belgium had been founded in 1945, after the Second World War, which marked the 78th birthday this year. Volley Belgium was one of the founding partners for both FIVB and CEV. The first Secretariat of CEV was located in Belgium and moved to Luxembourg in 1989.

Mr JUWET stated that together with FIVB and CEV, they were continuously working towards bringing European Volleyball and Belgian Volleyball to a higher level. This Congress was organised in Brussels in the context the CEV EuroVolley 2023 for Women. He shared that the collaboration between four organisers for one European Championship was a big step forward to promote the sport and to bring federations together for closer cooperation. This co-hosting model emphasised that the sport was a cross border organisation and brought European countries together.

Mr JUWET thanked Mr BORIČIĆ for taking the initiative and for leading European Volleyball with much dedication and passion. He wished for a nice and productive Congress and hoped everyone would enjoy their stay and have a wonderful time in Belgium.

CEV President

Mr Aleksandar BORIČIĆ, the CEV President, greeted everyone and welcomed them in Brussels and expressed how grateful he was for the presence of the FIVB President, Dr Ary S. GRAÇA F° and of the FIVB General Director, Mr Fabio AZEVEDO. He also thanked the Belgian Federation for their hospitality and for organising the event. As 2023 was a celebratory year for the CEV 50th Anniversary, many activities had been planned around this occasion. After the CEV EuroBeachVolley event in Vienna, the CEV EuroVolley event was held across 16 cities in seven countries. The opening match was held in the historical Verona Arena with 10,000 spectators. It was a real great pleasure to combine sport, history and culture.

Mr BORIČIĆ also wished to make a special mention to all of the CEV EuroVolley 2023 organisers, practically covering the whole of Europe, from Israel to Estonia, from Germany to Bulgaria and North Macedonia as well as the two organisers of the Finals, Italy and Belgium. He hoped that they would have constructive discussions during the Congress with good proposals for the future development, especially on how to promote the sport, bring more funds, obtain media attention and sponsors, and make Volleyball more attractive for the next generation. Recognising that it was a challenging time for Europe, he invited the delegates to overcome their opposing opinions and to aim for common solutions and unity as a team.

3. Setting up of the General Assembly Office

Appointed Credentials Committee Members

Mr Julius BRINK informed everyone about the composition of the Credentials Committee, appointed by the CEV Executive Committee as follows:

Chairperson:

- Nihal YESIL

Members:

- Simon DAHL
- Zsolt LUDVIG
- Leonel SALGUEIRO

Report of the Credentials Committee

Ms Nihal YESIL, Chairwoman of the Credentials Committee, presented the Report for the XLIV CEV General Assembly, verifying the validity of the Credential and Proxy letters, as per Article 2.4 of the CEV Statutes and 2.4 of the CEV General Regulations. According to the official registration, out of 53 member National Federations, 45 were represented through their respective delegates. Another eight National Federations had sent a proxy letter within the set deadline and were represented accordingly. Eight National Federations that were represented by proxy as follows: Andorra to Spain, Estonia to Slovenia, Israel to Italy, Latvia to Portugal, Lithuania to Liechtenstein, Monaco to France, Poland to Croatia, Ukraine to Slovakia. Greenland, North Macedonia and Wales did not attend and did not have a proxy. With 53 National Federations present or represented by proxy, all of them had the right to speak and vote. The simple majority stood at 27.

Mr Philippe SCHÜRMANN, Delegate of the Volleyball Federation of Liechtenstein, indicated that last year he had not been allowed to speak and vote, because his country had not participated in any competition. He, therefore, asked why Russia and Belarus were allowed to speak and vote this year, even though they had the same issue; they had not participated in any competition.

Mr Alain FISCHBACHER, President of the European Legal Commission (ELC), explained that this year the Congress followed the same procedures applied during the Covid pandemic, whereby, when it was impossible for a country to participate in competitions due to decisions outside of their influence, the rule that excluded them from the right to speak and vote did not apply. The procedure had been agreed on and approved by the Credentials Committee, which was

responsible to decide on the right to speak and vote during the General Assembly. Mr SCHÜRMANN stated that he had not been satisfied with the answer received by the ELC President.

Mr BRINKS opined that since the legal argument had been replied, the issue should be handed over to the CEV President, who declared that they could proceed and open the discussions of the CEV General Assembly. However, Mr SCHÜRMANN insisted with his strong disagreement with the legal argument provided by the ELC President.

Mr FISCHBACHER stated that the issue had been assessed in the ELC beforehand. It was clear that the National Federations of Russia and Belarus had not been suspended by the IOC or the FIVB. He also clarified that the two countries had been forbidden to participate in the tournaments, and that constituted a big difference and made it impossible for their teams to participate. Consequently, from a legal point of view, the rule could not apply in that case. Mr SCHÜRMANN indicated that there was no such provision in the CEV Statutes to support the argument presented by the ELC President and asked for this point to be included in the Minutes.

Mr Aleksandar BORIČIĆ stated that the Congress should be focused on sports and not politics. He invited all delegates to refrain from creating new conflicts on political matters and to keep the discussion on sports activities.

Mr SCHÜRMANN then requested to read a short notice from the Ukrainian Volleyball Federation. With the consideration of the planned agenda and limited time, the request was rejected.

4. Official Opening of the XLIV CEV General Assembly

After the presentation of the report, the CEV President confirmed that, according to the CEV Statutes, the Assembly had the right to proceed and officially opened the XLIV CEV General Assembly.

5. Approval of the Agenda

Mr Julius BRINK invited everyone to vote for the approval of the CEV General Assembly Agenda.

Mr Frane ŽANIĆ, Delegate of the Croatian Volleyball Federation, by proxy also speaking on behalf of the Polish Federation, asked for an official confirmation that the voting regarding point 13 of the Agenda would be secret, according to Article 1.4 paragraph 5 of the CEV Statutes.

Mr Alain FISCHBACHER responded that according to the CEV Statutes the procedure would be followed as foreseen and the request would be addressed when reaching point 13 of the Agenda.

Decision

The agenda of the XLIV CEV General Assembly was approved.

6. Approval of the Minutes of XLIII CEV General Assembly in Arnhem (NED)

Mr Julius BRINK invited everyone to vote for the approval of the minutes of the XLIII CEV General Assembly in Arnhem (NED).

Decision

In the absence of any remarks or comments, the minutes of the XLIII CEV General Assembly in Arnhem (NED) were approved.

7. FIVB President's address

Dr Ary S. GRAÇA F^o, the FIVB President, greeted everyone and thanked the CEV President for the invitation to attend the XLIV CEV General Assembly. He shared that the CEV EuroVolley 2023 Women's Finals would be a great celebration of the sport in Europe.

There were many incredible achievements both on and off the courts. The FIVB Board of Administration had approved the Volleyball Calendar from 2025 to 2028, where the Volleyball World Championship would be played every two years. The Continental Championship would now directly qualify teams to both the World Championship and the Olympic Games, raising the value of the Continental Confederations, since the qualification would be made based on technical considerations, rather than political.

Dr Ary S. GRAÇA F^o stated that the FIVB Board of Administration also approved the establishment of the FIVB Foundation, a visionary initiative aimed to inspire, connect, and serve communities around the world, while promoting social wellbeing through Volleyball.

Since the CEV was celebrating its 50th anniversary this year, Dr Ary S. GRAÇA F^o wished to share a few of the CEV's impressive achievements to date. He was delighted that the CEV, under the leadership of Mr Aleksandar BORIČIĆ, had understood the new mentality across FIVB and was raising the level of Volleyball by incorporating also in Europe innovative elements like sport presentation and technology. In 2019, the CEV changed the EuroVolley format, increased the number of participating federations from 16 to 24 and allowed up to four co-organizers per gender. He commented that it was a very good idea and the FIVB followed the same approach. As a result, since 2019, 20 National Federations have co-hosted at least one pool of EuroVolley, bringing the best of European Volleyball to their home soil.

The European Beach Volleyball portfolio also increased with the organisation of Beach Pro Tour Futures events in Europe under the CEV umbrella and the introduction of the Beach Volleyball Club competition. The CEV EuroBeachVolley 2023, that was held in August in Vienna, Austria, had also been very successful.

The Snow Volleyball continued to grow in Europe with the EuroSnowVolley and the introduction of the age group competitions. During the Covid pandemic, the CEV had also committed €11.5 million to the so-called "CEV Marshall Plan". President GRAÇA F^o noted that this key achievement in Europe served to change the perception and image of the sport to the public and was fully aligned with the FIVB strategy.

The FIVB had been working hard on the vision to develop Volleyball all over the world by empowering the National Federations, National Teams, and players to realise their full potential through the revolutionary programme of Volleyball Empowerment and Development. Dr Ary S.

GRAÇA F° shared that the Kenya Women's National Team was crowned as African National Champion for the first time since 2015, after winning over Egypt in the Finals of the Continental Tournament.

The FIVB has invested 8.6 million Swiss Francs in the National Federations and Zonal Associations in Europe since 2017. Through the Volleyball Employment and Development Programme, 200 projects were approved in 45 National Federation across Europe, with a total investment of over 7 million Swiss Francs. This included 84 coach support projects, 94 Volleyball equipment projects, and 22 knowledge transfer projects. These projects included the joint initiative between the FIVB and the CEV to provide the National Federations hosting the CEV age-group European Championships with an official Gerflor court. The investment of over €330,000 was being shared equally by both the FIVB and the CEV to support the National Federations with the best-in-class flooring. This was in line with the effort of President BORIČIĆ to involve more and more National Federations in co-hosting age-group European Championships and it works hand in hand with the FIVB's Volleyball Empowerment and Development programme.

President GRAÇA illustrated that it was evident from the numbers that the money coming from sport went back into sport through investments. All the figures and information was transparent and available in the Global Data dashboard in the FIVB website.

He continued by stating that Europe was a leading power in the world in the area of knowledge transfer and emphasised how important this aspect was. Half of the coaches, 63 out of 126, involved in the Volleyball Empowerment and Development programme were from Europe.

Going back to the numbers, he indicated that 2 million Swiss Francs had been sent from the FIVB to the CEV as part of transfer fees from 2012 to 2021. Furthermore, from 2008 to 2016, the FIVB had sent to the CEV annual allocations of 6 million Swiss Francs in total.

Overall, since 2008, the FIVB has invested over 16.5 million Swiss Francs into European Volleyball through the CEV National Federations and Zonal Associations.

On the event front, 2023 has been a very exciting year so far for Volleyball, with the Volleyball Nations League (VNL), the Continental Championships, the Road to Paris Volleyball Qualifier, Beach Volleyball World Championships and the Volleyball World Beach Pro Tour events. During the 2023 VNL, they saw 98% growth in OTT Subscribers in comparison to the previous year. VNL attendance also grew by 50% in comparison to the previous year.

He went on to remind everyone that as part of the FIVB 9 goals, they had aimed in getting two million followers across their digital platforms by 2016. Now, in 2023, they had over 22 million active followers across all FIVB social media channels. FIVB had topped a number of social media rankings among international federations over the past few years.

Regarding the Olympic Games in Paris in 2024, six spots per gender would be available at the Olympic Qualification Tournament scheduled in China, Japan and Poland for the women, and in Brazil, Japan and China for the men. He commented that European teams had a good chance in the competitions.

President GRAÇA went on to present various figures about events in Beach Volleyball and highlighted that Europe was coming strong in the Beach Volleyball scene in the past few years, where only the USA and Brazil used to prevail. He continued by mentioning the Beach Volleyball World Championship to be held in Mexico in October for the first time in the country's history. 48 teams per gender would fight for the title, with the winners guaranteeing a place in Paris 2024 for their nation.

As for Snow Volleyball, the FIVB continued its cooperation with the CEV. President BORIČIĆ was also the President of the FIVB Snow Volleyball Commission. They were putting together a

strategy plan for further development in the discipline globally. The goal was to enhance awareness around the sport and to focus their efforts on youth programmes to ensure dedicated players in Snow Volleyball.

Therefore, he argued that the CEV was on the right track and now it was important to continue working closely together, along with all the National Federations in Europe.

Then he referred to FIVB Nucleus Project, which had been introduced during his presidency. They had started with only 30 countries and currently there were 194 countries involved. He also shared that since the future was in the digital platforms, they shifted their investment there with \$5 million.

Finally, he argued that the only way forward was to open their minds and he saw that the CEV was following that path. Dr Ary S. GRAÇA Fº emphasised that staying together could make everyone stronger. This was the way to build a lasting legacy and ensure sustainable growth for the sport and the National Federations.

8.CEV President's address

*Dear Board members,
Dear National Federation Presidents,
Dear Delegates,*

I'm very happy that this year we have marked our institution's 50th anniversary. Allow me to start by thanking everyone for their great job during difficult times. Volleyball had started as a purely amateurs sport and from such a point it has not been easy to promote it. Now we have more and more professional athletes, professional coaches, our professional experts in the CEV Office staff, professionals in the National Federations, and many other professionals who are supporting our activities.

We increased our budget from €9 million in 2015, to €22 million in 2023. How have we started to collect money? We are aware that many of our federations do not have a big budget. The governments and cities usually invest money if they need a sport. Therefore, I'm very pleased to see more and more countries' governments and cities recognizing Volleyball as a valuable sport, and investing in it. In 2017, the CEV had zero income from the European Championship. In 2023, the CEV had €9 million income from the women's and men's edition of the CEV EuroVolley 2023. The CEV wishes to invest this €9 million income and support the National Federations in their development and activities.

As for our media rights agreement, we had €4 million income in 2015, this year we have €11.2 million. In betting rights, the income was zero in the past, now we have a contract for more than €20 million for 10 years.

The money is being invested in in you, in the National Federations and clubs activities, from €4.5 million in 2015 to €12.5 million in 2023. We increased the prize money from €2.9 million in 2015, to €9.1 million for all competitions in 2023.

We never forget that the younger generation is very important for us. We have started to support the age-group European Championship from €35,000 to €100,000 for category one and two federations. With the support from the FIVB, we have provided every organiser of category 1 & 2 a Gerflor court free of charge.

Ever since that, we are very happy to see that every year we have more and more co-organisers for events and they deliver them in a very professional way.

Two weeks before the pandemic started, just in the last possible moment, the CEV had signed a very important agreement with Infront for media rights. When the pandemic hit, the CEV Board Members showed understanding and support, and I wish to thank them for that, so we made a plan to invest and support our National Federations with €11.5 million, through the so-called "Volleyball Marshall Plan".

Another important change made by the FIVB was that President Dr Ary S. GRAÇA F^o created a commercial entity and brought in a team of professionals. This is very important to our sport's future growth. In the past, it was often the case that a federation would rely on one person for a big range of responsibilities, i.e. finance, players, coaches, referees, etc. Now they realise that they need to cover these positions within the federation by professional experts from various fields.

In 2019, the CEV Champions League Volley Super Finals in Berlin was a real international event, because more than 60% of the spectators were not residents of Germany. In Paris, the EuroVolley 2019 Men's Finals with Serbia against Slovenia, we managed to have a sold out venue in a match without the host team or any of the big popular Volleyball countries. This year, in the Super Finals held in Turin, with two teams from Poland and two teams from Türkiye, once again we had a full house, without the host team playing. We believe that we need more and more international spectators. With so many foreign visitors coming, it's good for both the organiser and the city; many clever Mayors recognise that and support Volleyball activities.

In order to achieve big numbers in international spectators, more federations should take the initiative and bring Volleyball events in their country. A country cannot promote Volleyball if they are always a guest somewhere else and the people within the country cannot recognise Volleyball as a real top sport. Players are happier if they play in their own country. Media presence would also be bigger. You could start with the age group categories and in the near future we could have more organisers for the top events.

Additionally, it is important not to be afraid to take risks if you are a leader. If you are the President in a very critical moment, you must take risks and stay closer to the government and the cities' authorities. Federations cannot organise a top event without the support of the government or the cities.

Today, I'm also happy that we will present the CEV strategic plan. During several Congresses, I have encouraged each National Federation to formulate a strategic plan. It's much easier if you have a four or eight year programme, so that authorities in your country can be aware and provide support. If you're approaching your government to seek support in organising next year's competition, they would say it is too late. But if you have a plan that you would like to organise a competition in the next five, six, or four years, it would be much easier for each respective government to foresee some support through the budget.

It is very important to make our sport more attractive to children. In many countries we have a problem around bringing in the next generation of Volleyball athletes. This is why CEV School Project and the CEV Coaches Convention are two very significant initiatives. We need to train teachers so that they can inspire many more boys and girls to start playing Volleyball. This is how we can increase our membership in many countries, how we can bring the new generation in, and how we can be ready to provide them with the necessary knowledge, material and facilities.

I would like to encourage you to approach the CEV Office at any moment you need advice or any guidance. The CEV Office is always eager and available to provide you with assistance. You are always welcome to visit our Office in Luxembourg to speak about future projects and cooperation. I'm happy that we have more and more organisers in age group European Championship from small federations of category 1 and 2. With the guidance of our

professionals at the CEV Office, these federations proceed to changes and organise these events, even in cooperation with bigger scale federations. Solidarity between the well-established federations and the smaller ones is very important. In addition, we must take care of the clubs because they are the biggest promoters of Volleyball in the Europe.

Coming to a very crucial point, the new FIVB International Calendar. While I understand that it is impossible to keep all federations satisfied, I can state that at this moment, the planning provided by this new International Calendar is the best possible solution. Not only regarding the Qualification for World Championship or for the Olympic Games, but also regarding the playing seasons of clubs. Every change has a transition period. I'm very proud that the European Confederation is supporting the change of the International National Calendar. The approach is "Less is more, less is better". We eliminated the Qualification tournament for the Olympic Games in Europe, and we practically lost 3.5 million from one competition. I'm sure that President GRAÇA can find a solution for the budget and I thank him and Mr AZEVEDO for their great support and understanding.

Coming back to the CEV School Projects, we have expanded this initiative across 27 countries, and the feedback is very positive; very talented people involved, including teachers, experts, and university professors coming to help us. I'm happy that the Bulgarian Federation will host this year's Coaches Convention. We have 160 teachers and coaches coming to listen, to learn, or to discuss with their peers on how we could be better together. We are also cooperating with the Asian Volleyball Confederation. The European Union has confirmed our participation in the Erasmus+ project and through this we can inspire coaches in their work with young children in Asia to get involved with the sport.

In an attempt to provide trained professionals to the federations across Europe, we signed an agreement with Lunex University in Luxembourg to develop a Sports Management programme, which is open to everybody. Please don't hesitate to send your people working in your federations, especially young people, to come and learn valuable skills.

At the end of my report, I would like to share something from the bottom of my heart. I was a player, I was a coach, I was a National Federation President. Now, you have elected me to be the CEV President. I'm always happy to have good colleagues around me. I like to have a good spirit in the team, as we are a team sport. As the CEV President, I'm a coach for all of you and you are perfect players. The solidarity between the federations is very important for the future development. Normally, in any team, it's impossible to keep everybody happy, but understanding is important. If the best player makes a mistake, we don't kick them out of the team. We provide support and then the best players always come back. The same principle applies for the federations. I'm happy to see bigger and smaller federations signing agreements of cooperation and I always tell them that their example is very valuable for the CEV and the FIVB. Only by working together and by making European Volleyball stronger, we can help our athletes, our clubs, and National Federations.

Thanks for your support and cooperation. I wish you all good health, happiness and togetherness. Thank you.

9. Financial Report

9.1. 2022 Accounts

Mr Eric ADLER, CEV Vice-President and Treasurer and CEV European Finance Commission (EFC) President, addressed the General Assembly and stated that he was honoured and happy to

be able to present the 2022 Accounts of the CEV. He reported that in 2022, the organisation was able to function in a more normal way and was able to execute activities without the pandemic over their heads, plus there was an increased interest in Volleyball overall. During the Congress last year, the adjusted budget was approved to reflect the positive adjusted bottom line.

Mr ADLER noted that the CEV lived up to the budget expectations that were made last year, and with an overall result of over €2.5 million, which was about €1.6 million better than what had been expected.

Mr ADLER presented the expenditures overview. The CEV continued to invest in sports and events, with over 60% of expenditures used in relevant areas. It was noted that about €6.7 million had been paid in prize money. €2.8 million had been used for directly supporting the National Federations and the clubs linked to projects and activities. About €9.6 million had been paid directly to the National Federations and the Clubs in 2022.

He then presented the revenue overview. Most of the revenue for 2022 came from sponsors and National Team Competitions. There was an incoming flow of EuroVolley payments as some of them wanted to pay early. As mentioned in 2020, there was a surplus of accounts of €647,000. And in 2021, it was recommended to financially consider both 2020 and 2021 together during the pandemic period. Mr ADLER recommended to do the same for 2022 and 2023, as it was a natural EuroVolley cycle that would go through and therefore resulted in financial flows.

9.2. External Auditors' Report – 2022 Accounts

Next, he referred everyone to the External Auditors' report in the Congress Handbook.

Mr Eric ADLER commented that in the last few years, the external and internal auditors made a note that they had an outstanding receivable of €388,000 since 2019 with Lagardère Sports in Poland. After trying to find an amicable solution with Lagardère, CEV decided to litigate and won the case. Such amount had recently been received.

9.3. Internal Auditors' Report – 2022 Accounts

Mr ADLER asked Mr Olavi Ala-NISSILÄ and Mr Stojan JORDANOV, CEV Internal Auditors, to take the floor and present their report on the Internal Audits.

Mr Olavi Ala-NISSILÄ greeted everyone and mentioned that the report was enclosed and published in the Handbook of the General Assembly. He thanked the CEV President, the CEV Vice-President and Treasurer, Mr Eric ADLER, the CEV Managing Director, Mr Thorsten ENDRES, and the CEV Finance Department for the excellent cooperation. The financial result of the last year exceeded the amount which had been budgeted. He concluded that the agreements with sponsorship and Infront on media rights gave longstanding stability for the CEV now and in years to come. He noted that in the past few years the CEV Board of Administration has made decisions that supported European Volleyball during the challenging times of the pandemic and the crisis caused due to the conflict in Ukraine.

Mr Olavi Ala-NISSILÄ and Mr Stojan JORDANOV concluded that the CEV performed correctly and the CEV Administration was following good sports governance.

Therefore, they proposed to the CEV General Assembly to approve the 2022 Accounts and to unburden the persons in charge.

9.4. Discussion and Approval of the 2022 Accounts

No points discussed.

Decision

In the absence of any remarks or comments, the XLIV CEV General Assembly approved the CEV 2022 Accounts and unburdened the persons in charge.

9.5. 2023 Updated Budget

Mr Eric ADLER started by sharing that 2023 had been a year of macroeconomic influences with high inflation and rising interest rates, which had impacted the economy in many countries. The CEV continued to invest both in sporting activities and development programmes. He shared the record-breaking budget of almost €22 million in expenditures, with a million more than initially planned. More than €13 million was invested in sports and events, over €9 million in prize money, almost €3.4 million additional direct support to the National Federations and the Clubs linked to projects and activities, and approximately €12.5 million had been paid directly to the National Federations and the Clubs.

Mr ADLER presented the updated 2023 revenues, where 30% from the National Team Competitions was primarily from EuroVolley fees, and 41% from sponsoring and marketing was primarily from the agreements. He highlighted that the CEV had invested in the Champions League Volley sports presentation and enhancement, in the EuroVolley Opening Matches and Finals, and in digital and data capabilities such as WSC and InCrowd CRM platforms. These investments had been mentioned in the last Congress, but the exact amounts were uncertain, and that had increased the budget. There was increase of income from EuroVolley sponsorships and EuroVolley TV, as well as from Erasmus+ project "Play Volleyball grow with it 2.0", while the income from the European League decreased. In 2023, there were less EuroVolley organiser fees, but as mentioned earlier, some of that movement had gone to the 2022 Accounts.

He summarised that instead of the - €873,000 that had been budgeted, they ended up with - €1.6 million, which was almost €750,000 more than initially planned. During the presentation of the 2022 Accounts, he had mentioned that it would make sense to see the positive result together with the 2023 result, thereby reflecting the EuroVolley cycle. Based on that, he suggested to combine the result in a surplus of €942,000 in 2022 and 2023, compared to the initial result of a surplus of €81,000.

9.6. Discussion and Approval of the 2023 Updated Budget

Mr Philip SCHÜRMANN, Delegate of the Volleyball Federation of Liechtenstein, raised a question about the amount that the CEV had given to the National Federation of Israel for the organisation of CEV EuroVolley 2023, which should be €900,000 according to CEV Board members or €1.5 million according to the media. He indicated that hosting a CEV EuroVolley Pool of six teams in Israel, based on his calculations, would cost around €250,000-300,000 and required for an explanation of the situation.

Mr Aleksandar BORIČIĆ expressed how happy he was that the Israeli National Team had won the first two matches in the CEV EuroVolley Pool, which was a proof that CEV's support had benefitted the sport. He then shared that Israel was facing difficulties to host the CEV EuroVolley

Pool. Even though the CEV had secured a different organiser for that pool, since the Turkish Federation had offered to help, they wanted to avoid the elimination of Israel as organiser. Such an action would have a great impact in their federation in the following five years, and they did not wish to hinder the children's opportunity to learn Volleyball in Israel. The solution discussed was that the state would guarantee the pay back of the loan provided by the CEV to the Israeli Federation, plus a €650,000 fee. The CEV would still secure its income but it had also offered help in a critical moment. The CEV President also described a similar situation when the Federation of Norway was in debt. The CEV showed support to the federation, which meant that they kept on having activities and now we witness their great success in Beach Volleyball. He shared that it was important to show support to a country when they were in need.

He also indicated that when committing to organise an event, the Federations should secure a written confirmation of support from their government. Israel had a written confirmation that the state supported CEV's decision. After the CEV provided that support, discussions opened with the Israeli Minister of Sport, who showed interest in organising a Beach Volleyball event, opening new paths for Volleyball in the country.

Decision

The XLIV CEV General Assembly approved the Updated Budget for 2023.

9.7. 2024 Budget Proposal

Mr Eric ADLER referred everyone to the CEV Congress Handbook for the 2024 Budget Proposal, which had been approved by the CEV Board of Administration. He commented that the total expenditure was a surplus of €2.3 million in comparison to 2022. There were over €10 million investments in the sport, 54% of which was approximately €7.2 million in prize money. There was €3 million additional direct support to the National Federations and the clubs linked to projects and activities. There was €10.3 million directly paid to the National Federations and the Clubs.

Concerning revenue, there were takings of about €16.8 million as of today, approximately €2.4 million less than in 2022.

Mr Eric ADLER presented the comparison between 2022 Accounts and the 2023 updated Draft Budget, plus the 2024 Budget Proposal. He recommended to compare 2022 as a non EuroVolley year with 2024. There was an increase in the general management, Commissions and the Working Groups. This was due to holding more physical meetings instead of online. There was also an increase of staff costs, since in 2022 there were fewer persons in the Events department.

In Luxembourg there is a law regarding automatic index-linking, therefore salaries were automatically raised due to inflation. There was a number of recruitment costs that were not foreseen in 2022. There was investment in IT infrastructure, increase in European Cups prize money, and more costs for the European League since 2022. There was increased development support for the National Federations, continued investment in digital platforms and website, and more investment in the Erasmus+ projects. €

Moving to the revenues side, Mr ADLER reminded everyone that last year the CEV had received a bonus through the Infront agreement. He explained that the CEV receives a yearly amount, but if it sells more rights than budgeted, the CEV and Infront can split the extra revenues and receive a bonus. However, that bonus could not be included in the proposed budget of 2024 yet. Careful calculation was made for ITCs and budgeted less income from those. Regarding EuroVolley, €1.5 million less was budgeted compared to 2022. There was less development funding from the EU compared to 2022, though there would have been more income from the Champions League due to the changed format.

Mr Eric ADLER summarised that there was approximately €32.5 million of direct support to National Federations in the period of 2022–2024. As in the past, the budget is approved by the CEV Board in May of each year, and it was based on accurate knowledge of expenses and incomes, not on speculation. They only included items that they were relatively sure about at that time, especially in terms of revenue. The proposed budget was a minus of €2 million. He commented that due to the changes of the qualification process for the Olympics, there was potentially a missing income from the Continental Olympic Qualification Tournament which would have taken place in 2024. The revenues from 2020 edition was €3.5 million. The Champions League Super Finals were budgeted to break even.

There were pending discussions with Infront, CEV's media partner, concerning missing events and anticipated changes in the International Calendar (elimination of Olympic Qualification Tournament and the move of EuroVolley from 2025 to 2026). Both Infront and the CEV would have implications on the 2024 revenues and financial flow. 2024 would now be a standalone year and they would be coupling 2025 and 2026 in the future. This was not considered in the budget at the time of approval, since the decision was not final then.

The CEV Board proposed the budget as it would address the issues moving forward. Therefore, Mr ADLER asked the General Assembly to approve the 2024 Budget Proposal.

9.8. Discussion and Approval of the 2024 Budget Proposal

Ms Clodagh NICCANNA, Delegate from the Irish Volleyball Federation, asked about the increase in office staff expenditures, and if that was due to salary increases or an increase in staff numbers, or both.

Mr Thorsten ENDRES, CEV Managing Director, responded that it was due to the increase in staff numbers. Some staff left the office in 2022 and it took time to recruit them. The majority of the increase in staff expenditure was due to new people joining the CEV team in Luxembourg.

Decision

The XLIV CEV General Assembly approved the 2024 Budget Proposal.

10. Activity Reports Congress Handbook

10.1.–10.18. Activity Reports

10.19. Comments & Questions

Mr Julius BRINK referred to the Activity Reports in the Congress Handbook and asked the CEV General Assembly to approve them.

10.20. Confirmation of reports

Decision

In the absence of any remarks or comments, the XLIV CEV General Assembly approved the Activity Reports.

11. Future Projects

11.1. CEV Strategic Plan

Mr Eric ADLER, CEV Vice-President & Treasurer started by reminding that during the Congress of 2021, the CEV President had initiated a call for the CEV members to develop a strategic plan for the future of their federations and has reiterated the same today. The same was asked of the CEV, so the CEV Board initiated a Working Group for the Strategic Plan. The members of that WG initially included himself, Mr Geert De DOBBELEER, CEV Board member and Mr Thorsten ENDRES, CEV Managing Director. At a later stage, the Head of CEV Development, Mr Vuk KARANOVIC joined as well. The Working Group was set-up in May 2022 and started by revisiting the vision and mission of the CEV and the CEV values and principles based on input from the CEV Board, as well as external input from the FIVB. In November 2022, the Board approved the next step, which was to include inputs from a variety of stakeholders, including the National Federations, the Commissions, the Working Groups, the CEV Office, and the external stakeholders.

Mr Eric ADLER shared that CEV's vision was to let Volleyball be the most engaging, responsible, and inspiring sport enjoyed by all generations across Europe. The CEV wanted to achieve this vision by leading, promoting and developing Volleyball together with the member federations and stakeholders, by ensuring it was done in a fair, transparent and sustainable way.

Mr Eric ADLER presented several strategic focus areas and goals, which supported the vision and mission of CEV: Volleyball community, Popularise Volleyball, Fan Engagement, Financial Growth, and Governance.

He introduced the topic of Volleyball community, which included improvement of the top events and making them more attractive for fans, players, and commercial partners. He noted they would establish a more attractive competition system by making positive changes to achieve the expectations of the clubs, coaches, players, and commercial partners, and secure a sport pathway. He said the CEV should always strive to ensure that sporting results were the highest merit in how anyone could participate in CEV events. And then, making sure that more people had a positive contact in Volleyball, thus keeping them in the sport for as long as possible.

Popularising Volleyball was important to make sure that CEV related news was consistently presented in the public domain throughout the whole year. The CEV wanted to convey the message to the public that everyone should be aware of what was happening in the Volleyball world. Moreover, they should make sure that the CEV set the benchmark in terms of dealing with public authorities, transparency, working hand in hand, clearer finances, and so on, and thereby helping the National Federations gain more recognition and support on a national level.

He explained that fan engagement was to encourage people back to the events, where the CEV wanted to make sure that the on-site and the online experience of the fans would be top quality, played in attractive cities, in the best arenas, with improved broadcasting experiences and more educated fans. The CEV wanted a European competition with a global fan base. Further, the CEV wanted to immerse in new technologies and make sure they were always up to date with the latest trends. Concerning financial growth, the CEV wanted to increase brand value of the CEV and, therefore, the value of Volleyball in Europe, ensuring that people were aware of activities and events under the CEV umbrella. The CEV also wanted to secure revenues from different sources, including TV rights, marketing, data collection, digital platform, EU funds, and merchandise. The CEV wished to secure the return on investment from various products, digital assets, data collection and sport events. Lastly, they aimed at organising the CEV operations with the sustainable aspect in mind.

Mr Geert De DOBBELEER, CEV Board of Administration member, presented several crucial elements to build structures on the pillar of governance. They included regulatory improvements, women's representation, transparency at the core, stakeholders' involvement, and transfer of knowledge. He shared that the five crucial values of the CEV formed the foundation of the institution: togetherness, responsibility, excellence, integrity, and inclusiveness.

Mr Geert De DOBBELEER further elaborated that togetherness was to ensure that the CEV showed solidarity, respect, unity, and worked as a strong and collective team, with all stakeholders, institutions, and individuals. Referring to responsibility, the CEV should be conscious of its role as a sport organisation on all aspects of society, including economic, social, and environmental. There must be a balance between the CEV's activities in terms of economic growth and the welfare of society and environment.

Mr Geert De DOBBELEER mentioned that the value of excellence referred to striving for the highest quality in everything that the CEV did, pushing each other to the highest level and ensuring bold ideas grew into meaningful actions, innovating with intention, and maintaining a high level of professionalism.

He mentioned that the fourth value was integrity, which meant that the CEV would pursue its vision in an honest and ethical manner, by ensuring all decisions and actions in the organisation were transparent and fair. He further shared that the value of inclusiveness referred to gender equality, social inclusion, and equal opportunities and fair treatment to everyone, while fighting against discrimination and intolerance.

Decision

In the absence of any remarks or comments, the XLIV CEV General Assembly approved the CEV Strategic Plan.

11.2. CEV Centralised data platform

Mr Aurèle WEYENETH, CEV Head of Digital & TV, presented the CEV projects related to fan data and how the CEV had elevated Volleyball fan experience in 2023. He shared that Volleyball fan data was not only about where fans were from and how many tickets they buy in a year. In an extremely competitive landscape, with many marketing touch points, the name of the game was how sport organisations and the European Volleyball family could gain valuable insights into large sport audiences, how to understand their preferences and motivations, so as to develop engaging experiences for them over the coming years. In 2023, CEV started working on the European Volleyball experience and achieved new heights by delivering data driven events, producing more digital immersive content, and developing multiple fine engagement activities.

The CEV smartly invested in the latest technologies and innovations in the past 24 months that allowed the collection and sharing of data. There was a critical digital transformation of sport in Europe. Mr WEYENETH shared that the foundation of the European Volleyball Fan Experience had been built in 2023. From the Champions League Volley Super Finals in Turin to the EuroBeachVolley in Vienna, and the two ongoing EuroVolley competitions, the CEV offered sports fans data driven events with the latest in broadcast and match technologies. The CEV offered over 10,000 video clips on the digital platforms, which allowed all fans to get closer to the sport across the three disciplines.

In the framework of EuroVolley 2023, the CEV launched the first ever Match Predictor game and also kicked off the centralised fan data platform, as announced at the last CEV Congress.

Lastly, the strategic partners in key areas enabled the CEV to offer fans the highest level of experience and servicing to all European Volleyball partners.

He went on to share some preliminary insights about the Match Predictor fan game that was launched during the EuroVolley 2023 events. The CEV with its EuroVolley Match Predictor has added a new layer of excitement and allowed fans to get a different approach to the sport. Integrated fully into all CEV's digital ecosystem, the EuroVolley Match Predictor was a totally fun, free to play game, and allowed every fan to predict every match, as well as which player would score the most points. Regardless of their knowledge of Volleyball, fans could invite friends to play and create leagues, plus win prizes.

The Match Predictor's preliminary insights indicated that over 3,000 users had already signed up to the platform and top market users included Poland, Türkiye, and Italy. Based on this positive experience, the CEV would look ahead and proposed additional fan engagement products in other disciplines, including Beach Volleyball and club competitions allowing additional experience to the fans, which in turn would increase their loyalty to the European Volleyball brand.

Mr Peter SPRENGER, CEV Marketing Working Group member, presented the latest progress report for the centralised fund data platform. He shared that from a strategy point of view, it was all about optimising and intensifying the relationship with fans. Bringing together data gave the CEV the opportunity to grow European and national fan bases. With this growth the CEV could get more value out of Volleyball.

Ten months ago a tender process started with 10 suppliers for a centralised data platform. The company InCrowd was selected after careful consideration and the budget was validated by the CEV Board. In February 2023 the project had its kick off and some positive results were already coming in. Some National Federations were also active in the development of data and were creating insights in a fan base. He emphasised that this was greatly appreciated by the CEV Marketing Working Group and wished to recommend to all National Federations to think toward that direction and join this approach by partnering with the CEV and share data on this centralised platform in order to benefit from a much wider reach.

Mr SPRENGER shared the overview of the process works. It started with the integration of different data sources in a centralised data platform, (Eventim, EuroVolley TV and Match Predictor). In the future, more data sources could be connected to this centralised data platform. Data could be used to increase ticket sales, support sponsorships, increase fan loyalty and promote subscriptions. The project was focused on a strong cooperation with the National Federations, and it was a great opportunity to work together between federations and CEV.

Mr Peter SPRENGER invited the participants to reach out to the CEV Digital & TV department or the CEV Marketing Working Group if they had any questions or ideas on the centralised data platform. He thanked the CEV team for their progress in this project and also the Marketing Working Group for their effort.

12. Best Practice by National Federations

Austria

Mr Gernot LEITNER, the National Federation President of Austria, thanked CEV and the CEV President for giving him the opportunity to introduce the Beach Volleyball scene in Austria. He congratulated Türkiye and Serbia for reaching the Finals. He noted that the games were live on Austrian television in the free TV channels.

After showing the video, Mr Gernot LEITNER shared that around 100,000 fans had paid a ticket to see Beach Volleyball live in Austria in 2023. The EuroBeachVolley event closed a few weeks ago and sold 78,000 tickets. He shared that there were three levels in the event pyramid, where the top level was international events, divided into two tier categories. The top tier was European Championships, World Championships, and Nations Cup. The second tier events were "Future" tournaments including Snow Volleyball and CEV European Tour. All those events had welcomed about 100,000 paying spectators in 2023.

The second level was the National Tour that the Federation was taking a very strong role in organising the framework, organising promotion, negotiating TV rights, and acquiring top sponsors. There were 13 promoters across the country who were part of the Tour. There were nine open tournaments, four masters and one Championship Tournament. Each year they secured one or two promoters. This was a very sustainable structure which limited risk to the Federation. There were certainly the Zonal Championships on all age groups in this second tier, and that was managed successfully.

The third level was grassroots and amateur level. There was an amateur, hobby, and junior tour. The number of events was impressive. The recently founded Beach Volleyball Club League which was successful. There were four states at the moment and had almost 100 Clubs. There were 60 new Clubs of Beach Volleyball. There were now more than 9,000 players who were registered and listed in the system, among them 1,400 were professional players. Also, there were lots of school activities and had 5,000 school kids participated in the School Beach Cup this year.

Mr Gernot LEITNER noted that in the Beach Volleyball department of the Austrian Federation, there were professional people who were fully active in working in Beach Volleyball. Their main responsibilities were split to two pillars, the commercial promoters organised the major events, including World Championships, European Championships, etc. These were events with high financial risk. The European Championships in 2023 had a budget of over €5 million. By getting a promoter's agreement, they encouraged the promoter to take the risk and earn money. They use the same approach for Snow Volleyball and the National Beach Volleyball Tour, only working with local commercial promoters.

The second pillar was to work with our State and Regional Federations and the Clubs. All these organisers realised it is greater value for them to be in one event with a bigger story across the country, than each one doing their own thing.

Mr Gernot LEITNER introduced the unified licensing model for all, the project "Volleycard" It was mandatory for all license holders who played Beach Volleyball, and it was a very consumer-friendly platform. It was a project that would help them monetise Beach Volleyball on a national level through merchandising, various kinds of activities, sponsors, or product sales.

Luxembourg

Ms Norma ZAMBON, President of the Volleyball Federation of Luxembourg, thanked the CEV for the opportunity to present the Luxembourg Volleyball Federation's journey and the exciting developments that lay ahead. Luxembourg is a small country with 700,000 people, it is in the brink of transformation and expansion. With the right strategies and dedication, even the smallest places could make a significant impact on the world stage. Ms Norma ZAMBON shared their recent efforts around the youth, promoting Volleyball through events and establishing a compelling brand that resonated with media and the public alike. These aspects had been pivotal in shaping the Federation's direction in recent years.

Mr Torsten SCHOOFF, Technical Director of the Volleyball Federation of Luxembourg, shared that the youth represented the present as well as the future for Luxembourg. They introduced new age categories for U15 females in the Luxembourgish League and in 2023 there was U19 males and females. The education of the coaches was very important; they started in 2021 and continued in 2022. The CEV School Project started in 2022. Another significant step in their Federation was to move from the Small Countries Association (SCA) to the Middle European Volleyball Zonal Association (MEVZA). This decision had been taken to allow their teams to compete against stronger opponents and thus improving their level.

LetzVolley Academy was conceptualised during the pandemic and launched in December 2020; it has been a pivotal step that has started to reflect in their statistics and has yielded remarkable results. One notable outcome was the ability to recruit 200% more students in the Luxembourgish Sports School. Building upon the success of the LetzVolley Academy, one youth license got a substantial boost in the 2023 season, which signified a positive trend in sports.

Mr Torsten SCHOOFF shared that the efforts in promoting Volleyball focused on three key points. The first one was national team promotion. The national team held a special place in the strategy and recognised the importance of the visibility in the national media. To ensure their significant presence, the Luxembourgish National Team had participated in various Championships. The women's team actively participated in the CEV Silver League and in the SCA. The men's team showcased their process in the Silver League and competed in the CEV EuroVolley Qualifiers and in the SCA Tournament. The youth teams also took part in significant events, including the U22 CEV European Qualifiers, with participation from the youth in the current year and the U18 categories.

Beach Volleyball had emerged on international stage in 2023 with notable achievements. Luxembourg proudly presented male and female teams at the CEV Queen and King of the Court. The Luxembourgish male Beach Volleyball team showcased their skills at the CEV Nations Cups in 2023. This team also represented Luxembourg at the VW Beach Pro Tour Futures in Brno and Warsaw. These ventures highlighted the extraordinary talent and dedication of the National Team, gaining attention, and generating enthusiasm among the local population.

Ms Norma ZAMBON shared that they hosted extraordinary gala matches during anniversaries, including Italy versus Germany in 2022 at the d'Coque venue's 20th anniversary, and Germany versus the Netherlands a couple of weeks ago to celebrate the Luxembourgish Federation's 60th birthday. Notably, the CEV Queen and King of the Court European Finals in 2023 generated an immense interest in Beach Volleyball and received overwhelming support from the public.

Moving to another essential aspect of the Federation's promotion strategy, Ms ZAMBON referred to special events that played a crucial role in putting Luxembourg's Volleyball on the map. The NOVOTEL Cup, in its 33rd edition, captivated audiences each year. The Volleyball Camp was a cherished tradition and was consistently fully booked within a week of the announcement. Introducing special guests appearances, beginning with Mr Julius BRINK in 2019, had proven immensely popular among the young and old alike. These events fostered a strong sense of community, engagement and excitement around the sport.

Moreover, Ms Norma ZAMBON indicated that effective branding was paramount in today's media-driven world. They had been focusing on revamping the Federation's website and the new version would be unveiled in 2024. She also noted that the branding strategy included distinct categories, such as education, covering training and development programmes; Indoor, encompassing their Indoor League initiatives; events, showcasing the significance of special events; Beach Volleyball, highlighting activities in and around the sand; youth, presenting their youth-centric events; and spotlighting all Luxembourgish National Teams. She then invited everyone to watch a short video presentation.

13. Proposals from National Federations

Proposal from Polish Volleyball Federation

Mr Alain FISCHBACHER, ELC President, greeted everyone and noted that for the topic that is going to be discussed under this point, a lot of arguments and explanations had already been exchanged, concerning the legality and the reasoning behind the decisions, therefore he would not repeat those points again.

However, just to summarise, he pointed out that in the FIVB Constitution only the current FIVB Board Members were eligible as candidates for the FIVB Presidency; a decision which was approved without dissent also from all European National Federations.

The CEV Board did not want to go so far and restrict possible presidential candidates in such a way. Therefore, it set the criteria in order to clarify in a simple and measurable way the already existing provision that the presidential candidate should have extensive knowledge about the CEV, its bodies, and activities.

From the legal perspective of the ELC, Mr FISCHBACHER shared that this amendment had set a reasonable goal and a measurable way to verify it, without being too restrictive at the same time. It was therefore in itself legal, which was the only focus the ELC had. He also pointed out that whether such provision shall be set up or not was not a question of legal consideration. It was a question of decision taken by the respective CEV body. He, therefore, opened the floor for discussion.

Proposal NFs of POL / EST / UKR / SRB / CZE

Mr Frane ŽANIĆ, Delegate of the Croatian Volleyball Federation, pointed out that according to the letter from the Polish Federation, which was supported by other Federations, the proposal was to vote for fair play criteria and give the chance to all relevant leaders from the Volleyball community to present their plan and their vision for the future of CEV. He invited all delegates to support the Polish letter and to vote against the decision of the CEV Board, taken in Turin on Saturday, 20 May 2023. He noted that they should consider giving a fair opportunity to more candidates to run for the presidency, regardless of their participation in a Board or not. Referring to the concept of the "Volleyball family" mentioned several times in the discussions in the course of that day, he commented that if a Federation had a good leader, they should be given the chance to run in order to enter this family. With the Polish Federation proposal, they would open the floor to the candidacy to all relevant people from Volleyball who had the knowledge to lead the institution.

Furthermore, he indicated that according to the CEV Statutes, upon request of at least 10% of the General Assembly members, the voting by show of hands should be replaced by a secret vote.

Mr FISCHBACHER affirmed that he would address that request before starting with the voting.

Mr Lubomir Ganev, CEV Board of Administration member, noted that based on the recent changes in the FIVB Constitution, approved in the FIVB Congress in 2022, and following the request towards all Continental Confederations to align their Statutes and Constitutions, the CEV Board discussed in its meeting in Turin, and the majority of the CEV Board members agreed to set additional criteria for the presidential candidate. While they did not set the same strict criteria as the FIVB, they decided that the presidential candidate should have featured as board member of a national or international federation for at least four years. The CEV Board

decided on these criteria with only two abstentions. Consequently, the CEV Board wished to propose this to the CEV General Assembly. He also pointed out that the presidency candidate needed to have the trust of at least 29 National Federations.

In addition, he wondered why some federations requested a secret ballot. He indicated that the decision was made by the CEV Board of Administration based on the proposal by the ELC, and they openly stood behind it. He expressed his view that it was not necessary for a secret ballot because there was nothing to hide. He, therefore, proposed an open ballot.

Mr Frane ŽANIĆ, Delegate of the Croatian Volleyball Federation, wished to clarify that the decision on the FIVB Constitution from 2018 had been made by the FIVB General Assembly, not by the FIVB Board. He pointed out that CEV Statute provided rules to vote secretly due to the sensitivity of certain topics. He, therefore, suggested to follow the CEV Statute and hold a secret voting.

Mr GANEV remarked that they should not let the personal ambitions of people from one or two Federations destroy rules that had been established for years. He argued that a CEV Board decision had never been contested before, or even proposed to be revoked by the CEV General Assembly. For that reason, he believed that they should be united and vote openly.

Mr Philippe SCHÜRMAN, Delegate of the Volleyball Federation of Liechtenstein, remarked that the secret voting was the request of more than one tenth of the Federations and it was clear that it had to be followed.

Secondly, he shared that in the Board of his Federation, there was a person who was 28 years old and had been a member of the National Federation Board for six years. Based on the CEV Board decision, this person would be eligible for being a candidate for the presidency of CEV, something which he did not consider as very appropriate. He did not see the point of setting a number of years served in a Board as a criterion. He suggested to leave the criteria open, and in 2024 the General Assembly should be competent enough to vote for the right President.

Mr Eirik SØRDAHL, Delegate of the Volleyball Federation of Norway, stated that National Federations were the owners of CEV and together with the CEV Board were deciding in the best interest of the CEV and European Volleyball. Therefore, he asked about the background of this decision from the CEV Board. Coming up with such a decision in this period seemed strange to him and believed that in principle it should be the General Assembly deciding on such a matter. He wished to find a good solution, because the aim was to find a good candidate irrespective of their gender or years served in a Board. He was looking forward to the best candidate who could work on the best future for CEV and European Volleyball.

Mr Gernot LEITNER, CEV Board of Administration member, pointed out that being a President or being a Board member of a National Federation was a different responsibility than being a Sport Director in an organisation or being a General Secretary. Serving as a Board Member and having to represent and take responsibility in decisions entailed different tasks than the ones of a classic office manager. If the future candidate had never served as a responsible Board member in a National Federation or in a Confederation or in the FIVB, Mr LEITNER believed that certain risks would emerge. He referred to the example of the International Ski Federation that made the decision to take an outside hedge fund manager as their president; that decision came with some turmoil and big changes.

Furthermore, Mr LEITNER indicated that under the leadership of the current CEV President and the CEV Board in the recent years, the CEV has grown a first small tree, and the first fruit was on that tree. He noted that the CEV Board was open to welcome new members, as there would be a lot of new members at the next election. Out of these new members, new talents would appear and promote themselves as future President candidates. He did not support opening

the door to anyone who did not know how the Volleyball world works. He shared that it was important to balance the system in the best possible way.

Mr LEITNER also argued that the institution was already on a very good path of growth with the modernisation and professionalisation in all of its elements, and therefore it needed the best people to have at its helm. The institution needed Volleyball people and he was certain that the Volleyball community already had enough successful businessmen to fill that role.

Lastly, Mr LEITNER shared that he had participated in a video call with the Polish Federation and several other National Federations; he did not see the commitment from them to serve as a Board member for one term and then promote themselves as a future President candidate. Volleyball people dedicate their lives in the sport, often with no compensation and he wished to see that level of commitment in the future leadership to dedicate that time and learn. He added that himself being a CEV Board member for four years, it took him some time to learn the structures and mechanisms, which was important knowledge. He, therefore, proposed not to support the Polish proposal.

Ms Valentina BIFFLIN, Delegate of the Croatian Volleyball Federation, introduced herself stating that she has been the Director of the Croatian Volleyball Federation for the past six years. She shared that this was her second mandate at this position. For four years before she was General Secretary of the same Federation from 2004 to 2009. She has been involved in Volleyball since 1997. She started her presentation with a quote from Simon Sinek, who said that "Leadership was not a license to do less, but the responsibility to do more." She agreed that the CEV should act as one family and grow all together in one direction.

She indicated that the new criteria had been decided by the CEV Board with less than one year before the upcoming elections, something which gave a certain perspective of non-transparency to whatever was behind the decision. She suggested that the CEV General Assembly should reconsider the proposal because there was a lot of criteria that made a person suitable for the position of the CEV President.

Moreover, she urged that secret voting should be taken, so as to follow the good governance principles and to respect the rules of this institution as well as the CEV General Assembly.

Mr Giuseppe MANFREDI, Delegate of the Italian Volleyball Federation, pointed out that participants should have the liberty and the right to express ideas and their position without the need to use a secret vote. He noted that most Delegates of the CEV General Assembly were Presidents of their own Federations. They put themselves on the line every day to improve the conditions of their movement and carried out sports policy. He argued that they have built a strong Confederation and could not allow it to be left to someone who had not, at least, gone through the process of knowing the sports policy of their own federation by being a member of its board. Lastly, he added that it was time to talk less about political chairs and more about projects to help smaller federations grow through Volleyball.

Mr Peter SPRENGER, Delegate of the Volleyball Federation of the Netherlands, opined that the National Federations and the CEV had a very successful cooperation for the past eight years. They were unified and needed unity and continuity towards the future. He was convinced that they had to protect the legacy and the ideas in the sport. He shared that the restriction introduced by the criteria was relatively small and only focused on the election of the President. In his view, to further protect the legacy and ideas in Volleyball, he strongly supported the decision of the CEV Board.

Mr Alain FISCHBACHER invited the participants to vote. The question to vote on was "Do you support the decision taken by the CEV Board of Administration on the General Regulations?" The answer was either "yes" or "no".

Ms Annie PEYTAVIN, Delegate of the French Volleyball Delegation, asked to have the exact wording of the CEV Board decision. Mr FISCHBACHER clarified that the decision in question was in Article 1.1, paragraph 4, point g of the CEV General Regulations, and the amendment was “in case of candidate to the position of CEV President to have a broad experience in Volleyball and leadership, including serving at least four years as board member in a national or international Volleyball federation.”

Ms Valentina BIFFLIN, Delegate of the Croatian Volleyball Federation, disagreed with the new wording of the voting that was proposed and said that it had not been included in the agenda, therefore not announced well in advance to the members of the General Assembly. She argued that the proposed wording did not have the same meaning as the wording proposed in the letter of the Polish Federation.

The CEV President wished to clarify the situation and explained that the CEV Board had taken a decision to introduce an amendment in the CEV General Regulations. The Polish Federations had sent a letter and expressed their disagreement with that decision. After the democratic discussion carried out in the CEV General Assembly, he invited everyone to vote if they supported the CEV Board decision or not.

Ms Valentina BIFFLIN, Delegate of the Croatian Volleyball Federation, raised the concern that all the members of the CEV General Assembly who voted on the new wording would be breaching the CEV Statute, because the procedure was not in accordance with its provisions.

The CEV President gave a warning to Ms BIFFLIN to stop objecting the procedure, otherwise she would be dismissed from the Congress.

Mr Alain FISCHBACHER reminded everyone that a good and fair discussion with all arguments set out in a fair way was necessary and should not be jeopardised. He then explained that normally the votes in the General Assembly were carried out with the show of hands, unless one tenth of the General Assembly demanded a secret vote. Given that such demand had been expressed, he asked all participants to confirm this demand.

Ten Federations voted in favour of the secret voting; the number was more than six, which was the minimum required.

Decision

Based on the request of more than one tenth of the members of the XLIV CEV General Assembly, it was decided that the voting regarding the decision of the CEV Board would be performed with secret ballots.

Mr Alain FISCHBACHER invited the Credentials Committee to hand over the ballots and explained the procedure to the participants. The votes were counted by the Credential Committee and were heard by all the participants immediately.

Decision

Regarding the question “Do you support the decision taken by the CEV Board of Administration on the General Regulations?” the XLIV CEV General Assembly voted “No”, with a simple majority of 27 “No” and 26 “Yes”.

14. CEV Statutes

Mr Alain FISCHBACHER walked through the three main topics regarding the CEV Statutes. Firstly, he presented the gender balance requirement to follow the FIVB provisions, which was to increase the gender requirements and introduce relevant changes applicable to the articles.

For Article 3.2, only the word order had changed, but not the content. The changes followed the FIVB to align and increase the number of each gender, in addition to the four members appointed of the CEV Board of Administration appointed by the CEV President.

Mr FISCHBACHER then presented the requirement for candidates to the CEV bodies that was issued before the meeting. In the future, only the body electing or ratifying, or appointing the candidates could set the conditions for these candidates. That meant that if there were new conditions or changes to conditions for the positions of CEV President, CEV Board members, and every position elected by the CEV General Assembly, these should have to be approved by the members of the CEV General Assembly, otherwise they would not be applied.

Ms Valentina BIFFLIN, Delegate of the Croatian Volleyball Federation, asked for a clarification on who was the body that was ratifying.

Mr Alain FISCHBACHER responded that for every position whose candidates were elected or ratified by the CEV General Assembly it would be the CEV General Assembly setting the conditions with no exception.

Then, Mr FISCHBACHER walked through the last part of changes in alignment with the FIVB legal framework, where there were small changes for the naming of the various CEV bodies (governing, judicial and supporting bodies). He pointed out that the wording was preserved. Furthermore, he explained that what had actually changed was that the CEV President was a separate CEV governing body (separate from the CEV Board). However, in keeping the same system that applied currently, in case a National Federation had candidatures for the position of the CEV President or the CEV Board of Administration, that National Federation could only present one (the same) person for either of these two positions and not two different candidates.

Furthermore, he added that the CEV Statutes aligned with the FIVB also regarding the term of office. While defining the same total term of office duration for all members of the CEV Board of Administration as the FIVB (namely 12), with these amendments, for democratic reasons, the CEV Statutes would deter from the FIVB that provided for an 8-year plus a 4-year term. The CEV Board decided to hold elections every four years, leading to three potential terms of four years for the same person, whether consecutive or not.

Mr Philippe SCHÜRMANN, Delegate of the Volleyball Federation of Liechtenstein, raised a question regarding the age limit. Mr FISCHBACHER responded that the age limit was also applicable at the same time. It was not one or the other; all conditions must be fulfilled always. Furthermore, he presented some changes that constituted the adaptation to the 12-year term.

For the Commissions and Working groups, he noted that only the President could propose members to the Board that had not been supported by the National Federations; another alignment with the FIVB.

Lastly, Mr FISCHBACHER spoke about an amendment that indicated that the President would not personally hire the staff of the CEV Secretariat, but employees would be hired with his approval.



Decision

The XLIV CEV General Assembly approved the proposed changes to the CEV Statutes.

15. XLV CEV General Assembly

Mr Julius BRINK announced that the date and location of the next XLV CEV General Assembly, would be Saturday, 24 August 2024, in Naples (ITA).

16. Miscellaneous

Pin Ceremony – National Federation Presidents

The following National Federation Presidents were awarded the golden CEV pin:

Mr Frane ŽANIĆ (Croatia)

Mr Markus DIECKMANN (Germany)

Mr Gyula BÖGÖLY (Hungary)

Mr Jonathan McFADDEN (Northern Ireland)

Mr Đula MEŠTER (Serbia)

17. Closing Speech of the CEV President

Mr Aleksandar BORIČIĆ took the floor and shared that he was happy with the open discussion all participants had today. Despite any stress, at the end of the day, as Volleyball was a team sport, it was important that at the last whistle the team would end the match with positive energy. He wished to point out that in such discussions there was no winner and a respectful decision was made together by all members. As members of the General Assembly, they all had a chance to exchange views and different opinions and learn something, including himself. As soon as a decision had been made, despite the different views, everyone had to respect it. He also expressed how happy he was to see changes happening in Volleyball and emphasised the importance of focusing on the future and the cooperation with the FIVB. He encouraged each member to continue to work together in the future.

Mr Aleksandar BORIČIĆ shared that this was practically the last time he addressed the CEV General Assembly as the CEV President, because in the next General Assembly the presidential elections would take place. He thanked all the members for showing him their trust in the two previous mandates and was happy to see that with his team they had achieved some positive changes for Volleyball. He thanked all the CEV Board members for their excellent cooperation, all the staff in the CEV Office, and especially the CEV Managing Director, Mr Thorsten ENDRES, for their great job. He wished all the members future success and encouraged them to never settle and always strive for better results. He also thanked the FIVB President for attending the CEV General Assembly. Finally, he wished everyone health, happiness and positive togetherness.

The General Assembly finished with standing ovations.

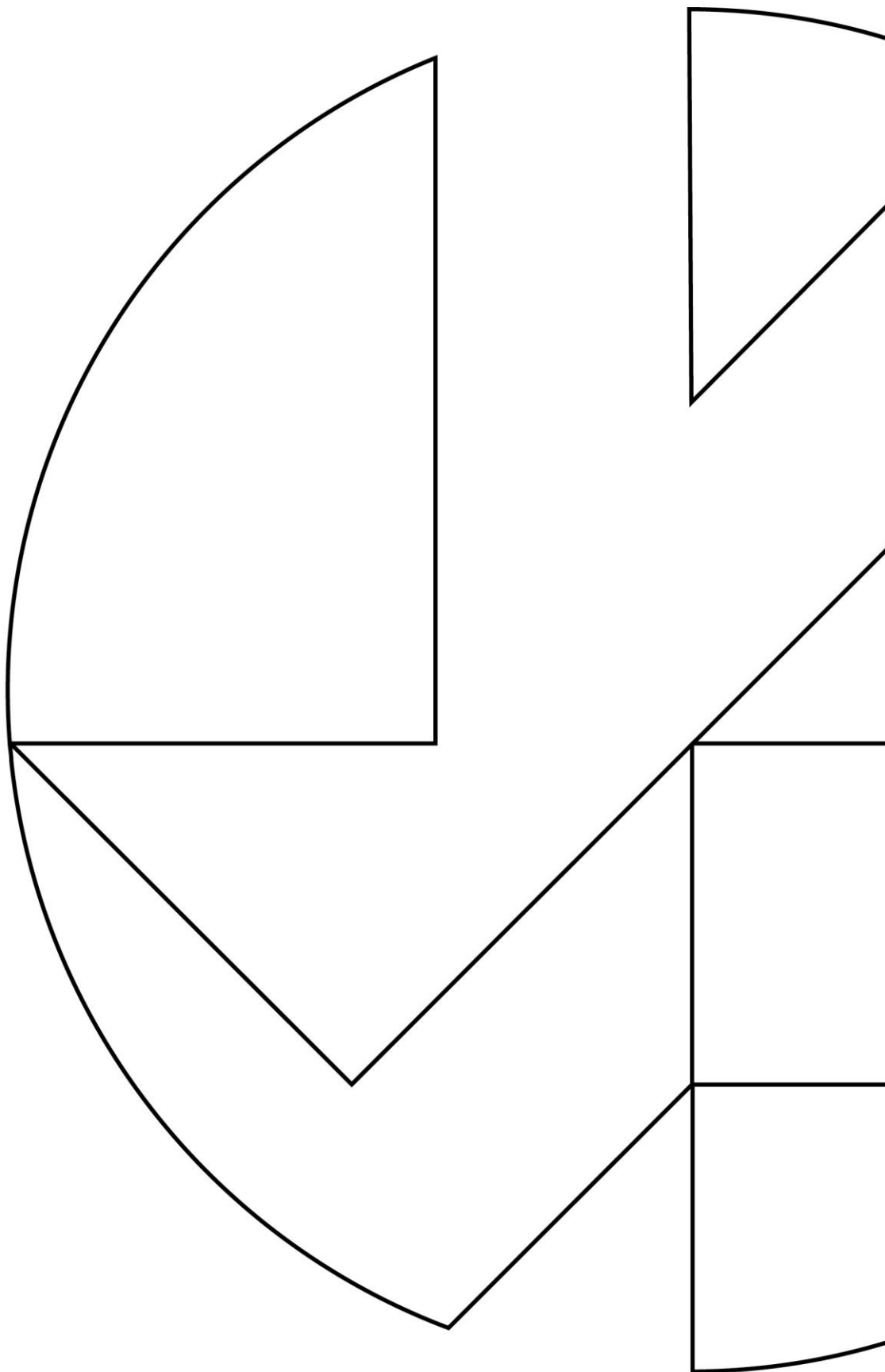
Saturday, 02 September 2023

XLIV CEV GENERAL ASSEMBLY

CEV Publications
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**Confédération
Européenne de
Volleyball**



XLIII CEV GENERAL ASSEMBLY

Minutes of the XLIII
CEV General Assembly
held in Arnhem (NED)

22 September 2022



**Confédération
Européenne de
Volleyball**



Place: Congress Centre Papendal, The Netherlands

Date: Thursday, 22 September 2022

Attendees list

Board of Administration	Aleksandar BORIČIĆ	President
	Renato ARENA	Senior Vice-President
	Eric ADLER	Vice-President & Treasurer
	Michel EVERAERT	Vice-President
	Lubor HALANDA	Vice-President in charge of Administrative Affairs
	Emma LABRADOR	Vice-President
	Mirosław PRZEDPEŁSKI	Vice-President
	Zdeslav BARAČ	Board of Administration Member
	Geert De DOBBELEER	Board of Administration Member
	Lubomir GANEV	Board of Administration Member
	René HECHT	Board of Administration Member
	Jalil JAFAROV	Board of Administration Member
	Gernot LEITNER	Board of Administration Member
	Lennart NEOVIUS	Board of Administration Member
	Eric TANGUY	Board of Administration Member
	Gudmundur Helgi THORSTEINSSON	Board of Administration Member
Excused	Margaret Ann FLEMING	Vice-President
	Metod ROPRET	Board of Administration Member

FIVB Representatives	Ary S. GRAÇA Fº	FIVB President
	Fabio AZEVEDO	FIVB General Director
	Anna MANUELIAN	FIVB Corporate Communications

Federation		1st Delegate	2nd Delegate
ALBANIA	ALB	Albens VOKOPOLA	
ANDORRA	AND	Agustí BOLDÚ	
ARMENIA	ARM	Karen ASMARYAN	
AUSTRIA	AUT	Philipp SEEL	
AZERBAIJAN	AZE	Farid KHALILOV	
BELGIUM	BEL	Claude KRIESCHER	
BOSNIA-HERZEGOVINA	BIH	Milutin POPOVIĆ	Adnan TALIĆ
BELARUS	BLR	Not attending	



BULGARIA	<i>BUL</i>	Valentin POMAKOV	
CROATIA	<i>CRO</i>	Ante BAKOVIĆ	Valentina BIFFLIN KOLJNREKAJ
CYPRUS	<i>CYP</i>	Savvas CHRISTODOULOU	
CZECH REPUBLIC	<i>CZE</i>	Marek PAKOSTA	
DENMARK	<i>DEN</i>	Mads OLSEN	Jørgen BENTZEN
ENGLAND	<i>ENG</i>	Adam WALKER	Samantha JAMIESON
SPAIN	<i>ESP</i>	Luis Fernando MUCHAGA	
ESTONIA	<i>EST</i>	Helen VEERMÄE	
FAROE ISLANDS	<i>FAR</i>	Peter HOLM	Beinir KRISTIANSEN
FINLAND	<i>FIN</i>	Lauri INNA	Karri VIRTANEN
FRANCE	<i>FRA</i>	Annie PEYTAVIN	
GEORGIA	<i>GEO</i>	Giorgi KARTVELISHVILI	Aleksandre GASVIANI
GERMANY	<i>GER</i>	Julia FRAUENDORF	
GIBRALTAR	<i>GIB</i>	Robert BUHAGIAR	
GREECE	<i>GRE</i>	Georgios KARAMETSOS	Nektarios CHALVATZIS
GREENLAND	<i>GRL</i>	<i>Not attending</i>	
HUNGARY	<i>HUN</i>	Zsolt LUDVIG	Lajos NÉMETH
IRELAND	<i>IRL</i>	Clodagh NICCANNA	Gary STEWART
ICELAND	<i>ISL</i>	Grétar EGGERTSSON	Steinn EINARSSON
ISRAEL	<i>ISR</i>	Asher KASO	Yehonathan ALMOG
ITALY	<i>ITA</i>	Giuseppe MANFREDI	Stefano BELLOTTI
KOSOVO	<i>KOS</i>	Bahri GJINOVC	Valon NIKQI
LATVIA	<i>LAT</i>	Arnis TUNTE	Arturs VITKOVSKIS
LIECHTENSTEIN	<i>LIE</i>	Philippe SCHÜRMANN	
LITHUANIA	<i>LTU</i>	Darius CERKA	
LUXEMBOURG	<i>LUX</i>	Norma ZAMBON	Torsten SCHOOFF
MOLDOVA	<i>MDA</i>	Artur ROMASCAN	Serghei PREDIUS
NORTH MACEDONIA	<i>MKD</i>	Petar JOVANOVSKI	Zoran KARANOVIC
MALTA	<i>MLT</i>	Branislav VLAHOVIC	
MONTENEGRO	<i>MNE</i>	Cvetko PAJKOVIC	Ivan BOSKOVIC
MONACO	<i>MON</i>	<i>Proxy to France</i>	
NETHERLANDS	<i>NED</i>	Peter SPRENGER	
NORTHERN IRELAND	<i>NIR</i>	Kerry KIRKPATRICK	Patrick MURPHY
NORWAY	<i>NOR</i>	Eirik SØRDAHL	Kristian GJERSTADBERGET
POLAND	<i>POL</i>	Sebastian ŚWIDERSKI	Hubert TOMASZEWSKI
PORTUGAL	<i>POR</i>	Vicente ARAÚJO	Leonel SALGUEIRO
ROMANIA	<i>ROU</i>	Adin Marian COJOCARU	Oana SARB
RUSSIA	<i>RUS</i>	<i>Not attending</i>	
SCOTLAND	<i>SCO</i>	Blair PETTIGREW	Veronica RUSICH
SLOVENIA	<i>SLO</i>	Gregor HUMERCA	
SAN MARINO	<i>SMR</i>	Gianluigi LAZZARINI	Federico VALENTINI
SERBIA	<i>SRB</i>	Zoran GAJIC	Ivan KNEŽEVIC
SWITZERLAND	<i>SUI</i>	<i>Proxy to The Netherlands</i>	



SLOVAKIA	SVK	Marek ROJKO	
SWEDEN	SWE	Annika SJÖBERG	Simon DAHL
TURKEY	TUR	Mehmet Akif ÜSTÜNDAG	Nihal İSCI
UKRAINE	UKR	Mykhailo MELNYK	Kateryna BILIACHENKO
WALES	WAL	Not attending	

Additional Guests	Inara BROKANE	EEVZA Secretary General
	Jussi JOKINEN	NEVZA Secretary General

Commissions & WG	Tomislav ŠMUC	EBVC President
	Philippe BLAIN	ECOC President
	Alain FISCHBACHER	ELC President
	Manfred HOLZGRAEFE	EMC President
	Zorica BJELIĆ	ERC President
	Özkan MUTLUGIL	Development WG President
	Zoran AVRAMOVIĆ	Marketing WG Member
	Olavi ALA-NISSILÄ	CEV Internal Auditor

NF Interpreters	Jesper JØRGENSEN	DENMARK
	Riia MARTINOJA	FINLAND
	Tamari GIORGOBIANI	GEORGIA
	Grainne CULLITON	IRELAND
	Yaniv NOYMAN	ISRAEL
	Eugenia DE PAOLIS	ITALY
	Marie MURPHY	NORTHERN IRELAND
	Nilüfer Basak SHIMONSKY	TURKEY

Moderator	Julius BRINK	CEV Moderator
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CEV Staff	Thorsten ENDRES	CEV Managing Director
	Snežana MIŠIĆ	CEV President Office
	Kristin SCHOOFF	CEV Congress Coordinator
	Roko SIKIRIĆ	CEV Head of Volleyball & Events
	Vuk KARANOVIĆ	CEV Head of Development
	Marc VAN DER ELST	CEV Head of IT
	Aurèle WEYENETH	CEV Head of Digital, TV, Graphics & Marketing
	Federico FERRARO	CEV Press Officer
	Georgios GKAGKALIS	CEV Head of Beach Volleyball
	Dániel HORVÁTH	CEV Snow & Beach Volleyball Coordinator

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1. List of Attendance

Mr Julius BRINK, CEV General Assembly Moderator, welcomed everyone in Arnhem to the 43rd CEV General Assembly, which was taking place in conjunction with the FIVB World Congress later that week, in the framework of the 2022 FIVB Volleyball Women's World Championship. He then invited to the floor the President of the Dutch Volleyball Federation, Mr Peter SPRENGER, to deliver the welcome speech.

1.1. Welcome Speech of the Dutch Federation President

Mr Peter SPRENGER welcomed all the members of the European family to the XLIII CEV General Assembly and to the Netherlands. He informed the audience that since The Netherlands are located below the sea level, the fight against the water has been an integral part of its history. Another prominent characteristic of the country was the colour orange, which was also the name of the Dutch Prince Willem van Oranje (William of Orange), who led the Dutch Revolt and liberated The Netherlands in the 16th century. Therefore, all the sports, and among them

Volleyball, use the orange colour. The Royal family of The Netherlands is called the "House of Orange".

Mr SPRENGER stated that they were all looking forward to a great World Championship, with the participation of great European countries. Besides the tournament and the matches, around the World Championship, they had organised 450 side events. The objective was to maximise the impact of Volleyball and strengthen the sustainable relations with the government, the sponsors and the society as a whole. The aim was to show The Netherlands, Europe and the whole world the power of Volleyball. He described how in his small country they have learned to work together to survive and achieve success; hence they were very proud to be part of the unique European Volleyball family. He hoped everyone would enjoy their stay and have a wonderful time in the Netherlands.

1.2. Welcome Speech of the CEV President

Mr Aleksandar BORIČIĆ, the CEV President, thanked the Dutch Federation for their hospitality as well as the FIVB President, Dr Ary S. GRAÇA Fº, for attending the CEV XLIII General Assembly. He was very pleased to welcome 50 federations present at the Congress Hall and two represented by proxy. He thanked all the National Federation Presidents and Delegates, the CEV Board members, the Commissions and Working Groups Presidents, the Internal Auditors and the esteemed guests. He stated how important it was to get together every year and share information and connect and exchange ideas and proposals. He thanked the colleagues from the FIVB and the Dutch Volleyball Federation for providing excellent conditions to be able to perform excellent work.

The CEV President acknowledged that it was a privilege to hold the CEV General Assembly in a country organising the World Championship. He congratulated Italy for their gold medal, Poland for the silver medal and Slovenia for achieving a historic success by reaching the fourth position in the Men's World Championship. A big thank you to all the federations, the players and the staff. He sent his best wishes for fruitful discussion and productive work during the Congress, with the hope of collecting good ideas and looking into the future with new proposals.

2. Setting up of the General Assembly Office

2.1. Appointed Credentials Committee Members

Mr Julius BRINK informed about the composition of the Credentials Committee, appointed by the CEV Executive Committee as follows:

Chairperson:

- Valentina BIFFLIN (CRO)

Members:

- Katerina BILIACHENKO (UKR)
- Gary STEWART (IRL)
- Ivan BOSKOVIĆ (MNE)

2.2. Report of the Credentials Committee

Ms Valentina BIFFLIN, Chairwoman of the Credentials Committee, presented the Report for the XLIII CEV General Assembly, verifying the validity of the Credential and Proxy Letters, as per Article 2.4 of the CEV Statutes and 2.4 of the CEV General Regulations. According to the official registration, out of 56-member National Federations, 50 were represented through their respective Delegates. Another two National Federations had sent a Proxy Letter within the set deadline and were represented accordingly, Monaco to France and Switzerland to The Netherlands. Four National Federations were not attending and had not sent a Proxy Letter to any other National Federation. One National Federation did not have the right to speak and vote, as they had not participated in any activities since the previous CEV General Assembly in Katowice.

Therefore, there were 52 National Federations present or represented. The number of National Federations with the right to vote was 51. The simple majority would be achieved with 26 votes and the absolute majority would be achieved with 34 votes. All credential and proxy letters were in accordance with Article 2.2 of the CEV Statutes and 2.3 of the CEV General Regulations.

In conclusion, based on the data presented, the Credentials Committee Chairwoman, Ms Valentina BIFFLIN, declared that the General Assembly could officially start.

3. Official Opening of the XLIII CEV General Assembly

After the presentation of the report, the CEV President confirmed that, according to the CEV Statutes, the Assembly had the right to proceed and officially opened the XLIII CEV General Assembly.

4. Approval of the Agenda

Mr BRINK invited everyone to vote for the approval of the Agenda.

Decision

In the absence of any remarks or comments, the agenda of the XLIII CEV General Assembly was unanimously approved.

5. Approval of the Minutes of XLII CEV General Assembly in Katowice (POL)

Mr BRINK invited everyone to vote for the approval of the Minutes of the XLII CEV General Assembly in Katowice (POL).

Decision

In the absence of any remarks or comments, the Minutes of the XLII CEV General Assembly in Katowice (POL) were unanimously approved.

6. FIVB President's address

The FIVB President, Dr Ary S. GRAÇA F^o, greeted everyone and thanked the CEV President for the invitation to attend the XLIII CEV General Assembly. He shared how pleased he was to talk about Volleyball with people from within the Volleyball community. He saw that community as a sort of "family of Volleyball" and invited everyone to do the same for the sake of the sport's progress.

Dr GRAÇA promised to give a full report of the FIVB's activities during the FIVB Congress, but wanted to express his gratitude to the CEV and the European National Federations for the current status of Volleyball. He personally thanked the CEV President, Mr Aleksandar BORIČIĆ, for being the first person to have immediately grasped the necessity for change that the FIVB had been communicating. Dr GRAÇA stated that there was a need of change in the mentality. Just getting a team on the court was not enough anymore for modern Volleyball. If Volleyball was to compete with the rest of the sports and international federations, there should be focus also on the fans, on the promotion, the sponsors, TV along with the match itself. He affirmed that the CEV was already a very strong player on all those fields.

Dr GRAÇA also extended his gratitude to all the National Federations and all the Commissions of the CEV, which had been the basis of that development of Volleyball in the recent years. He highlighted how important the role of Europe had been in that development, not only in terms of its own achievements but also in terms of knowledge sharing and providing the know-how to other countries. Europe being in the leader in that development would also assume the responsibility for it. He expressed how much he believed and how sure he was that Europe would contribute to the empowerment and development of Volleyball all over the world. He affirmed that all of that had been recognised by the International Olympic Committee (IOC), and by the sponsors on TV. The FIVB was starting with a nucleus plan with 30 countries broadcasting their events, and had 132 countries paying to broadcast. He shared that there were a lot of spectacular things to come in the future regarding TV production.

Dr GRAÇA thanked everyone very much for their good and hard work and encouraged them to follow the new mentality in Volleyball, initiated by the CEV President which aligned with the mentality used in the FIVB.

7. CEV President's address

*Dear Board members,
Dear National Federation Presidents,
Dear Delegates,*

Let me first thank the FIVB President for his kind words. I am sure that Europe can work better, get stronger and help all the other Confederations. We have power and we have knowledge. I would like to present you the numerous activities of our Institution in this past year.

Let me start with the fact that it has been a very active and intense year for all three disciplines of Volleyball. Despite the fact that there were still some Covid-related restrictions blocking sports activities, we managed to organise 3,200 matches on European level.

We organised a magnificent CEV Champions League Volley Super Finals in Ljubljana with more than 10,000 fans, where the two top European teams, VakifBank ISTANBUL and Grupa Azoty KĘDZIERZYN-KOŹLE were crowned as Champions. For the 2023 season of the European Cups, we had record number of registrations of 216 teams!

We organised the third edition of the European Snow Volley Tour. In order to handle the challenges with this discipline, we have partnered up with the FIVB to find ways to promote Snow Volleyball. The first step was made with the Snow Volleyball Night exhibition match during the Winter Olympics of South Korea. Afterwards, due to the pandemic, the activities in that discipline were reduced. We are now coming back to make up lost ground and I am sure we will have more activities in the years to come.

Once again, we are planning to organise EuroVolley 2023 in many countries, seven National Federations will be hosts of the European Championship competition. However, what is also important is that we organise age-group competitions in numerous countries. Furthermore, we had 49 National Teams in 148 matches in the EuroVolley Qualification. We had 31 National Teams that played in the European Silver and Golden League competitions.

In Beach Volleyball we organised U18, U20 and U22 European Championship, the FIVB Beach Volleyball World Tour Future events in 15 different countries. In Vienna, in Munich and in Utrecht we organised three exceptional Beach Volleyball tournaments. The venues of all these events were full of fans.

In 2021 we organised the CEV European Volleyball Gala in Ljubljana and this year we concluded another Gala event in Brussels. It had been a very special success, because we managed to gather all of the Awardees, the players, coaches and officials in one wonderful sport evening. This is a very good message to send to all of the countries, showcasing how much we invest in our future for our upcoming competitions in Europe.

At this point, I would like to thank all of you, the National Federations, for your support and your input. My colleagues from the Board of Administration and I have the mission to listen to your needs and act accordingly. What we need is more money and bigger budgets. Not money to keep in the bank, but money to invest in our competitions and to show respect towards our athletes. From 2018 to 2022 we have invested 25 million Euros in Prize Money for our athletes. This has been the biggest investment in our agenda.

Our goal for 2023 is to make a budget for 21 million Euros, 9 million of which would go once again to the athletes, as we wish to show our greatest respect towards them. They are active throughout the whole year with obligations with their clubs and their national teams. Today's Volleyball athletes are much more active, and this way we increase our value in the sport market.

In the senior European Championship we have increased the participating teams from 16 to 24, which has produced great results in several countries. In the same spirit, for the Age Group National Championships, we wish to increase from 12 to 16 participating national teams, so as to give the opportunity to young talents to play on international level as soon as possible.

In the past it was very difficult for a small federation, especially for those of category 1 and 2, to organise a European event. Now we have Armenia, Cyprus, Iceland, Faroe Islands, Montenegro, Scotland and hopefully Ireland as Organisers. This shows that we are entering a new era and we will see European events organised in new territories. We will need to work hand in hand with those federations, as they need much more support than the bigger ones.

We are very happy that for EuroVolley 2023 Men, apart from Italy and Bulgaria, we will have two new federations as Organisers: Israel and North Macedonia. As for the Women Competition, it will be Belgium, Italy, Estonia and Germany. Since 2018, for the senior European Championship, we have involved 19 Federations. In the past, the organisation of the European Championships was rotating among five or six big federations. Nowadays, we have candidates from many more federations and applications already for the editions of 2025 and 2027. This is the ultimate proof that the project is good.

The cooperation with European Championships multi-sport event has had a rough start. They only wished to include Beach Volleyball without offering any fees. However, we had several meetings and negotiations and, in the end, we managed to secure a fee of 1.2 million Euros. Our cooperation will continue for the next two editions of 2026 with 1.5 million Euros and the edition of 2030 with 1.8 million. This shows how our sport's value is gradually growing in the market.

We have been working together with the FIVB and our ultimate goal is to have Snow Volleyball as a candidate in the Winter Olympics. However, this should be a global effort, not only coming from Europe. With the support of the FIVB, we need to include all of the other continents in this venture.

At this point I would like to express how grateful I am to President GRAÇA for understanding and grasping the essence of today's Europe. This does not only regard the partnership in Snow Volleyball. We have to acknowledge that the CEV enjoys great respect from the FIVB and especially from President GRAÇA. Europe is a continent with so many clubs competitions and it can sometimes be difficult for another continent to understand the nature of the problems we face. I am very glad that we have a very good contact, which also goes beyond official meetings. We exchange information and we wish to make decisions together, having the good of Volleyball as our sole purpose. One of the most complicated challenges we are faced with is devising the International calendar. Our clubs have many activities and they constitute the main source of income for our players. At the same time, our athletes are also contributing their talent to their National Team, resulting to a heavily loaded season for them. The Top Athletes even have to play through consecutive seasons. Therefore, we need to find a solution which would protect them, while not leaving them too many rest days. Professionals are working very hard in any industry.

We wish to continue being one Volleyball team and to send out the message that the CEV, as one of the five confederations, can provide knowledge and assistance to the rest of the continents. We have the same pattern within Europe too. We have the biggest federations with big sponsors, like Italy, Poland and Turkey, which are the biggest investors. Those leading countries and greater investors should support the smaller federations. The same goes for the FIVB. The CEV is the strongest confederation and has the responsibility, together with the FIVB, to provide support to the rest.

Next, I would like to point out how important it is to have respect between us and within the whole Volleyball family. So why are we here today? As we had done four years ago, with the General Assembly in Cancún (MEX) in conjunction with the FIVB World Congress, we wished to show respect for the National Federations' budgets and save money by holding the two Congresses in one place at the same time.

Talking about money, I would like to refer to the intention of our institution to go further with investments. Just having sponsors who put their name on a banner and give us some money in return is not working anymore. At this point, we should start thinking about collecting data. An expert will take the floor shortly, in order to explain our next step. We need to get closer to the fans. If we have 1 million fans, we need to get to 10 million. In this moment, one of the most important countries for us is Indonesia. They are watching the CEV Champions League Volley in greater numbers than many European countries. That could be a new market for Volleyball and we need to explore it.

For this reason, we need new partners, not necessarily from within the sports industry, in order to make new business and increase our budget and, therefore, set the foundations for the future generations.

At this point, I would like to thank our partner, Infront, and especially Mr Philippe BLATTER. Just before the pandemic hit, we signed a big contract with them. If we had delayed for 10 days, we

might only get 30% of the deal. This is the first time that we have more than 100 million in our contract. However, this is not enough. In the last two years, we had a bonus. They have been working very hard to bring back money for their own company. We have more than 1 million Euros extra and we are expecting to see more and more each year, thanks to the hard work of the people in Infront. In addition, I would also like to thank the members of the CEV – Infront Steering Committee for their hard and effective work and for building a close and harmonious cooperation based on understanding between the two parties.

We have just finalised a very important event for us, the CEV Coaches Convention, which recently took place in Skopje, in North Macedonia, with the participation of 151 teachers and coaches of age group categories coming from 44 European federations, out of the 56 member federations. This is an important investment we are making for the future.

Another important point for us is the CEV School Project. Through this project, in many countries, we have managed to foster good relations with the governments. Having said that, I would like to invite all of you once again to be closer to your governments and to your local authorities in the cities, in the state, etc. With them, with your leadership and our support, you can achieve a lot of progress in your country. Governments will invest in a specific project, they do not just hand out money. The professional team at the CEV Office in Luxembourg is ready to help all of you. Yesterday, I spoke with some federations and I am happy that they are willing to come to Luxembourg to set up a project and then approach their government with that project in hand.

Having said that, as we have already mentioned in the previous General Assembly, I would like to invite all of the National Federations to start developing a strategic plan for the future. We are also devising a strategic plan within the CEV in order to share it with you.

Lastly, I would like to thank one more time all the National Federations for their support and cooperation. I would like to thank all the Board members, the Commissions, Working Groups and Legal Chamber members, the Internal Auditors, and a special thanks to our professional staff at the CEV Office, who are really working very hard and solving many problems on a daily basis. During the pandemic they made sure to keep our activities and our competitions alive.

It is very important that all of us work together and help each other, and I really hope that today we will be able to provide you with some information, with new projects, so that you can also be inspired and provide a better future to your athletes.

Thank you very much and I wish to all of us a very good Congress.

8. Financial Report

8.1. 2021 Accounts

Mr Eric ADLER addressed the General Assembly and stated that he was honoured and happy to be able to present the 2021 Accounts of the CEV. He noted that some might wonder why he was happy to present accounts with a loss. Looking back to 2020, it was the beginning of the pandemic with all its consequences. At that time the Board and Congress had approved the "Marshal Plan" to secure that Federations and Clubs would be able to still have activities and development.

The pandemic, unfortunately, continued in 2021 and the CEV Board, together with the General Assembly, had decided that instead of cutting back, the CEV should invest in the future. Compared to the original budget, the General Assembly had decided to invest in activities,

such as increasing support for CEV EuroVolley, increasing the Prize Money, increasing support for age group qualification tournaments and finals, to name a few.

He referred everyone to the presentation, where he demonstrated the overview of the Institution's expenditure. He explained that there had been movement on payments of organisers fees, with some paying in 2020 instead of 2021, as well as some CEV support being paid in 2021 instead of 2020. Next, he showed everyone the chart regarding the Revenue. In 2020 there was a plus in the CEV accounts for 647,000 Euros. During the previous Congress in 2021, Mr ADLER had recommended that both 2020 and 2021 should be considered together financially, looking at the results during the pandemic.

Consequently, the results in 2021 were a negative of 3.3 million Euros, which was actually 429,000 better than the revised budget agreed on during the previous Congress. Together with the plus of the 647,000 Euros for 2020, the total result for the two pandemic years was a negative of 2.7 million Euros. He admitted that as a Treasurer, he never wanted to see negative results. However, after two years of the pandemic, he believed that everyone could be proud of the investment made to keep activities running, as well as improving activities and investing in the development of the sport's future.

While his role as a Treasurer dictated to always strive in avoiding negative results, Mr ADLER stated that he concurred with the CEV President's view that the CEV should not act as a bank, aiming to accumulate funds. It was a sports institution and its funds should go to support sporting activities. He argued that the 2020 Accounts reflected that philosophy during a very difficult time for everyone.

External Auditors' Report – 2021 Accounts

Next, he referred everyone to the External Auditors' report in the Congress Handbook.

Internal Auditors' Report – 2021 Accounts

Then, he asked Mr Olavi ALA-NISSILÄ, CEV Internal Auditor, to take the floor and present his report on the Internal Audits.

Mr ALA-NISSILÄ greeted everyone and stated that he had three points he wanted to mention. First of all, he wished to thank the CEV President, Mr BORIČIĆ, the Vice-President & Treasurer, Mr ADLER, the CEV Managing Director, Mr ENDRES and the persons in the CEV Office in Luxembourg for the excellent cooperation during the auditing work. As it had been mentioned in the previous year, the CEV Board needed to address and take additional actions for the pandemic. Therefore, additional support for the National Federations, for the National Teams and Cups competitions was needed and had been provided. Together with the other Internal Auditor, Mr Stojan JORDANOV, they concluded that the cooperation with the CEV's partner, Infront media company, had been providing the CEV with stability in the long term, with bonuses to be expected in the future. Altogether, they had concluded that the bookkeeping of the CEV had been done according to the accounting standards of the CEV and other requirements and they had reached the conclusion that the CEV was complying to all the legal requirements and other regulations. They could see that the CEV is a strong organisation, reacting successfully to the challenges it faced.

Therefore, they proposed to the CEV General Assembly to approve the Accounts 2021 and to unburden the persons in charge.

Decision

In the absence of any remarks or comments, the XLIII CEV General Assembly unanimously approved the CEV 2021 Accounts and unburdened the persons in charge.

8.2. 2022 Updated Budget

Mr ADLER started by noting that at the beginning of 2022 the pandemic was still part of the daily life and sport activities, although to a lesser extent. At the same time, other developments had had an influence on the institution's activities and finances. A number of activities have had to move venue, which incurred some extra costs and caused some instances of less revenue.

On the positive side, a number of federations who would be hosting EuroVolley 2023 had decided to pay their fee in 2022. Then institution's partner, Infront, had successfully increased the sale of the CEV's media rights and had triggered a bonus. At that moment, the expectation was to have a plus of close to 1 million Euros, compared to the original budget, which predicted a negative result of almost 600,000 Euros. Most of that was due to the increase in revenue. Some of the substantial changes demonstrated on the chart were the organiser fees calculated based on signed agreements, the bonus from Infront on Media Rights, the income on ticketing from Champions League Super Finals, increase in salary costs, due to the indexation and recruiting, additional investments in IT and hardware and server infrastructure. Then, there were some amounts that had not been invested, due to the cancellation of EuroSnowVolley and promotional events during the Olympics. Finally, early on, there had been a decision to create a fund of 100,000 Euros for the Ukrainian Federation.

To give a different visualisation, he referred everyone to the relevant chart for the expenditure and the revenue sides. Therefore, he informed that the CEV Board of Administration was asking for the approval of the 2022 Updated Budget, devised based on the information available until that time.

Decision

In the absence of any remarks or comments, the XLIII CEV General Assembly unanimously approved the Updated Budget for 2022.

8.3. 2023 Budget Proposal

Mr ADLER referred everyone to the CEV Congress Handbook for the 2023 Budget Proposal, which had been approved by the CEV Board of Administration. He commented that it was the biggest budget in the institution's history. The expenses were expected to be about 20.7 million Euros and the revenues were expected to reach a record breaking amount of almost 19.9 million Euros.

He then wished to focus on some highlights of the 2023 Budget:

- over 9 million Euros would go to prize money across all events;
- 1.65 million Euros pay back to the co-organising Federations and investment in EuroVolley event;
- 370,000 Euros support to Beach Volleyball and Volleyball age group European Championships;
- 140,000 Euros for the CEV's 50th anniversary;
- 830,000 Euros centralised TV production in Champions League Volley;
- 6.7 million Euros income from host nations and city fees;
- 5.5 million Euros income from media rights;
- 2.2 million Euros income from marketing and betting rights.

Mr ADLER then presented the chart of the Expenditure and the Revenue to everyone. He explained that, as in the past, the budget was based on their best knowledge regarding

expenses and income and not on speculation. In the Budget they included only items about which they were sure, especially on the revenue side.

In the spirit of transparency, however, he wished to also mention that there was the intention to invest in the digital and data future of the CEV. The investment numbers for that project were still under process. He argued that it constituted a crucial investment, benefitting all stakeholders.

Decision

In the absence of any remarks or comments, the XLIII CEV General Assembly unanimously approved the 2023 Budget.

9. Activity Reports Congress Handbook

9.1.–9.18. Activity Reports

9.19. Comments & Questions

Mr BRINK referred to a request for an update in the Congress Handbook, point 9 in the Daily Agenda Activities Report at page 109, under point "Appointment of the Hosts for the future CEV Competitions". It should read:

- Hungary/Serbia – hosting the CEV U 16 Volleyball European Championship 2023 Women;
- Montenegro – hosting the CEV U17 Volleyball European Championship 2023 Men.

9.20. Confirmation of reports

Decision

The XLIII CEV General Assembly unanimously approved the Activity Reports.

10. Future Projects

10.1. Beach Volleyball Think Tank

Mr Gernot LEITNER, CEV Board of Administration member, took the floor. He noted that it had been one year after the previous CEV General Assembly in Katowice, where the Beach Volleyball Think Tank had been launched. He expressed his gratitude for the hard work of Ms Emma LABRADOR, Mr Michel EVERAERT and Mr Tomislav ŠMUC from the European Beach Volleyball Commission, as well as to Mr George GAGALIS and Mr Thorsten ENDRES from the CEV Office.

He repeated the statement mentioned by the CEV President in his presentation by stating that Volleyball was going through a transformation period of commercialisation. The institution aimed to grow the sport not only in outreach but also in terms of commercial opportunities. He

expressed how satisfying it was to see that the revenues from marketing and media rights and sponsorships were finally higher than the fees the CEV was receiving from the National Federations and Organisers. He saw that as a very promising development, thanks to the successful partnerships signed in the previous two years.

Then he went on to explain the aim of the Think Tank. First of all, they aimed at elaborating and evaluating the status quo in terms of top products, National Beach Volleyball development of the National Federations and the steps to take for the future on both levels: top products and bottom-up activities within the federations. After numerous meetings with organisers, Sport Directors of the leading European Beach Volleyball federations, the Think Tank had accumulated all that know-how and experience and had strongly focused on the future Beach Volleyball event strategy.

He affirmed that the premium top product of that discipline was the CEV EuroBeachVolley, which had been established over the years, given its production quality and the quality of the organisers. He mentioned the latest edition that took place in the context of the multi-sport European Championships event in Munich. The Beach Volley Nations Cup was a relatively new product. During the Beach Volley Nations Cup in 2022 in Vienna, the first edition of that event had served as a type of test event for a future format of Continental Olympic Qualification. The feedback from players, coaches and federations had been very positive. They had embraced the different spirit and format for their beloved sport.

Moving to the Queen and King of the Court event held in Utrecht at the beginning of September 2022, he said that it was a product developed in The Netherlands and lifted to the European level in 2022. It was characterised as very trendy, modern, dynamic and easy to promote on TV. Sharing his personal experience of the event, he stated that he was really fascinated about the speed and the type of the event. He felt it was an attractive product to watch and to develop. In the long run.

Regarding the European responsibility on World Tour events, Mr LEITNER mentioned that there were 21 "Future" tournaments all across Europe and thanked all the federations that had decided to organise those tournaments. He pointed out how important the "Future" level was for the new players to gain points and make it to the World Tour.

Last but not least, he referred to the age group events. He commented that the quality of those events had been fantastic, almost all the games were streaming on national TV, something that showed great respect to the young players and the sport in general.

He then went over a few pictures and figures about the main events. The CEV EuroBeachVolley in Munich had been a fantastic setup and had been organised in the framework of the multi-sport event, the European Championships 2022. He noted that it had been the first time that he had witnessed 3000 spectators at practice the day before the tournament. Referring to the numbers featured in his presentation, he added that the global outreach on media and fans had been extraordinary.

The CEV BeachVolley Nations Cup held in Vienna had followed the concept with the box in the middle of the city, developed during the pandemic by the King of Court promoter. That model had been raised to the next level in Vienna in much bigger size. The team spirit of the Nations Cups had been really nice to watch. He also divulged that they were considering to merge the Continental Cup and the Nations Cup as a future format for the Continental Olympic Qualification procedures.

The Queen and King of the Court European Finals in Utrecht, was a five day tournament with 30 teams per gender. Mr LEITNER described that it was a different modern product: a party, noisy, speedy kind of format. He commented that those who had watched it live had found it very

interesting and exciting, especially when there were 30 seconds on the clock and the teams were tight on points.

Mr Michel EVERAERT, CEV Vice-President, took the floor. He commented that it had been a wise decision to launch the two new Beach Volleyball products, not only for the players who could use the extra prize money, especially after the pandemic, but also in terms of media attention. Next, he announced the intention to develop a Beach Volleyball Club Competition, so as to offer more opportunities to the players. In 2023 the first pilot project was planned to take place and some countries, like Austria, had already started working towards that. Enthusiasm was high in Europe, and he was convinced that it would enjoy the same success as the Nations Cup and Queen and King of the Court.

Mr EVERAERT indicated that there were still some events seeking organisers although the European Championships for 2023, 2024 and 2026 were already fixed. The 2026 Championships would form part of a "multi-event" as with the one in Munich, although the location was not fixed yet. The whole city had embraced this, which would help the development of Beach Volleyball substantially.

Organisers were still needed for the Nations Cup and Queen and King of the Court, as well as for the Future events. There were 22 events scheduled for the rest of the year. He noted that people should step up as there was substantial financial potential there.

10.2. Unlocking the Power of Data

Mr Aurèle WEYENETH, CEV Head of Digital & TV, opened by saying that European Volleyball was entering a new, digital era, in which it was their duty to set higher standards together for growth. He explained that he and Peter SPRENGER wished to present the latest achievements and future developments in the field of data, digital transformation and new technology. He observed that data was everywhere, and we connect to it on a daily basis. European Volleyball, therefore, must understand and maximise that value and reach; it was the key to the future success of the support.

Mr WEYENETH explained that the data was needed for fans and future generations to interact with their favourite sport, teams and players across different platforms; it was necessary to share knowledge and expertise to understand fans and their behaviours, to be closer to fans and build the future of Volleyball. The four areas of development identified at the XLII CEV General Assembly were: marketing, merchandising and ticketing, data strategy and digital transformation. Although the focus of this presentation was on data strategy and transformation, the CEV had recently developed its ticketing value and exposure, and was collaborating with official partners on robust plans for EuroVolley 2023.

Mr WEYENETH noted that the CEV had strengthened its partnership with strategic partners, including on media rights, data collection, match technology and betting. It had also held preliminary conversations with Web3 technologies including NFTs, Fan Tokens and Blockchain, to broaden the horizons for all stakeholders.

Mr SPRENGER indicated that he was speaking on behalf of the CEV Marketing Working Group, of which Mr Mirosław PRZEDPEŁSKI was President. Although this presentation contained expert-level information, it was also business and strategy information, which was why it was important to share. The joint data strategy remained only an ambition until it was executed. Mr SPRENGER observed that data was not the goal in itself, and was only the in-between step to build insights and closer connections with fans, and to expand the fan base, in cooperation with one another. This cooperation involved exchanging knowledge and using common systems and processes to manage that data.

Mr SPRENGER continued that fans today were everywhere. They were behind digital platforms, on their mobiles, watching television, as well as in the stadium; learning who and where these fans were could improve the value of the sport. The CEV was striving, therefore, for a centralised data platform and had made big steps forward in the last year, thanks to Mr WEYENETH and the Digital & TV Department helping to make the right choices. This was initially about technology, and most importantly, cooperation with all CEV stakeholders, especially Federations. The tender documents had been prepared and were ready for presentation to the CEV Board.

Mr SPRENGER said that the platform was about the collection, storage and exchange of data regarding the sport and fans across the European Volleyball network, including Federations, Clubs and Leagues. The first step in this strategy was to detect the many sources of data, after which it could be centralised and business intelligence and analysis applied. Using this data and making it commercially relevant constituted the third step. Commercially, sponsors were interested in sharing data and reaching Volleyball fans, as well as engagement, loyalty programmes, and digital transformation connecting fans across platforms.

Experts were needed to make the right technology choices. However, it came down to value creation in relation to ambitions like fan base growth, connecting with fans, personalised marketing and having the largest possible audiences at events. People liked to do things before and after matches, such as watching interviews with Volleyball heroes. Mr SPRENGER said that OTT was a great example of digital platform monetisation.

He continued that the tender document would be ready in Q4 2022 and ready for the submission of an RFP (request for proposal) to markets, following approval by the CEV Board. By Q1 2023, there would be a selection of the right providers to help the CEV to create and build the data platform, following a budget submission to the CEV administration. The project would start in Q2 2023 to deliver the platform for European Volleyball and all its stakeholders. Expectations were that pilots would start in Q3 2023 with the stakeholders and Federations.

Mr SPRENGER added that in order to be competitive with other great sports like football and basketball, these digital and data investments were necessary. It was not about the data itself but about continuously improving Volleyball as a product.

Mr WEYENETH presented on the status quo of the CEV Digital Ecosystem in September 2022, noting that the platforms had all increased over the last 24 months, consolidating reach in core markets and overseas markets such as the US, Asia and South America. Ever more resources were being invested in growing this ecosystem, cross-posting content and livestreaming CEV events. Data had also been collected to get to know fans even better and how they consumed content on and off court. This put European Volleyball in a good medium and long-term position.

He stated that the data platform Mr SPRENGER had described on its own was not enough, and the CEV was always looking ahead to future development. He was proud and excited to announce a partnership with WSC Sport, the best AI company in the market, allowing instant, automated video creation and distribution. It worked across 300 rights-holders in the market. The three-year partnership would allow instant publication of the best content to all fans and digital destinations. WSC used AI, machine learning, tags, indexes and algorithms to autodetect every action of a Volleyball match across every TV signal. This was then automatically distributed to every known digital destination from Facebook and Twitter to Instagram. The partnership would increase fan engagement and offer additional monetisation opportunities.

Mr WEYENETH said that WSC Sport was all about real-time, speed and large-scale content available to everyone. Sub-accounts would be provided for federations, clubs, players and

organsiers to access the technology and promote CEV events and top players to their own digital platforms.

Mr Geert De DOBBELEER, CEV Board of Administration member, gave thanks for the presentation and asked whether the new strategy and collaboration would help all national Federations as well as clubs. Mr WEYENETH replied that all European stakeholders including clubs would benefit, and all would need to provide data.

11. Best Practice by National Federations

11.1. Turkey

Turkish Volleyball Federation President Mehmet Akif ÜSTÜNDAG thanked the CEV and CEV President for giving him an opportunity to introduce the Turkish Volleyball Federation (TUR NF) before the Volleyball family. He explained that he and his colleagues were working hard to support the sport, whose popularity was increasing every day in Turkey, following an integrated plan to make Volleyball more followed and spread out to the grassroots level as the number one family sport.

Mr ÜSTÜNDAG noted that the TUR NF had increased its youth category investments, opened a Volleyball High School, set up an organisation of a Volleyball factory to operate in every region of the country and reinforced the interest of their children and amateur clubs in Volleyball organising Volleyball festivals. There were now 35 Volleyball factory schools in 32 cities, and Volleyball training had been provided to over 2,000 children.

They had also provided an environment with two private gyms and 17 classrooms for 258 Volleyball High School students to receive an education, 158 of them staying in dormitories. By mobilising sponsors within this structure, they had facilitated the giving of scholarships to Volleyball high school students.

Mr ÜSTÜNDAG noted that in terms of leagues, clubs and national teams, there were 5 indoor sports halls belonging to the Federation: Istanbul Burhan Felek Vestel Volleyball Hall; Istanbul 50th Anniversary Deniz Esinduy Volleyball Hall; Izmir Atatürk Sigortashop Volleyball Hall; Bursa Cengiz Göllü Volleyball Hall; Ankara Başkent Volleyball Hall; and Ankara Selim Sırrı Tarcan. All the halls had been opened for clubs to use.

Tournaments had been organised at the Federation's Beach Volleyball facilities in Antalya, Izmir, Samsun and Bursa cities, to spread Beach Volleyball to the masses. They had also organised many Snow Volleyball events. They had organised AXA Sigorta Kupavoley, Sportoto Champions Cup finals in different cities of the country such as Malatya, Sivas, Izmir, Ankara, Bursa, Istanbul, and brought their top-level teams together with Volleyball fans in different cities across the country.

For the finals, the TUR NF had set up mini fan-zones in cities with the activations of sponsors, enabling spectators who came to the halls to experience Volleyball on-field. With Volley Hotels located next to the halls in Istanbul, Ankara and Izmir, they had created a model that would generate income for the Federation, while providing accommodation for Volleyball clubs and their stakeholders.

Mr ÜSTÜNDAG continued that the TUR NF assigned importance to hosting international organisations. The latest big organisations were 2019 CEV EuroVolley Women, 2021 FIVB Club World Championship, 2022 FIVB Nations League 1st Leg and Finals, among others. They had configured the social media accounts of the Federation, and created separate accounts for

each league. These had generated 75,000 followers on Facebook, with more than 4 million reached, 96,000 followers on Twitter, over 2 million interactions, and 302,000 followers on Instagram, reaching 13.5 million.

The TUR NF had sold 1,250,000 tickets in the last five years and 1,013 matches from its leagues were broadcast live. The women's national teams won one gold, four silver and eight bronze medals in tournaments over the last five years. The men's national teams won three gold, one silver and one bronze medals over the same time period. Their age category national teams won eight gold, six silver and six bronze medals for girls; six gold, two silver and nine bronze medals for boys.

Turkish clubs won 11 gold, nine silver and nine bronze medals for women; and 17 gold, 13 silver and 13 bronze medals, including six gold, four silver and four bronze medals, for men in international competitions. At the end of all these activities, they increased the number of sponsors to 23. These were given the naming rights of all of the leagues and cup organisations.

Mr ÜSTÜNDAG said that league matches and national team matches were played in full houses, while people also watched on open-air screens set up by municipalities. FIVB and CEV officials had officially conveyed their appreciation for the Federation's organisational quality and corporate structure, shared their appreciation and expressed that more organisations could be set up in the country.

Finally, as seen in a video, the Federation had created teamwork in order to reach their goals: they had thought together, decided together and implemented projects. Briefly, they had become a team and succeeded. They had wanted to show the success of their model not only in Turkey, but also in Europe and around the world. They wanted people to be in love with Volleyball. While doing all this, the support of the CEV and the FIVB was well received.

Mr ÜSTÜNDAG thanked the CEV again, all attendees for listening, and greeted all on behalf of the Turkish Volleyball Federation.

11.2. Italy

Italian Volleyball Federation President Mr Giuseppe MANFREDI thanked the CEV for its attention. He indicated that he was both proud and thrilled about the incredible results achieved by Italian teams during the season, which would remain forever engraved in their already glorious history. All Italian boys and girls were doing something extraordinary, with success after success, promoting the beloved sport on the local, European and international scenes.

Mr MANFREDI observed that it was not often that they could witness similar results, one after another, with such incredible continuity. It had resulted, however, from the right choices made some time ago. While it was not up to them to judge their own work, what was happening in 2022 was significant, and testified to the health of European Volleyball. At the recent Men's World Championships, three of the four semi-finalists had been European teams, which was certainly a noteworthy fact.

Mr MANFREDI continued that everyone belonging to the CEV was fully committed to enabling national teams to excel internationally. He noted that it was not, however, only the results that mattered; it was also important to promote sports in local communities, transmitting moral values and a sense of belonging to the great and glorious family of European Volleyball.

Mr BORIČIĆ congratulated both Turkish and Italian Federations as the leading organisations and biggest investors in Volleyball. He hoped for further cooperation on creating Volleyball history.



Mr Asher KASO extended the thanks of the Israel Volleyball Association to the Italian Federation for their hospitality and cooperation.

Mr BORIČIĆ thanked FIVB President, Dr Ary S. GRAÇA Fº for attending.

12. Proposals from National Federations

No proposals were submitted.

13. CEV Regulatory Framework – Proposals

European Legal Commission President, Mr Alain FISCHBACHER, took the floor to discuss the Regulatory Framework proposals. He stated that the Commission had worked on the Framework with the aim of adding flexibility, updating provisions and making them ready for future challenges, as well as learning lessons from the past, where things had not worked as expected.

Mr FISCHBACHER stated that the regulations had now been adapted to incorporate gender-neutral wording, leading to minor amendments to the statutes. It had also become necessary to amend the right to speak to Board members and candidates, and to permit the holding of a General Assembly by videoconference, reflecting the fact that it was not always possible to travel.

Mr FISCHBACHER noted that the provision for the CEV President to step down in order to run for re-election had proved more difficult than expected, and created new inequalities between returning and other candidates. This provision would therefore be deleted.

Mr FISCHBACHER concluded that the final change related to the election procedure for the FIVB Board of Administration Gender in Minority, to hold a separate election ballot to facilitate the establishment of results.

Decision

In the absence of any remarks or comments, the XLIII CEV General Assembly unanimously approved the proposed changes to the CEV Statutes.

14. XLIV CEV General Assembly

Mr BRINK announced that the provisional date and location of the XLIV CEV General Assembly, which would be the 50th anniversary of the CEV, was still to be confirmed.

15. Miscellaneous

Pin Ceremony – National Federation Presidents

The following National Federation Presidents were awarded the golden CEV pin:

Mr Milutin POPOVIĆ (BIH)

Mr Lauri INNA (FIN)

Mr Georgios KARAMETSOS (GRE)

Mr Sebastian ŚWIDERSKI (POL)

16. Closing Speech of the CEV President

Mr Aleksandar BORIČIĆ took the floor and stated that the CEV was stronger than in the previous year. He noted that the main goal of the CEV was that the Federations could work together. He indicated that the CEV was open to help anyone from the strongest to the smaller Federations. Everyone had the ability to go to Luxembourg or call the CEV with questions and proposals, 24-hours a day. He was proud that Board members had presented new projects, and emphasised the importance of collaboration regarding data and future activities. Mr BORIČIĆ explained that one Volleyball planet was stronger than many different islands. He was especially proud of the Turkish and Italian Federations, for their hard work and communication throughout their cities and their great results.

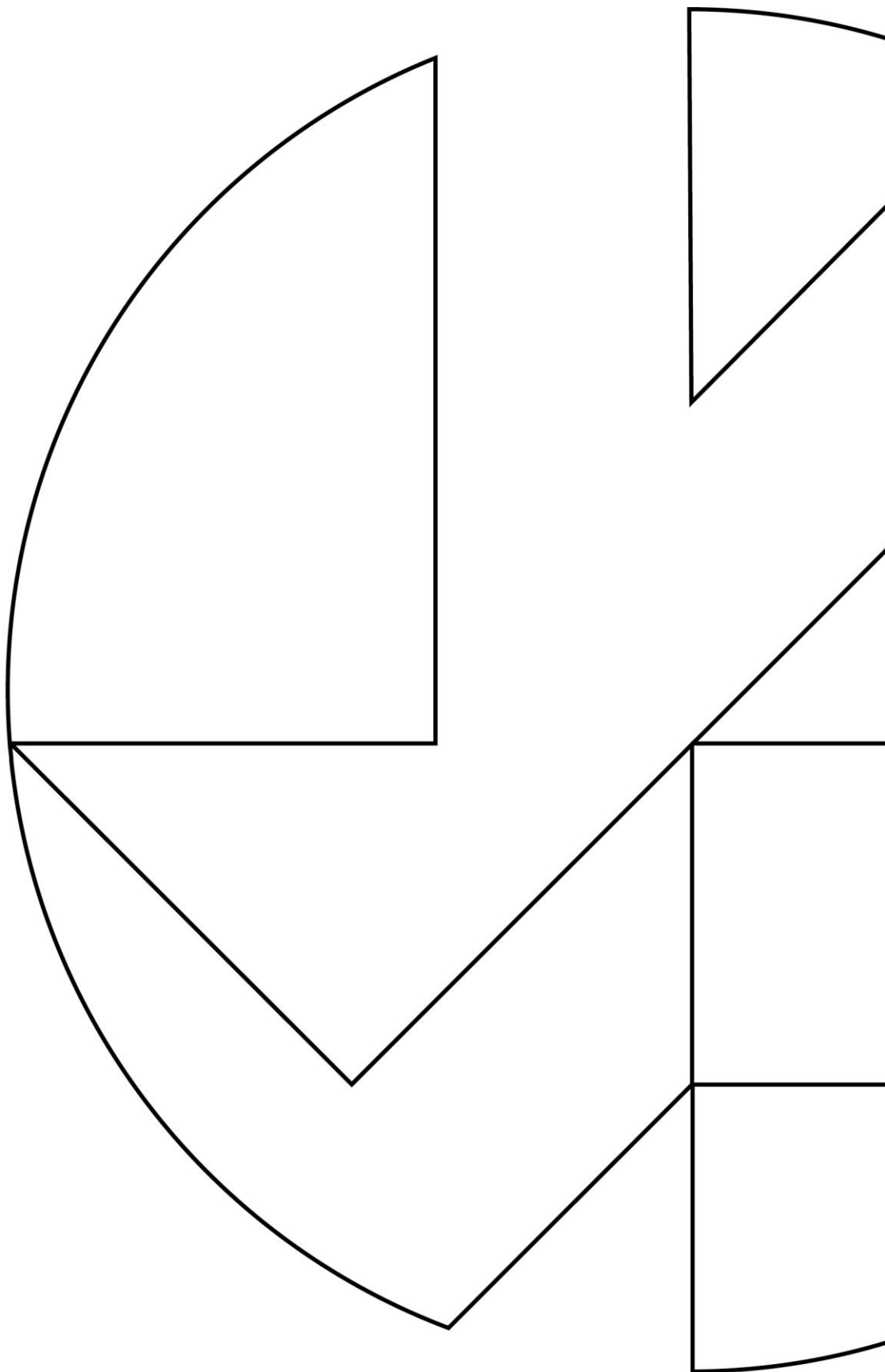
He thanked all Delegates and National Federations, the Board, Commissions and Working Groups. He hoped to see everyone at the FIVB Congress, and encouraged everyone to continue to communicate with each other. This was important, and he noted that the levels of communication had improved. He wished all participants a nice day and good results in the upcoming championships before closing the 43rd CEV General Assembly.

Thursday, 22 September 2022
XLIII CEV GENERAL ASSEMBLY

CEV Publications
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**Confédération
Européenne de
Volleyball**



XLII CEV GENERAL ASSEMBLY

Minutes of the XLII
CEV General Assembly
held in Katowice (POL)

18 September 2021



**Confédération
Européenne de
Volleyball**



Place: Katowice International Conference Centre

Date: Saturday, 18 September 2021

Attendees list

BoA	Mr Aleksandar BORIČIĆ	President
	Mr Renato ARENA	Senior Vice-President
	Mr Eric ADLER	Vice-President & Treasurer
	Mr Michel EVERAERT	Vice-President
	Ms Margaret Ann FLEMING	Vice-President
	Mr Lubor HALANDA	Vice-President in charge of Administrative Affairs
	Ms Emma LABRADOR	Vice-President
	Mr Mirosław PRZEDPEŁSKI	Vice-President
	Mr Stanislav SHEVCHENKO	Vice-President
	Mr Zdeslav BARAČ	Board of Administration Member
	Mr Geert De DOBBELEER	Board of Administration Member
	Mr Lubomir GANEV	Board of Administration Member
	Mr René HECHT	Board of Administration Member
	Mr Jalil JAFAROV	Board of Administration Member
	Mr Gernot LEITNER	Board of Administration Member
	Mr Lennart NEOVIUS	Board of Administration Member
	Mr Eric TANGUY	Board of Administration Member
	Mr Gudmundur Helgi THORSTEINSSON	Board of Administration Member
Excused	Mr Metod ROPRET	Board of Administration Member

National Federations Delegates			
FEDERATION		1st DELEGATE	2nd DELEGATE
ALBANIA	ALB	Mr Erlind PELLUMBI	Mr Albens VOKOPOLA
ANDORRA	AND	Proxy to Spain	
ARMENIA	ARM	Mr Karen ASMARYAN	Mr Khachatur ASMARYAN
AUSTRIA	AUT	Mr Philipp SEEL	
AZERBAIJAN	AZE	Mr Mikhail FRISHMAN	
BELGIUM	BEL	Mr Guy JUWET	Mr Claude KRIESCHER
BOSNIA-HERZEGOVINA	BIH	Mr Alija FATIĆ	Mr Milutin POPOVIĆ
BELARUS	BLR	Ms Ala TETERINA	
BULGARIA	BUL	Mr Valentin POMAKOV	
CROATIA	CRO	Ms Valentina BIFFLIN	Mr Frane ŽANIĆ



CYPRUS	<i>CYP</i>	Mr Michalis KRASHIAS	Mr Savvas CHRISTODOULOU
CZECH REPUBLIC	<i>CZE</i>	Mr Marek PAKOSTA	Mr Martin GERZA
DENMARK	<i>DEN</i>	Mr Mads OLSEN	Mr Jørgen BENTZEN
ENGLAND	<i>ENG</i>	Mr Adam WALKER	Ms Sue STOREY
SPAIN	<i>ESP</i>	Mr Luis Fernando MUCHAGA	
ESTONIA	<i>EST</i>	Mr Hanno PEVKUR	Ms Helen VEERMÄE
FAROE ISLANDS	<i>FAR</i>	Mr Peter HOLM	
FINLAND	<i>FIN</i>	Mr Pasi SYDÄNLAMMI	Mr Harri SYVÄSALMI
FRANCE	<i>FRA</i>	Ms Annie PEYTAVIN	
GEORGIA	<i>GEO</i>	Mr Giorgi KARTVELISHVILI	Mr Aleksandre GASVIANI
GERMANY	<i>GER</i>	Mr Christian DÜNNES	
GIBRALTAR	<i>GIB</i>	Mr Robert BUHAGIAR	Ms Eva MORELLO-DEAN
GREECE	<i>GRE</i>	<i>Not attending</i>	
GREENLAND	<i>GRL</i>	Mr Hans JENSEN	
HUNGARY	<i>HUN</i>	Mr Zsolt LUDVIG	
IRELAND	<i>IRL</i>	Ms Clodagh NICCANNA	Mr Gary STEWART
ICELAND	<i>ISL</i>	Mr Grétar EGGERTSSON	Mr Steinn Guðni EINARSSON
ISRAEL	<i>ISR</i>	Mr Asher KASO	Mr Yehonathan ALMOG
ITALY	<i>ITA</i>	Mr Giuseppe MANFREDI	Mr Alberto RABITI
KOSOVO	<i>KOS</i>	Mr Bahri GJINOVCI	Mr Valon NIKQI
LATVIA	<i>LAT</i>	Mr Kaspars TIMERMANIS	
LIECHTENSTEIN	<i>LIE</i>	Proxy to Switzerland	
LITHUANIA	<i>LTU</i>	Mr Darius ČERKA	Ms Alisa ČESNULEVIČIŪTĖ
LUXEMBOURG	<i>LUX</i>	Ms Norma ZAMBON	Mr Torsten SCHOOFF
MOLDOVA	<i>MDA</i>	Mr Artur ROMASCAN	Mr Alexandru STRATAN
NORTH MACEDONIA	<i>MKD</i>	Mr Zoran KARANOVIC	Mr Toni STOJANOVSKI
MALTA	<i>MLT</i>	Mr Branislav VLAHOVIĆ	
MONTENEGRO	<i>MNE</i>	Mr Cvetko PAJKOVIĆ	Mr Igor VUSUROVIĆ
MONACO	<i>MON</i>	Proxy to France	
NETHERLANDS	<i>NED</i>	Mr Peter SPRENGER	
NORTHERN IRELAND	<i>NIR</i>	Ms Joanna MC CRORY	Ms Stefania BIANCHINI
NORWAY	<i>NOR</i>	Mr Kristian GJERSTADBERGET	
POLAND	<i>POL</i>	Mr Jacek KASPRZYK	Mr Jacek SEK
PORTUGAL	<i>POR</i>	Mr Vicente ARAUJO	Mr Leonel SALGUEIRO
ROMANIA	<i>ROU</i>	Mr Adin Marian COJOCARU	Mr Mihai DUTA
RUSSIA	<i>RUS</i>	Mr Alexander YAREMENKO	
SCOTLAND	<i>SCO</i>	Mr Blair PETTIGREW	
SLOVENIA	<i>SLO</i>	Mr Gregor HUMERCA	
SAN MARINO	<i>SMR</i>	Mr Marco GATTI	
SERBIA	<i>SRB</i>	Mr Zoran GAJIĆ	Mr Đula MEŠTER
SWITZERLAND	<i>SUI</i>	Ms Nora WILLI	
SLOVAKIA	<i>SVK</i>	Mr Marek ROJKO	
SWEDEN	<i>SWE</i>	Ms Annika SJÖBERG	Mr Martin KIHLESTRÖM
TURKEY	<i>TUR</i>	Ms Ayse Nihan SALKAYA	Ms Nihal ISCI



UKRAINE	UKR	Mr Mykhailo MELNYK	Mr Oleksandr GEREGA
WALES	WAL	Proxy to Northern Ireland	

Additional Guests	Mr Vladimir PATKIN	EEVZA President
	Ms Inara BROKANE	EEVZA Secretary General
	Mr Karl HANZL	MEVZA President
	Mr Ivan IRO	MEVZA Secretary General
	Mr Jussi JOKINEN	NEVZA Secretary General
	Mr Jürgen VANPRAET	CEV Think Pink Europe / Expert

Commissions & WG	Mr Tomislav ŠMUC	EBVC President
	Mr Roman STANISLAVOV	ECC President
	Mr Alain FISCHBACHER	ELC President
	Mr Manfred HOLZGRAEFE	EMC President
	Ms Zorica BJELIĆ	ERC President
	Mr Wojciech CZAYKA	ESOC President
	Mr Pawel ZAGUMNY	Athlete's Working Group President
	Mr Özkan MUTLUGIL	Development Working Group President
	Mr Zoran AVRAMOVIĆ	Marketing Working Group Member
CEV Officials	Mr Stojan JORDANOV	CEV Internal Auditor
	Mr Olavi ALA-NISSILÄ	CEV Internal Auditor

NF Interpreters	Mr Adnan TALIĆ	BOSNIA-HERZEGOVINA
	Mr Olli-Pekka KARJALAINEN	FINLAND
	Mr Ivane SHEKLASHVILI	GEORGIA
	Ms Eugenia DE PAOLIS	ITALY
	Ms Nilüfer Basak SHIMONSKY	TURKEY
	Ms Kateryna BILIACHENKO	UKRAINE

Moderator	Mr Julius BRINK	CEV Moderator
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CEV Office Staff	Mr Thorsten ENDRES	CEV Managing Director
	Ms Kristin SCHOOFF	CEV Congress Coordinator
	Ms Annemiek VAN BAARSEN - CHAMBON	CEV Head of Administration & HR
	Mr Marc VAN DER ELST	CEV Head of IT
	Mr Vuk KARANOVIĆ	CEV Head of Development
	Mr Alassane LEYE	CEV Legal Coordinator
	Mr Federico FERRARO	CEV Press Officer
	Mr Georgios GKAGKALIS	CEV Head of Beach Volleyball
	Mr Daniel HORVATH	CEV Snow & Beach Volleyball Coordinator



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1. List of Attendance

Mr Julius BRINK, CEV General Assembly Moderator, welcomed everyone in Katowice, thanked the Polish Federation for hosting the event and passed the floor to the President of the Polish Volleyball Federation, Mr Jacek KASPRZYK to deliver the welcome speech.

Mr Jacek KASPRZYK welcomed everyone to the XLII CEV General Assembly. He expressed how happy he was to be hosting that prestigious event in Katowice, a city that loved Volleyball, and he wished everyone to enjoy the big celebration of Volleyball fully during the CEV EuroVolley Finals.

Mr Aleksandar BORIČIĆ, the CEV President, thanked the Polish Federation for its great hospitality and for offering a spectacular sportive experience by organising an important competition of the CEV, which takes on significance in the context of building the future of the sport. He also expressed the hope that those two days would also serve as an opportunity to establish good synergies among the stakeholders. It was those interactions that set the stage for new ideas and proposals to emerge. He wished everyone to have a great time and fruitful discussions.

2. Setting up of the General Assembly Office

2.1 Report of the Credentials Committee

Mr Julius BRINK informed about the composition of the Credentials Committee, appointed by the CEV Executive Committee as follows:

Chairperson:

- Albens VOKOPOLA (ALB)

Members:

- Helen VEERMÄE (EST)
- Frane ŽANIĆ (CRO)
- Torsten SCHOOFF (LUX)

Mr Albens VOKOPOLA, Chairman of the Credentials Committee presented the report for the XLII CEV General Assembly. According to the official registration, 51 National Federations were represented by their own Delegates in attendance. The four National Federations represented by proxy were the following:

- Liechtenstein: proxy to Switzerland
- Wales: proxy to Northern Ireland
- Andorra: proxy to Spain
- Monaco: to France

Greece was not attending and was not represented by proxy. Two National Federations did not have the right to speak and vote, as they did not participate in any CEV activities since the last CEV General Assembly in Vienna in 2021. With 53 National Federations having the right to speak and vote, the simple majority could be achieved with 27 votes.

3. Official Opening of the XLII CEV General Assembly

After the presentation of the report, the CEV President confirmed that, according to the CEV Statutes, the Assembly had the right to proceed and he officially opened the XLII CEV General Assembly.

4. Approval of the Agenda

Mr BRINK invited everyone to vote for the approval of the Agenda.

Decision

In the absence of any remarks or comments, the agenda of the XLII CEV General Assembly was unanimously approved.

5. Approval of the XLI CEV General Assembly Minutes in Vienna (AUT)

Mr BRINK invited everyone to vote for the approval of the XLI CEV General Assembly Minutes in Vienna (AUT).

Decision

In the absence of any remarks or comments, the Minutes of the XLI CEV General Assembly Minutes in Vienna (AUT) were unanimously approved.

6. CEV President's address

*Dear Board members,
Dear National Federation Presidents,
Dear Delegates,*

This past year, as the pandemic continued to rage on, has been one of the most difficult years for the whole world. Despite our struggles, we managed to find solutions so as to survive and keep our sport alive, and we can be proud of this.

Volleyball "Marshall plan" keeps competitions alive

There are no winners in such situations, it is survival that comes forth as the top priority, in order to continue working and making progress. We are pleased that the CEV was among the first sport institution in Europe that reacted on European level with the CEV "Marshall plan". 11.5 million EUR were invested in order to provide support to the National Federations, the clubs, the athletes, the events, so that we could continue working on a high level.

Even during the pandemic, our competitions, senior and under-age, were successfully organised in many countries. We would like to thank all the organisers. Together with them, our first priority was to protect the health of our athletes, our officials and all the spectators, when

they were present, as it was not the case for all the matches. We are very proud of that successful cooperation.

Our main goal as a sport institution is always to have the athletes compete and reach the final results on the court. Our athletes need competitions and we are glad that we were able to support them in a very critical moment.

Successful Top Events

We managed to organise many top events. However, before I go on speaking about the organisation of those events, let me take the opportunity to congratulate all the Olympic medallists. We are extremely proud that 50% of all the Olympic medals of the Tokyo Olympics went to Europe. Therefore, I would like to express my warmest congratulations to the following: For Beach Volleyball, congratulations to Switzerland for the bronze medal of the women's team, to Norway for the gold medal and to Russia for the silver medal of the men's team. For Indoor Volleyball, to Serbia for the bronze medal of the women's team, to France for the gold medal and to Russia for the silver medal of the men's team. Let's give a big round of applause for all of them.

In excellent cooperation with the Italian Volleyball, we organised the CEV Champions League Volley Super Finals 2022 in Verona. Since spectators were not allowed in that event, the CEV invested much more in TV production, in collaboration with our very loyal partner, Infront, with whom we shared the investment 50-50. Imoco Volley Conegliano from Italy for women and Grupa Azoty ZAKSA Kędzierzyn-Koźle from Poland for men were crowned as European best club teams of the season 2020-2021.

Thanks to the great cooperation with the Netherlands, we organised the CEV Beach Volleyball Continental Cup Final and two teams qualified for the Olympic Games: the Netherlands for women and Switzerland for men.

Right after the Olympic Games, we organised the CEV EuroBeachVolley in Vienna – a big thank you also to the Austrian Federation. We were able to deliver these events by keeping our athletes safe and we even managed to have spectators in the events that took place in Austria and the Netherlands. The experience in Vienna had been very fulfilling especially for the athletes. Our Olympic champions in Beach Volleyball were really happy to win once more the gold medal on European level in front of cheering spectators.

Coming to the most important competition for us, the CEV EuroVolley 2021, which is organised in eight countries. We have already finalised the matches in seven countries. Here in Poland, we have the last two important days of the competition, with the semifinals and the finals. At this point, allow me to take the opportunity to thank the following federations for the organisation: Bulgarian, Croatian, Romanian, Serbian, Czech, Estonian, Finnish and lastly the Polish Federation. Let's give another big round of applause to thank them. A lot of people were involved in all organising federations and they worked very hard. I personally visited seven of the eight countries and in all of them I witnessed top level organisation. We unified our brand, so as to have the same layout, and whoever sees that can recognise that this is Volleyball!

I would also like to make a special mention for the fact that in Belgrade in Serbia, there was a World record for the women's team of Indoor Volleyball competition; there were more than 20,000 spectators. This means that we have stepped into a new level. Instead of only sticking to national level, we are very proud that many federations are slowly starting to think on a higher international level. This is our main goal; to unify all the competitions all the disciplines of Volleyball in order to become much stronger.

Worldwide reach of European Volleyball

With our partner Infront, we managed to increase the level of TV production. According the first information we have received from our partners, EuroVolley had been very popular in Indonesia, Thailand, India, Mexico and Brazil. We can clearly see that our product is starting to have a wide reach, even beyond Europe. We are now much closer than ever to entering the markets of other continents, which would be something very important for our future investment.

Future Top Events

In the near future, we have the European Championships in Munich in 2022. An event comprising many different sports. In addition, we are working very hard for the CEV EuroVolley 2023 – men: We have already confirmed Italy as organiser for the finals, Bulgaria for the semifinals, North Macedonia and Ukraine for one preliminary pool. For CEV EuroVolley 2023 – women: We are very happy that the finals will take place in Belgium. There are still some candidates which are not yet finalised and once again we are aiming at having eight countries for EuroVolley 2023. As for EuroVolley 2025, we have already discussions with the big candidates for the finals. All this shows that the interest is growing and people in the Volleyball community recognise that it is very important to organise such big competitions in their own country.

Another goal that aims to the future is that we want to support in a different way maybe the future organisers of CEV EuroVolley. We have increased the amount of the prize money to meet the one from CEV Champions League Volley for both genders. Our feeling is that we should work much more and harder in order to bring more prize money for our top athletes. It is through the top events that we can increase our income and be able to provide help to all other activities and stakeholders.

Goals and future plans

Investing in the digital communication and TV production is another important future ambition, because this is our window in all five continents. We must improve our communication with our Volleyball fans and help bring our athletes closer to them.

We also want to protect and support the European League competition. This competition has been a good model of how many small and middle sized federations have been able to access the CEV EuroVolley competition.

Support for all the age-group tournaments is another major objective. We need to develop the next generation of players. As for the Zonal Associations, our goal is to encourage them to think and act more in European terms and less in national ones. We want to start recruiting young athletes at an earlier stage, as is the case with other similar sports.

Another crucial investment for us are the educational activities. Later this month, the CEV is organising the Coaches Convention in Slovenia. In this year's convention, we have almost 200 participants, for the first time. Another first is that this year we have 40 teachers and coaches coming from 38 countries outside of Europe. We want to help all countries, European and beyond, to develop Volleyball. Our educational activities expand also in the CEV Campus and the E-learning, various development projects, i.e. School Project. On this level, we aim to collaborate more with the Zonal Associations.

Expanding the CEV Office

However, all these future projects will not be possible without the support and commitment of our professional hard working team in Luxembourg. Our activities are constantly increasing, therefore we need to support that team with additional staff.

Growth of Beach Volleyball

Going to Beach Volleyball, after years of going around circles, we have decided to create a Beach Volleyball think tank, with the specific goal of looking into the future of the discipline. They are working on increasing Beach Volleyball's level, creating a pyramid structure in Europe and starting to establish a Beach Volleyball clubs competition, like Champions League. Having said that, I would like to ask all National Federations to focus more on Beach Volleyball and its structure. You should also make sure that any stakeholder coming to the CEV should first go through the National Federations. The CEV's partners are the National Federations.

Development of Snow Volleyball

As for Snow Volleyball, just as we started organising activities, the pandemic stopped them abruptly. After a communication with the FIVB, there was an agreement to partner up about Snow Volleyball, in order to establish the discipline in the Winter Olympic Games. It is important that Snow Volleyball is developed in all five continents. For the moment the main players are Europe and Argentina. However, we can start creating the next generation of Snow Volleyball players, by creating under-age competitions. We are in contact with the Zonal Associations in order to determine in which countries these competitions could take place.

Data strategy

In the near future, we wish to develop our data strategy. There will be a presentation of the project later on. We need to communicate and collect information from all of the National Federations. It is important to register all this data and calculate the total investment in European Volleyball. The bigger the number the better for all the federations. No matter if you are a big or small or mid-sized federation, this data can serve as a proof of how strong Volleyball is getting in your country.

New marketing strategy

We wish to devise a new strategy for marketing. We conducted a very important meeting two days ago. We are working in order to increase our marketing rights so as to strengthen all of our competitions.

Infront partnership

Infront has been a very successful partnership until now. They have understood that Volleyball is not the same as ten years ago. We have established an effective cooperation with them. Our aim is to draw up a strategic plan in order to promote Volleyball in some countries and eventually raise the level of respect towards the sport.

Cooperation with the FIVB

Moving to the FIVB, we can report that we have a good cooperation, although, as it is the case in all families, sometimes we do not share the same opinion. However, we are strong enough to raise our opinion, as we need to have more respect towards European Volleyball.

Cooperation with the EOC

Another partner of the CEV is the European Olympic Committee (EOC). We are working hard and putting a lot of effort so that the EOC recognises that Volleyball should be one of the core sports in the Olympic movement and that we cannot accept to only have some disciplines picked up in different events. The CEV has been recognised by the Association of European Team Sports as being at the same level as UEFA and FIBA.

New social project

As European Volleyball is growing and growing, another aspiration of our institution is to express our social responsibility. We will have a presentation of our new project, Think Pink.

Let's all be front line good players

In this very moment it is important that we work together. We must be ready to take up new challenges. As I often say, it is only the good players in the front line that make mistakes. The only ones who do not make any mistakes are the players on the bench. Progress cannot come by sitting at the back and just making comments. Therefore, my message to all of you: Be front line good players, don't be afraid of mistakes, take responsibility and join the new challenge to strengthen Volleyball in your country.

Involve your government

In addition, it is important to note that progress only comes through change and innovation and through the belief and trust that even with small changes we can be better than yesterday. The most important part, especially through CEV EuroVolley, is the cooperation with your government. Without their support and endorsement we cannot make any progress. Get closer to the strongest people in your country.

Communicate, share, speak up

Communication between the CEV and the federations is the most important aspect. The CEV Office in Luxembourg has an open door at any moment, so please communicate your comments, your ideas. Our professional people there are working for you. Never be afraid to ask or propose something, we are waiting for you.

Lastly, I would like to thank all the organisers, the federations, the participating teams, Infront for the exceptional partnership, our partner Mikasa, Genius Sports, the FIVB and its President, Dr Ary S. Graça F°. In addition, I would like to thank all Board and ExCom members, the CEV Commission Presidents and the Commission members, the Working Groups, the Legal Chamber, Internal Auditors. A big thank you to the CEV Office staff and to all of you!

7. Financial Report

7.1. 2020 Accounts

Mr Eric ADLER started his presentation by pointing out a few of the major events that had influenced the CEV Finances during the past year.

He first mentioned the signing of the media rights agreement with Infront in February 2020. Right after the signing the European governments had started imposing restrictions due to Covid-19, therefore the timing had been excellent. The CEV Board then decided on a "Marshall plan" ratified in the CEV XLI General Assembly in 2020. With that recovery plan the CEV had decided to encourage the organisation of activities: the Qualifiers of the CEV EuroVolley, Beach Volleyball, National teams tournaments, club activities, etc. admittedly under very difficult circumstances, following strict hygienic protocols and the constantly changing rules imposed

by each government. He agreed with the CEV President that it was very commendable that the CEV was able to carry out with all those activities.

Referring to the presentation he stated that over 50% of the overall expenditure in a very difficult year like 2020 was used to support the various competitions. Moving to the revenue, he showed that big part of the income came from the European Cups and other Administrative income, but he pointed out that in the future accounts it would be important to observe how the Sponsorship and Marketing income would shift to bigger amounts thanks to successful partnerships.

7.2. External Auditors' Report – 2020 Accounts

Mr ADLER stated that, according to the External Auditor's report, the CEV was following all fiduciary rules that everything was transparent and that they had no comments in terms of how the bookkeeping was conducted and of how the CEV worked with its finances.

He also noted that the important point to be made was that the CEV was a financially sound organisation, something that the CEV Board of Administration was always aiming to.

7.3. Internal Auditors' Report – 2020 Accounts

The two CEV Internal Auditors, Mr Stojan JORDANOV and Mr Olavi ALA-NISSILÄ took the floor and presented their Report.

Mr JORDANOV started by saying that they had worked throughout the year, reviewing the documentation at the CEV Office in Luxembourg. They conducted meetings with the External Auditors in order to discuss the financial results. Regarding the conclusion, he referred everyone to the report included in the Handbook. They wished to report that the accounts were kept according to the CEV Accounting policies with the required precision and clarity. The most important risk they encountered in their approach to work was the impact of the pandemic. During that period, there had been an increase of support towards the National Federations and a positive impact of the media rights contract with Infront. Given that complex context, he affirmed that the CEV was a healthy confederation, well managed and still going forward. Facing new challenges and new developments, the CEV showed strong balance and appeared ready to support all of them.

Therefore, they proposed to the CEV General Assembly to approve the 2020 Accounts and to unburden the persons in charge.

7.4. Discussion and Approval of the 2020 Accounts

Decision

In the absence of any remarks or comments, the XLII CEV General Assembly unanimously approved the CEV 2020 Accounts and unburdened the persons in charge.

Mr ADLER thanked everyone for their trust in the CEV Board's work and said that they were looking to keep going and making progress.

Then he explained that in regards of the Updated Budget for 2021, the CEV Board re-evaluated the situation after the first half of the year,. According to the Updated 2021 Budget, the expenditure amounted to a total of approximately 19.5 million EUR, which was more than what had been originally budgeted. He wished to point out that despite the ongoing crisis and the

huge impact of the pandemic, the CEV Board continued to support activities and the intention was to continue to do so also in the future. More than 60% of the expenditure was invested in the support of competitions and sports activities, something that was in line with the goals of the CEV Board. Looking into the revenue section of the Updated Budget for 2021, Mr ADLER noted that the Sponsorships and Marketing amounted to 41% of the revenue.

He summarised the figures regarding support and investment decisions taken by the CEV Board of Administration in 2021. He commented that the Volleyball "Marshall plan" was a good step, but it was not enough to cover the impact of the pandemic, since 2021 had been a more difficult year, trying to make sure that all the planned activities would take place. Prize money increased as well as the support for CEV EuroVolley 2021, since federations would need the support. The U16/U17 competitions were also an important investment for the future, so the CEV Board wished to support them. The sanitary support in various different activities was essential. Additional support was given for the organisation of the Beach Volleyball Continental Cup.

Furthermore, it was decided to increase the CEV Executive Committee allocation, after five years of no modification, and to compensate for the first time each Board member, as a token of appreciation towards the work performed in growing the CEV organisation, activities and results (detailed figures were presented by Mr ADLER). Lastly, with all the CEV's ambitions for the future, the CEV Office staff had to be expanded in order to be in a position to provide a good service to all the federations.

Mr ADLER then continued by mentioning briefly the figures of other implications in the Updated Budget of 2021, like the reduced revenues from the CEV Champions League Volley Super Finals, amounts that were originally budgeted in 2020 but were paid in 2021, like the support to the CEV EuroVolley 2021 organisers, the exceptional coverage of CEV officials for the EuroVolley Qualifiers and the investment in IT infrastructure. He noted that the years 2020-2022 should be examined as one whole period.

Concluding, he reported that the updated total expenditure amount was about 19.5 million EUR, which was 2.5 million EUR more than the initial Budget of 2021 approved in the CEV General Assembly in 2020, with a subsequent impact on the anticipated result.

Decision

In the absence of any remarks or comments, the XLII CEV General Assembly unanimously approved the Updated Budget for 2021.

7.5. 2022 Budget Proposal

Moving to the Budget for 2022, the expenditure amounted to 16 million EUR. Once again, the activities and competitions investment represented over 60% of the expenditure. As for the revenue, he commented the evident increase in the income from the sponsorship and marketing side reaching 52%, with a 10% increase than the previous year.

7.6. Discussion and Approval of the 2022 Budget Proposal

Decision

In the absence of any remarks or comments, the XLII CEV General Assembly unanimously approved the 2022 Budget.

8. Activity Reports Congress Handbook

Decision

In the absence of any remarks or comments, the XLII CEV General Assembly unanimously approved the Activity Reports.

9. Election for vacancies

9.1. Legal Chamber Members

Mr Alain FISCHBACHER, CEV European Legal Commission (ELC) President took the floor in order to conduct the elections. For the vacancies in the CEV Legal Chamber two candidatures were received: Ms Giulia VIGNA (ITA) and Mr Marek KRUPSKI (POL). The ELC had examined the candidatures and found that they were fully in line with the CEV Regulatory Framework, the CEV Board had also approved the candidatures. Based on the CEV Statutes, if there were more free positions than candidates, the vote was to be made by acclamation, which was the case for the two candidates, given that there were five free positions in the Legal Chamber. Mr Alain FISCHBACHER then confirmed that the two candidates were approved.

9.2. Reserve Internal Auditor

For the position of the reserve Internal Auditor, one candidature had been received: Ms Çiğdem DILEK (TUR). The ELC had examined Ms DILEK'S candidature and found that it was fully in line with the CEV Regulatory Framework. The CEV Board had also approved the candidatures, therefore Mr FISCHBACHER confirmed that the candidature was approved by acclamation.

10. Future Projects

10.1 Understanding CEV's Marketing & Data Potential

Mr Mirosław PRZEDPEŁSKI, CEV Vice-President and Marketing Working Group (WG) President and Mr Peter SPRENGER, member of the Marketing WG took the floor in order to present the Marketing & Data project.

Mr PRZEDPEŁSKI greeted everyone and said how glad he was to be working with the Marketing WG members, since they were very passionate and enthusiastic people willing to contribute to Volleyball. He started by noting that with the pandemic and the fast growing digital technologies a new aspect for the sports had emerged. Therefore, they went on to present the Marketing Working Group's proposal and submit it for discussion.

CEV'S Financial Revenue Streams

Observing the sources of income for the CEV, Mr PRZEDPEŁSKI wished to point out that establishing the CEV as sole owner of its rights was an important and valuable accomplishment in the recent years. Thanks to that the CEV was able to considerably increase its income in the recent years through TV rights, organiser fees, betting rights, to name a few. There were still

some areas that could be explored further and the WG firmly believed that it would be possible to further increase Volleyball value, by developing a business mechanism. In order to do that, they felt it was important to have all the National Federations as stakeholders working together at the same project.

CEV Marketing Roadmap Development Areas

Mr PRZEDPEŁSKI went on to analyse the CEV Marketing Roadmap and the development areas they had determined. The first one was to devise a data strategy and a business plan with the help of the external CEV Consultant, Professor Hans WESTERBEEK – a very well known person in the sports business industry. Referring to the centralised marketing rights model for the Top Events, he argued that it was crucial in order to keep the value of Volleyball high by having the central control of the rights and then share the revenue. The same was true for the ticketing system, after the successful experience with CEV EuroVolley 2021 as test event in this field. Finally, he stated that it was important to endorse and utilise the sport innovations by following the fast growing new technologies.

Goals of the Marketing Project

After outlining the roadmap of the developing areas, Mr PRZEDPEŁSKI described the goals of that project. The first goal was to increase the income by joining forces with all the stakeholders (CEV, National Federations, clubs, players, investors, marketing agencies, etc.) The first step towards that goal would be to use a method in order to find and collect data from the stakeholders. The next step would be to transform the data into a marketable product. It would admittedly be a difficult task, since it was a new concept in the market. Therefore, the help of modern technologies and various external specialists would be needed. The last and equally essential step was to devise a clear system on how to share revenues, ensuring every stakeholder taking part in the project that they would receive something back.

The second goal was to increase the players' popularity. He referred everyone to the presentation, where he demonstrated a juxtaposition of figures regarding a top Volleyball player, Wilfredo León, and a top Basketball player, LeBron James. He noted the stark difference between the popularity of the two players as well as the fact that data on the top Volleyball player and his club were not easily available online. Mr PRZEDPEŁSKI also pointed out that the Volleyball player's uniform was full of sponsors names, while the mere name of the Basketball club had a value of billions. He then argued that the aspects of the players, the fans and the data, if combined, could bring about a business product that could be sold.

Mr PRZEDPEŁSKI believed that it was a project that was worth a lot of attention and work in order to get a better connection and understanding of the Volleyball fans, given that most young people were interacting with the world, and with sports, through their phones.

Mr Peter SPRENGER took the floor and wished to add some thought on the subject of fans and data. He said that Mr PRZEDPEŁSKI had already mentioned the concepts of fans, e-fans, data monetisation. He remarked that oftentimes the word data seemed to only be a buzzword addressed to experts. He argued that by replacing that word with the phrase: "getting the right insights on our fan basis", then the concept could be understood more widely, and sports people would see that they could work on that direction. He added that advanced technology was a big opportunity to discover the identity of Volleyball fans, on federation level as well as on a European level. As a Marketing WG they were convinced that if they could work on that project, the entire European Volleyball family could increase the value of Volleyball in the coming years. Understanding the needs and preferences of the fans would give an insight on how to increase their number and intensify the communication with them.

At that point he wished to congratulate the Social Media (Digital) department of the CEV Office. He observed that comparing the content on Volleyball events, competitions, etc. the CEV seemed to have made a huge progress and said that he himself really enjoyed all that new content. He firmly believed that if they could influence the time our fans spent in Volleyball, they could surely increase the value for the sport.

In order to do that, he claimed that they needed to have the right technology and the right systems in place. From that perspective he outlined the benefits that could be created: for the sponsors and partners, for the CEV Events and Competitions, as well as for the success of the CEV activities in sports participation.

To summarise, he stated that everything a Volleyball fan had done in the past represented value in the future. Referring to the business mechanism mentioned by Mr PRZEDPEŁSKI, he advised that by finding a formula for such a mechanism, they would definitely be on the right way.

Concluding, Mr PRZEDPEŁSKI wished to reiterate how important it was to be pioneers in unlocking business opportunities through the varied existing digital technologies. He then invited everyone to watch the video with a few words sent by Professor Hans WESTERBEEK, who could not attend the meeting.

Gathering Data and connecting with fans

Professor Hans WESTERBEEK determined that the objective was to identify the different data sources that the CEV currently had, but may want to build on in terms of other data sets, but also the different ways in which the CEV could use digital technology and channel communication, marketing, adaptations or applications to enhance the ability of the CEV to communicate in the digital world.

Build the European Volleyball Data Strategy & Gather Fan Data

He explained that the project had been styled to help the CEV and its member federations to develop a digital transformation strategy and probably work towards a database that would include more than just those who visit events.

Mr PRZEDPEŁSKI informed that they would provide more concrete information as soon as the strategy plan would be prepared. Lastly, he stated that the main task was to increase the income and the value of Volleyball, in terms of its popularity, etc. He believed that they could develop a system that could bring more income to the CEV, which could then be used for Development and for supporting smaller federations to develop the sport in their countries.

10.2. Beach Volleyball Think Tank

Creation and scope of the Beach Volleyball Think Tank

Mr LEITNER took the floor in order to report on the progress of the so called Beach Volleyball Think Tank. During the first CEV Board of Administration meeting of 2021, the Beach Volleyball Think Tank was created, configured with two Vice-Presidents, Ms Emma LABRADOR and Mr Michel EVERAERT, Mr Tomislav ŠMUC, President of the European Beach Volleyball Commission (EBVC) and himself. He explained that the purpose of the think tank was to open discussions and assess the status quo of Beach Volleyball, to define the long-term goals and identify the stakeholders that needed to be involved. In addition, the group's intention was also to evaluate the situation regarding the organisation of the FIVB World Tour, aiming to have an important

role in it. Having said that, he added that Europe had been very successful in creating its own products and structures and finding the ideal models for the future.

The team of the think tank had invited more than 20 experts from National Federations, from Beach Volley clubs, the big organisers, and conducted a very interesting exchange of ideas on what the National Federations could do to grow the sport in all fronts. Early in the project they identified three main areas that needed to be addressed: Increasing the involvement and performance of National Federations, the Beach Volleyball clubs and facilities on European territory and the future potential event structures that could fit the FIVB, the national and the zonal structures. The last area was the business models around Beach Volleyball and the respective commercialisation on all levels.

The think tank's activities and plans

The think tank held several virtual meetings and Mr LEITNER was happy to report that the outcome was quite interesting. They had sent a survey to all 56 National Federations and 34 replied. Out of those, 75% recognised Beach Volleyball clubs in their country and had a proper Beach Volleyball structure. Therefore, a large number of federations were quite active with the sport, something that would allow the CEV to think about business products in Beach Volleyball, especially on the club level.

He divulged that they were considering to establish a Beach Volleyball club competition in the following two years, ideally in the season of 2023, similar to the CEV Champions League Volley of Indoor Volleyball, as it had been announced by the CEV President. They estimated that there were enough active federations that had enough national club champions and he saw a lot of advantages in that idea. Given that the FIVB Beach Volleyball World Tour had a certain amount of tournaments, with very few on the highest level, most of the year the players did not really have opportunities to play.

Taking the example of tennis, where players who were members of clubs played national championships and international ones, Mr LEITNER argued that they could create an interesting product that would be under the control of the CEV. He affirmed that the CEV was eager to work on a sustainable business model for such a product and create a market not only for the players, who would then be traded among the clubs, but also for the coaches and the whole ecosystem of Beach Volleyball.

Events structure

As for the events model, he mentioned that Volleyball World had come up with ambitious ideas for the future and added that Europe is an important continent for the FIVB World Tour. Some clarifications still needed to be made, in order to define the European role in that future structure, which was currently being reviewed and evaluated, especially within the big organising countries that had been organising majors and top events and world championships in Europe. He commented that the Beach Volleyball scene in Europe was very lively. There were many countries that had professionally managed national tours and zonal events in both senior and the age-group categories. Therefore, the intention was to start sharing best practices models with many countries, so as to grow Beach Volleyball across Europe.

Beach Volleyball: a profitable business product

He reiterated how critical was the role of the National Federations. Sharing the experience of successful National Federations, Mr LEITNER wished to assure that Beach Volleyball was a sport that could yield profit and could establish a clubs and tournaments scene. For example, in a medium sized country as Austria, Mr LEITNER's home country, with more than 5,000 licensed Beach Volleyball players in their ranking, there were 16 professional tournaments that had up to

5,000 EUR prize money, which was more than a 1 star tournament and the federation did make a profit: up to 40% of their public-subsidy income was generated through the activities in Beach Volleyball. He was happy to share how Beach Volleyball, as an Olympic sport, opened doors to funding by the government. He stated that it was very important that every National Federation establish a national tour structure, a clear events structure and utilise that on the Zonal level for further activities.

Next steps

Given that the European Beach Volleyball Commission (EBVC) was mainly responsible for administrative and structural topics, and had not engaged in strategy planning and development talks, the first half of the year for the think tank was dedicated on the strategic exchange. He opined that the working group had been very effective and had produced fruitful discussions. He thanked all the members, who had contributed a lot of time to bring in and discuss ideas. Subsequently, they would develop, along with the EBVC, manageable proposals for future events. The National Federations should be involved in developing Beach Volleyball clubs. Mr LEITNER shared that there were some countries with more than 200 Beach Volleyball clubs in their territory and called it an “unexplored territory” which would be important to discover and utilise.

The last goal he mentioned was devising a strategy together with the FIVB and with the products the CEV wished to establish for the future. As seen in the budget discussion, the revenue in the CEV was growing and he believed Beach Volleyball to be one of the hottest products of the CEV.

Lastly, he thanked his colleagues from the CEV Board of Administration for supporting the whole venture. He informed that in the following CEV Board meeting there would be concrete proposals on the next steps.

10.3. Charity Partner – Think Pink

Mr Jürgen VANPRAET, Managing Director of Thin Pink Europe, and Mr Geert De DOBBELEER took the floor in order to present the new charity project for the CEV.

Volleyball: a women's sport to fight breast cancer

Mr Geert De DOBBELEER started his speech by saying that Volleyball was the most popular sport for Women around Europe and worldwide. He estimated that 70% or more of the licenced players were women. Consequently, he believed it was important that the CEV take a social responsibility role in order to conduct the big fight against breast cancer. He expressed how happy the CEV was to be an exclusive charity partner with Think Pink Europe and gave a warm welcome to Mr VANPRAET.

Breast cancer figures

Mr VANPRAET addressed the General Assembly and shared some significant figures regarding breast cancer, starting with the fact that there were half a million breast cancer diagnoses every year in Europe and 130,000 deaths every year. While 99% of the patients were female, there was a surprising 1% of patients that were male and affected by that disease. The important message he wished to point out was that there was a significant improvement in reducing the risk of breast cancer by 30 to 40% by focusing on very specific risk factors. He stated that we know more and more but we do not know everything. Among those factors was the importance of the physical activity and hence the relation to sports. He pointed out that

having an active life was very important to reduce cancer risk in general and more specifically breast cancer.

Unacceptable differences

He then shared that the survival rates differed by up to 30%, depending on where one lived in Europe. A differentiation that was about access to healthcare, to medicines and access to communication. He admitted that such differences were unacceptable and posed as a great challenge for his organisation.

The impact of the pandemic

He explained that Think Pink was an umbrella organisation, joining forces with several other breast cancer charities in Europe in order to learn more and share best practices. The pandemic had a great negative impact also on the communication on cancer, it had been reduced to a 30-40% compared to what it was before. For many people working in that field, it had been the hardest period ever. He divulged the devastating facts of the previous two years in the pandemic, where a lot of patients did not even make it to the hospitals. Tumours had not been detected in time since the access to hospitals had been blocked by the swipe of Covid-19. He shared that 10-20% of tumours went undiagnosed. Specifically for breast cancer, people showed up with larger tumours, when it was already more difficult to cure. Therefore, the crucial step at that point was to get back to the communication, in order to handle the issues that would continue to exist, even after the pandemic.

Raising awareness

Mr VANPRAET explained that their main mission was to raise awareness and promote the mentality of early check-ups, prevention and a healthy lifestyle, as well as care and after care projects of patients. He then referred to various events organised, like the "Race for the cure" walk, with the aim of bringing people together in order to promote a healthy lifestyle and to create awareness. He informed that the Italian Volleyball Federation had been an active partner already. They were also organising fundraising events, like duck races.

Mr De DOBBELEER continued by outlining the three levels of involvement of all the National Federations: communication, promotion and social responsibility. The communication of the exclusive partnership would start right away. He also noted that they should proceed and raise awareness within the whole Volleyball family and the stakeholders and emphasise the connection between Volleyball and a healthy lifestyle. He went on to give a few examples of how the stakeholders could be involved, by using the pink ribbon symbol, involving the ambassadors in relevant events and connecting with the various sponsors.

Lastly, he explained the concrete actions to be taken in the context of that new partnership. They would start by establishing an ad-hoc working group in order to connect all the national federations and the ambassadors. He invited everyone to share any ideas on that subject.

11. Best Practice by National Federations

Volleyball Federation of Ireland

Ms Clodagh NICCANNA, President, and Mr Gary STEWART, General Manager of the Volleyball Federation of Ireland took the floor to present their best practices in growing Volleyball in Ireland over the recent years.

Ms NICCANNA started by stating that the members of Volleyball Ireland were coming from all over the world, commenting that it was thanks to many of the people attending the General Assembly and their fellow compatriots that they managed to grow the sport in Ireland. Over 75% of the members were from outside of Ireland, from the rest of Europe. Volleyball people from Poland, Lithuania, Italy, Serbia, France and every country in between had gone to Ireland to live and had helped to grow the underdog: Volleyball in Ireland. They had to raise their standards and their participation on and off the court. The result was that Volleyball featured as the most multi-cultural sport in Ireland.

Ms NICCANNA continued and shared some figures regarding the growth of Volleyball in Ireland since 2017. They managed to grow across all areas of the federation: increase in licenced players, a huge increase in U18 players (313%), something which in turn helped to raise their revenue growth. They have grown organically and also attracted more funding from Sports Ireland and other institutions, like the CEV, leading to a revenue increase of 62%.

She then went on to outline how they achieved those results. First of all, they established that they were going to lead with a clear vision. The first steps was to define that vision, to develop a plan for everything, devise strategies and make sure that clubs were aligned to that vision through their involvement. Their vision, agreed in collaboration with the clubs, was to create a vibrant Volleyball community that allowed all clubs, players and officials to reach their potential.

Mr Gary STEWART continued by pointing out the five key areas of their strategy: raising participation, raising performance, raising the business standards, raising the profile of Volleyball, raising the revenues. In order to make that happen they had to focus on developing their people. He continued by explaining how they created a club development and support system that established there the points for the clubs to grow from. Subsequently, they developed training and education based on those measures.

Once the vision and plan was established, they then identified several key principles to drive their growth. The first one focused on how they engaged and included their members: through listening and through solving problems together. In 2018 they introduced their first annual member survey. That gave them an overall satisfaction rating and an opportunity for everyone to provide ideas to develop aspects of the game. People felt ownership of their game and that they could influence decision making. They managed to improve the satisfaction score by 24% in those three years. Mr STEWART stated that when people are satisfied and happy, it is easier to make change. That survey had driven a growth mind-set and a culture of improvement from the Board to the staff, through the commissions and into the clubs.

He argued that to grow one must innovate and stand out from the crowd. They worked by the motto: "Be best, be first or be different". They published the best and most detailed annual report of all sports bodies in Ireland, something which built trust with their members and helped them proceed with the changes. When the lockdown hit, they were one of the first federations to run an online virtual camp with a 130 children from across Ireland taking part. Then, they rebranded their organisation and went with a completely different look and style from all the sports bodies. Therefore, he added that to grow, apart from innovating, one must be willing to take risks.

Ms NICCANNA continued by explaining that in order for them to convince people to support them they had to inspire some ambition. Therefore, they accepted support from the CEV to develop new international referees, support from the Small Countries Association (SCA) Zonal funding to create a new youth Beach Volleyball development programme and support from the CEV for the Schools Project. They accepted to take the challenge to host the 2019 Continental Cup and it had been a huge success. Herself being on that position only for a few months, she wished to pay tribute to all those people who had contributed to that success story.

As for the future, they planned on having more Champions League referees, to host and participated in many more major events, such as the CEV Volleyball European Silver League and the Youth Olympics. They pledged to strive to be better in everything they did in order to reach their potential. She concluded her speech by thanking everyone for the opportunity.

Volleyball Federation of Bosnia and Herzegovina

Mr Adnan TALIĆ, Secretary General of the Volleyball Federation of Bosnia and Herzegovina, took the floor to speak about his federation.

He started by stating that despite them being a small federation, in the previous two years they had managed to organise four high level CEV tournaments and mark two of their biggest achievements in the history of their federation.

They started their journey with the organisation of the 2020 U19 Volleyball European Championship Women in collaboration with the Croatian Volleyball Federation. It had been the very first national teams competition since the outbreak of the pandemic. There were nine teams competing in both Croatia and Bosnia and Herzegovina and he recognised that it had been a great challenge for a small federation to host such a tournament during the pandemic. Despite the difficulties, their small team, led by the vision of their President, Mr FATIĆ, managed under adverse circumstances to deliver a smooth organisation of the group stage and the final matches. He also thanked the CEV for providing financial support and assistance in every aspect, in order for them to host their first competition. That event had achieved a great promotion of Volleyball in the country, since 100 volunteers worked in the project, over 100 media representatives attended. The impact was great, since four new clubs registered after the championship.

They continued their course, with their senior national team qualifying for the CEV EuroVolley 2021 for the first time in their history. They also hosted a CEV EuroVolley 2021 Women Qualifier tournament in Zenica and achieved a historic FIVB ranking, moving up 30 places in one year. They then organised two CEV Volleyball European Silver League 2021 tournaments and won their first ever gold medal in that competition, their first international medal in the history of their federation.

Despite being a small country facing major political problems, they managed to prove that people united in sports and overcame any differences. They managed to do so by increasing the popularity of Volleyball in their country, generating interest from the authorities, media and partners. They improved the sporting level of their teams and attracted the young generation to play Volleyball. They raised the organisation level in their institution and attracted more volunteers. He encouraged in particular smaller federations to step up to be more active in organising international events on their territory in order to grow at all levels.

Concluding, he affirmed that the best was yet to come and that they were already planning their actions for the future, especially for their Women national team. They counted on the great collaboration and support from the CEV and were ready for more achievements.

12. Proposals from National Federations

No points discussed.

13. CEV Regulatory Framework – Proposals

CEV Statutes

Mr FISCHBACHER took the floor once again in order to speak about the proposed changes in the CEV Regulatory Framework, starting with the proposals for the CEV Statutes. All the reasoning of the changes, as well as the new wording was included in the CEV Congress Handbook, but Mr FISCHBACHER wished to mention some important points.

Due to the changes to the age limit ratified during the last FIVB Congress (February 2021), the CEV Statutes needed to also adapt the age limit from 75 to 72 for the members of its bodies. He added that the same age limit was applied also for the elections that took place earlier in the General Assembly.

Another point that needed to be changed was regarding the right to speak and vote. Mr FISCHBACHER explained that they were adjusting the wording of the written regulations, in order to reflect the practice applied and approved in the CEV General Assembly in the past years.

Learning from the experience of the past and from the previous Extraordinary General Assembly, the European Legal Commission proposed to adapt the relevant point in the regulations, in order to provide more clarity and more flexibility.

In cases where the CEV Board wished to have the opinion of the CEV General Assembly for points beyond the scope of its competence, the European Legal Commission proposed that, as long as the items submitted for consultation were not exclusive competences of the General Assembly, the said consultation could be achieved by way of circulation to all National Federations.

Mr FISCHBACHER invited the delegates to vote for the approval of the changes, informing them that a 2/3 majority was needed for the changes to take effect, which meant 36 votes.

Decision

In the absence of any remarks or comments, the XLII CEV General Assembly unanimously approved the proposed changes in the CEV Statutes.

CEV Legal Chamber Regulations

Mr FISCHBACHER explained that the reason for the proposed amendment to the CEV Legal Chamber Regulations was that the role of the Legal Chamber Secretariat was unclear. Therefore, after consultation with the Legal Chamber and a discussion within the European Legal Commission, they decided to adapt the Legal Chamber Regulations, so that they clearly reflect the role and tasks of the Legal Chamber Secretariat. In addition, Mr FISCHBACHER reminded the attendees that a simple majority was requested for that vote.

Decision

In the absence of any remarks or comments, the XLII CEV General Assembly unanimously approved the proposed changes in the CEV Legal Chamber Regulations.

14. XLIII CEV General Assembly

Mr BRINK announced that the date and location for the XLIII CEV General Assembly was still to be confirmed.

15. Miscellaneous

Pin Ceremony – National Federation Presidents

Pin Ceremony – National Federation Presidents

The following National Federation Presidents were awarded the golden CEV pin:

Mr Mads OLSEN (DEN)
Mr Peter HOLM (FAR)
Mr Giorgi KARTVELISHVILI (GEO)
Ms Clodagh NIC-CANNA (IRL)
Mr Grétar EGGERTSSON (ISL)
Mr Asher KASO (ISR)
Mr Giuseppe MANFREDI (ITA)
Mr Bahri GJINOVCİ (KOS)
Mr Marek ROJKO (SVK)
Ms Annika SJÖBERG (SWE)

16. Closing Speech of the CEV President

Mr Aleksandar BORIČIĆ took the floor and started by expressing how happy he was that in the frame of the CEV General Assembly everyone had the opportunity to listen to the presentation of the hard work performed by all the people working in the CEV bodies, who managed to bring something fresh and new. All the information exchanged during the meeting would serve as a foundation that would inspire more collaboration to grow Volleyball. He emphasised the importance of cooperation and knowledge-sharing among the federations, stating that one federation alone could not accomplish something big and that the CEV was a family with 56 members.

Mr BORIČIĆ wished to pass the message to every federation and club, that no matter how small they were, they could still accomplish something. However, he recognised that as the time passed, the needs of a growing club or federation would get bigger, so the effort and support would have to grow accordingly. Emphasising once again how no one could achieve greatness alone, he invited everyone to address their questions, their ideas and insights to the CEV Office in Luxembourg. He stated it was the home of all the federations; they would always find an open door there with the people of the CEV Office willing to cooperate.

The CEV President then talked about the young athletes. The aim was to bring more children to the sport and the CEV wished to support the federations in doing so. He also asked the federations, especially the ones of category 1, 2 and 3 to devise a strategic plan for the following four or six years. He argued that having such a plan was the way for a federation to grow and increase its activities, organise more competitions, generate more support and make progress.



He also underlined that competitions of any level were important, saying that for some small federations an age-group tournament could be a very important event. Each federation had a different potential, but if each of them used their full potential with every endeavour, that would mean they had made a great job.

He then asked the federations to support some new activities on the clubs level: he announced that the CEV was ready to start promoting to the Zonal Associations a sort of "Youth Champions League" competition for the young athletes. It could be six or eight teams of young athletes of the same age and they could play for the qualification. The winner team then would be invited as a guest to the senior CEV Champions League Volley Super Finals. The young athletes would have the opportunity to meet their idols, the star Volleyball athletes. He commented on the very positive effect such an experience would have, which went beyond the sportive results, but would surely motivate the young generations to participate in competitions.

Concluding his speech, the CEV President wished to point out how important it was to hear different new ideas and new concepts. He highlighted the new role of social responsibility assumed by the CEV, joining the fight against breast cancer and promoting the message of early prevention and healthy lifestyle.

In his final point, he argued that if an institution wished to invest in its future, it had to turn its focus to the young people. That way, in the following five years a new generation of even better star athletes could emerge. Therefore, the key message was to attract more people to the sport and to create more competitions.

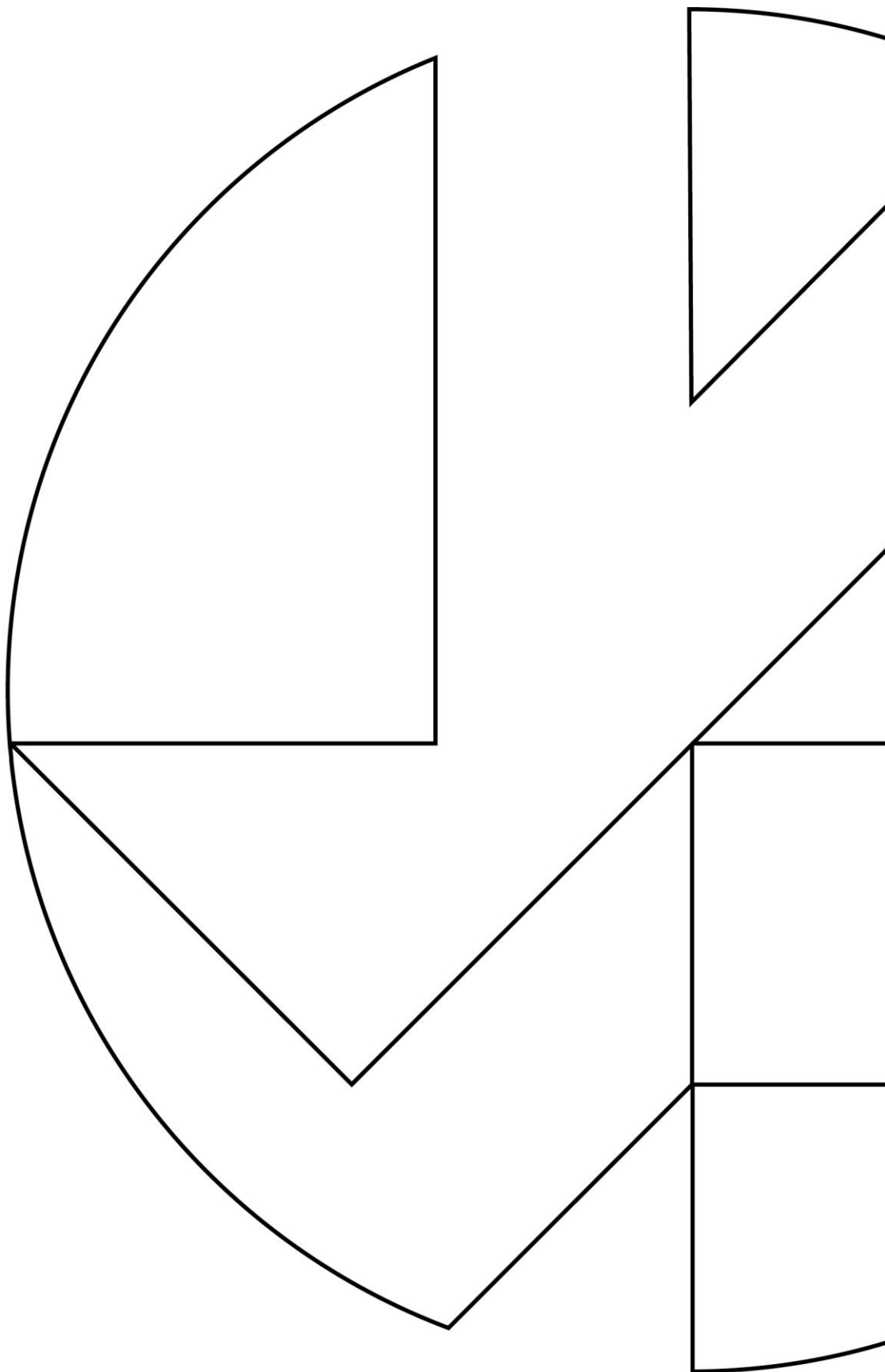
Mr BORIČIĆ wished everyone to enjoy the top Volleyball events and hoped to see the best team in Europe win.

Saturday, 18 September 2021
XLII CEV GENERAL ASSEMBLY

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**Confédération
Européenne de
Volleyball**



XLI CEV GENERAL ASSEMBLY

Minutes of the XLI CEV
General Assembly held
at Vienna (AUT)

16 October 2020



**Confédération
Européenne de
Volleyball**



Place: Marriott Hotel, Vienna (AUT)

Date: Friday, 16 October 2020

Attendees list

Board of Administration	Mr Aleksandar BORIČIĆ	President
	Mr Renato ARENA	Senior Vice-President
	Mr Özkan MUTLUGİL	Vice-President & Treasurer
	Mr Maris PEKALIS	Vice-President in charge of Administrative Affairs
	Mr Lubor HALANDA	Vice-President in charge of Administrative Affairs
	Mr Hanno PEVKUR	Vice-President in charge of Development Activities
	Ms Banu CAN-SCHÜRMANN	Vice-President
	Ms Margaret Ann FLEMING	Vice-President
	Mr Eric ADLER	Board of Administration Member
	Mr Zdeslav BARAČ	Board of Administration Member
	Mr Peter KLEINMANN	Board of Administration Member
	Mr Mirosław PRZEDPEŁSKI	Board of Administration Member
	Mr Helgi THORSTEINSSON	Board of Administration Member
Excused	Mr Stanislav SHEVCHENKO	Vice-President
	Mr Michel EVERAERT	Board of Administration Member
	Mr Dancho LAZAROV	Board of Administration Member
	Mr Achilleas MAVROMATIS	Board of Administration Member

DELEGATES	1st Delegate	2nd Delegate
ALBANIA	Mr Erlind PELLUMBI	Mr Albens VOKOPOLA
ANDORRA	<i>Proxy to Luxembourg</i>	
ARMENIA	<i>Proxy to Russia</i>	
AUSTRIA	Mr Philipp SEEL	
AZERBAIJAN	Mr Mikhail FRISHMAN	
BELGIUM	Mr Guy JUWET	
BOSNIA-HERZEGOVINA	Mr Alija FATIĆ	Mr Milutin POPOVIC
BELARUS	Ms Ala TETERINA	
BULGARIA	Mr Valentin POMAKOV	
CROATIA	Mr Ante BAKOVIĆ	Ms Valentina BIFFLIN



CYPRUS	<i>Proxy to Greece</i>	
CZECH REPUBLIC	Mr Milan LABASTA	
DENMARK	<i>Proxy to Netherlands</i>	
ENGLAND	<i>Proxy to Switzerland</i>	
SPAIN	<i>Proxy to Liechtenstein</i>	
ESTONIA	Ms Helen VEERMÄE	
FAROE ISLANDS	Mr Jónley POULSEN	
FINLAND	Mr Otto KORHONEN	
FRANCE	Dr Annie PEYTAVIN	
GEORGIA	Mr Irakli CHACHUA	Mr Andria LEZHAVA
GERMANY	Mr Christian DÜNNES	Mr Michael EVERS
GIBRALTAR	Mr Robert BUHAGIAR	
GREECE	Mr Panagiotis KAVALLIERAKIS- FOKAS	Mr Periklis BAKODIMOS
GREENLAND	<i>Proxy to Finland</i>	
HUNGARY	Dr Ferenc KOVÁCS	Mr Zsolt LUDVIG
IRELAND	Mr Oisín McARDLE	
ICELAND	<i>Proxy to Faroe Islands</i>	
ISRAEL	<i>Proxy to Estonia</i>	
ITALY	Mr Giuseppe MANFREDI	Mr Libenzio CONTI
KOSOVO	Dr Abedin IBRAHIMI	Mr Valon NIKQI
LATVIA	Mr Andis LAGZDINS	
LIECHTENSTEIN	Mr Philippe SCHÜRMANN	
LITHUANIA	Mr Darius ČERKA	Mr Andrius GAIDYS
LUXEMBOURG	Ms Norma ZAMBON	Mr Torsten SCHOOFF
MOLDOVA	Mr Artur ROMASCAN	Mr Alexandru STRATAN
MALTA	Mr Branko VLAHOVIĆ	
MONTENEGRO	Mr Cvetko PAJKOVIĆ	Mr Ivan BOŠKOVIĆ
MONACO	<i>Proxy to France</i>	
NETHERLANDS	Mr Peter SPRENGER	
NORTH MACEDONIA	Mr Petar JOVANOVSKI	Mr Zoran KARANOVIC
NORTHERN IRELAND	<i>Proxy to Lithuania</i>	
NORWAY	<i>Proxy to Latvia</i>	
POLAND	Mr Jacek KASPRZYK	
PORTUGAL	Dr Vicente ARAÚJO	Mr Leonel SALGUEIRO
ROMANIA	Mr Adin COJOCARU	Ms Oana SARB



RUSSIA	Mr Alexander YAREMENKO	Mr Sergey SHLYAPNIKOV
SCOTLAND	<i>Proxy to Belgium</i>	
SLOVENIA	Mr Gregor HUMERCA	
SAN MARINO	Mr Gianluigi LAZZARINI	Mr Federico VALENTINI
SERBIA	Mr Zoran GAJIĆ	Mr Ivan KNEŽEVIĆ
SWITZERLAND	Ms Nora WILLI	
SLOVAKIA	Mr Martin KRAŠČENIČ	Mr Tomáš SINGER
SWEDEN	Mr Martin KIHLSSTRÖM	
TURKEY	Mr Mehmet Akif ÜSTÜNDAĞ	Ms Nilüfer Başak SHIMONSKY
UKRAINE	Ms Kateryna BILIACHENKO	
WALES	<i>Not attending</i>	

Guests	Mr Gernot LEITNER	CEV BoA Candidate
	Mr Jalil JAFAROV	CEV BoA Candidate
	Mr Geer DE DOBBELEER	CEV BoA Candidate
	Mr Lubomir GANEV	CEV BoA Candidate
	Mr Marek PAKOSTA	CEV BoA Candidate
	Mr Eric TANGUY	CEV BoA Candidate
	Ms Emma LABRADOR	CEV BoA Candidate
	Mr Metod ROPRET	CEV BoA Candidate
	Mr Werner AUGSBURGER	CEV BoA Candidate
	Mr Lennart NEOVIUS	CEV BoA Candidate
	Ms Bahar MERT	CEV BoA Candidate
FIVB	Ms Marisa PEREZ GRASA	FIVB Legal Commission Representative
Commissions	Mr Wojciech CZAYKA	ESOC President
	Ms Plamena STOYKOVA	ELC Secretary
	Mr Manfred HOLZGRAEFE	EMC President
	Mr Roman STANISLAVOV	ECC President
	Mr Philippe BLAIN	ECOC President
NF Interpreters	Mr Ufuk DEMIRKILIÇ	TURKEY
Moderator	Mr Julius BRINK	Congress Moderator
CEV Office	Mr Thorsten ENDRES	CEV Managing Director
	Ms Kristin SCHOOFF	CEV Congress Coordinator
	Mr Marc VAN DER ELST	CEV Head of IT



	Mr Vuk KARANOVIC	CEV Development Manager
	Mr Federico FERRARO	CEV Press Officer
	Mr Apostolos GOGAKOS	CEV Legal Coordinator
	Ms Annemiek CHAMBON VAN BAARSEN	CEV Office Manager
	Ms Snežana MIŠIĆ	CEV President's Office



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1. List of Attendance

Mr Julius BRINK, CEV General Assembly Moderator, welcomed the attendees and said that he was very pleased that he would guide everyone through that day. He commented on the special circumstances of that General Assembly due to the global pandemic and went on to announce the Health Guidelines and the Safety Precautions that had to be kept during the meeting.

He also gave a warm welcome to everyone on behalf of Mr Gernot LEITNER, President of the Austrian Volleyball Federation and of the Austrian Federation. Mr BRINK thanked him for the hospitality.

2. Setting up of the General Assembly Office

2.1 Chairperson of the General Assembly

Mr Julius BRINK explained that due to the electoral nature of that Congress and according to the Regulatory Framework the President of the Legal Chamber was supposed to be the Chairperson of the meeting. However, due to Covid-19 related implications, Mr SCHWENK as well as all other members of the Legal Chamber were unable to attend. Therefore, the proposed Chairperson of the General Assembly was Ms Plamena STOYKOVA, Legal Commission Secretary.

Decision

In the absence of any remarks or comments, the XLI CEV General Assembly unanimously approved the appointment of Ms STOYKOVA as Chairperson of the General Assembly.

2.2 Report of the Credentials Committee

In line with the Statutes, the CEV Executive Committee appointed the following members of the Credentials Committee: Chairperson – Mr Branko VLAHOVIĆ (MLT). Members: Mr Andrius GAIDYS (LTU), Mr Periklis BAKODIMOS (GRE) and Ms Norma ZAMBON (LUX).

Decision

In the absence of any remarks or comments, the XLI CEV General Assembly confirmed the composition of the Credentials Committee.

Mr BRINK invited Mr VLAHOVIC to provide the report of the Credentials Committee.

Mr Branko VLAHOVIĆ reported that the Credentials Committee had verified the validity of all the Credential Letters and the Proxy Letters as per Art. 2.4 of the CEV Statutes and Art. 2.4 of the CEV General Regulations. Out of 56 member National Federations 42 were represented by their respective Delegates. Another 13 National Federations had sent a proxy and were represented accordingly. One National Federation was not attending and not represented. All Credential Proxy Letters were in accordance with Art. 2.2 of the CEV Statutes and Art. 2.3 of the CEV General Regulations.

3. Official Opening of the XLI CEV General Assembly

Ms Plamena STOYKOVA, in the function of the Chairperson, officially declared the XLI CEV General Assembly open. She said she was glad and honoured to have that position and thanked everyone for their trust in her.

4. Approval of the Agenda

Mr BRINK invited everyone to vote for the approval of the Agenda.

Decision

In the absence of any remarks or comments, the agenda of the XLI CEV General Assembly was unanimously approved.

5. Approval of Minutes

Mr BRINK invited everyone to vote for the approval of the XL Congress Minutes in Paris (FRA) and of the Extraordinary Congress in Vienna (AUT).

Decision

In the absence of any remarks or comments, the Minutes of the XL Congress Minutes in Paris (FRA) and of the Extraordinary Congress in Vienna (AUT) were unanimously approved.

6. CEV Board of Administration activity report

Mr BRINK called upon Mr Renato ARENA, CEV Senior Vice-President and acting CEV President, to provide the CEV Board of Administration activity report.

*Dear Delegates,
Dear Board of Administration Members,
Dear President,*

A special day for our Volleyball family. I would like to welcome everyone, I am happy that most of you managed to come and we are all here together. To quote the Health Guidelines, I hope that during this Congress safety will always come first and that we will all get back home still safe and healthy.

Three focus points of reaction to the pandemic

I have the privilege to present you the last report of the current Board of Administration. I will start with the global pandemic that has affected everyone and continues to do so. The CEV has been one of the first International Confederations to react to the pandemic focusing on three points.

The first point was to provide help and support to the National Federations and the clubs. The CEV Board of Administration approved a 11.5 million EUR support for the European Volleyball family. The money was directed to help National Federations and clubs resume activities.

The second point was providing the maximum flexibility to the Federations and Clubs for the organisation of matches, whenever the players were constricted in terms of travelling. The CEV Office was on call 24/7 in order to achieve the best possible communication and provide a supportive environment to all the stakeholders.

The third point was setting the health, wellbeing and safety of everyone involved as top priority. The CEV Office worked closely with health authorities and the universities. They compiled the CEV Hygiene Guidelines with General Guidelines per discipline and event-specific guidelines, with a view to help and safeguard the safety of all the participants, the players, the officials, organisers, all the while keeping constant communication with all the stakeholders.

Resuming competitions

The CEV was among the first European Sports bodies to resume activities. We organised eight top level European Championships, especially in the under-age category. I would like to thank the Federations that hosted those Championships: Bosnia & Herzegovina and Croatia for the U19 Volleyball Women, Czech Republic for the U20 Volleyball Men, Montenegro for the U17 Volleyball Women, Italy for the U18 Volleyball Men. In Beach Volleyball, a big thank you to Latvia for EuroBeachVolley, to Turkey for the U18 and U22 Beach Volleyball and Czech Republic for the U20 Beach Volleyball. In 95% of the events, all the players returned home without any problems. Many thanks to all the organisers, the players, the officials, the volunteers and everyone involved for their great effort!

We also launched the European Cups Season 2021. The CEV Office conducted 46 conference calls with stakeholders. In the end, we managed to receive 164 registrations across the three cups. They started playing and I hope they will continue until the end of the season.

While many other sports stopped their activities, the CEV continued. This is the message we want to pass as CEV to all the 56 National Federations, the importance that we give to the sports. The sports usually feature as the last point in the political agenda. We are very proud to be conveying the message in the general political discussion that the sports should also a priority; many jobs and salaries rely on this industry.

We have also conducted conference calls with the future organisers of EuroVolley 2021. We had the first physical meeting in Belgrade for the Women's Competitions organisers and planning to have one more for the Men's Competitions.

In Beach Volleyball, after the EuroBeachVolley 2020 in Latvia, we are in on-going negotiations for EuroBeachVolley 2021 and in preparation of the Continental Cup Final 2021 with adjusted conditions and requirements, since we have the Olympics in 2021. Activities will continue. The deadline for Continental Cup was on 15 October 2020. The CEV Office will further deal with it and the future Board of Administration will appoint the organisers.

Unfortunately, due to the pandemic the Snow Volleyball season ended abruptly. We opened registrations for the 2021 season. A lot of flexibility will be provided to the organisers. Infront is now our partner and they also organise the Ski World Cup. We discussed with them on potential synergies in which CEV & Infront can join forces for the development of Snow Volleyball and in the future there will be more and more opportunities to organise events for this discipline.

Activities off the court

Activities continued not only on the court, but also with our partners. As you all know, we approved a long-term contract with Infront, upgrading from an 8 million to a more than 100 million contract. Through this contract, Infront made its first step with multi-million deals with well-established partners like Polsat and Arena Sport. This a very beneficial move, not only for the CEV but also for the National Federations. This leadership has stated since the beginning that we intend to raise money, in order to invest all of it in Volleyball. The aim is not to save money, but to invest everything in the sport. This is the result, creating value of the system through the investment of CEV.

We have also conducted two Steering Committee Meetings with experts from CEV and Infront, in order to discuss future projects, where we received positive feedback. They are open minded, something which is very good for our sport and for our professionals at the CEV Office, in order to get the best possibilities for the future. They created a different working groups structure: digital innovations and TV & Event production upgrades. With Infront as our partner, our goal for the future is to have excellent production for our events.

Regarding the communication with the CEV stakeholders, we made a change of mind-set within the CEV. In the past, the decisions were coming from the top and everybody had to follow them. Now we have a different approach; we discuss together. Before taking a decision, we consult all relevant stakeholders on how to be better in the future and then reach a common decision. This way, all parties are engaging and taking part of the responsibility. There is mutual respect and understanding.

The CEV Office had a very good approach, I would like to thank them, all the employees, from the first to the last, they are constantly active, on call 24/7 and proactive.

The CEV continues to work with other sports associations across Europe. We had a meeting with the Association of European Team Sports. In cooperation with the EOC Office in Brussels, we want to produce a unified position paper regarding activities during the Corona pandemic.

After several meetings, involving internal and external people, I would like to announce that we made a tender for the future ticketing system for the European Championship and other events: the CEV Board of Administration decided to appoint CTS Eventim, one of the eight companies that participated in the tender, as the European ticketing partner. The CEV Office set the conditions and submitted the proposal to the Board of Administration to get a final decision and ensure transparency in the appointment.

Regarding data, we are working on a development of a CEV in-game data collection system. The CEV Board of Administration decided to introduce a scoresheet application to collect more data for promotion, social media, TV broadcasters and future commercialisation. A step in the future for CEV, a way to increase the value of the sport and continue to improve. It is also a step further to achieving the goal of CEV owning all rights, including data. The CEV will continue is cooperation with Genius Sports on that matter.

Lastly, I would like to thank once more the CEV Office, the CEV Board members, and all of you.

Renato ARENA
CEV Senior Vice-President

7. Activity Reports Congress Handbook

Decision

In the absence of any remarks or comments, the XLI CEV General Assembly unanimously confirmed the activity reports.

8. Presentation of the Financial Reports

8.1. Accounts 2019

Mr Özkan MUTLUGİL started his presentation by wishing everyone a successful General Assembly. He stated that he will only provide a small summary, since all the balance and accounts had already been sent to the National Federations.

Looking at the expenditures of 2019, Mr MUTLUGİL remarked that in 2019 the CEV invested significantly more than in previous years. The biggest part of the investment went to the European National Team Competitions and the CEV Cups. He then provided a breakdown of the rest of the expenses and investments, including the increase of prize money, the support for organisers and participating teams, the promotion of CEV's best competitions, TV investment, increase of the number of the CEV staff. More activities, more engagements and extensive service to all the stakeholders.

In terms of revenues, he reported a record breaking revenue coming from the sponsorship and marketing, TV and betting rights, covering the biggest percentage of the overall revenue. Regarding the European National Team Competitions, the income came from organisation and participation fees. As for the administrative income, he explained that it mainly came from the ITCs.

Analysing the development over the past five years, one can conclude that from the part of the CEV Board of Administration, the higher the revenue, the higher was the investment in the promotion of Volleyball. The CEV Board of Administration was not planning to increase the savings accounts, since the CEV had the advantage to have enough liquidity. The current leadership managed to increase the annual investment in European Volleyball over the past five years by almost 6.5 million EUR.

Mr MUTLUGİL went on to present the major investments in CEV activities, including prize money, participation and organisers support, event experiences and promotion for increasing the value of CEV products and preparing them for the future incomes. Investments also targeted Media and Communication, including the new website, support to National Federations, development projects and School Project, education and e-learning, CEV office as a service centre, IT infrastructure and data collection. He highlighted the increase of prize money over the last five years – an increase of 240%, clearly demonstrating the desire of the current leadership to invest in Volleyball, in order to increase the value of athletes, teams and events. He emphasised that the current CEV leadership had stated from the beginning of their mandate that CEV's main goal had always been the further promotion and support of the development of Volleyball, the creation of opportunities for all the stakeholders and the increase of participation. He then referred everyone to the development of the support provided over the past five years towards the organising and participating federations.

Mr MUTLUGİL reported that the CEV was heavily investing in new and digital media to attract the younger generation and to modernise the image of Volleyball. Meanwhile, the funding from the EU has secured the investment in grassroots projects and in education (e-learning in particular).

He then presented an overview of the income resources. He commented that the best was yet to come. Thanks to the vision of the CEV President, Mr BORIČIĆ, to change the funding model for the EuroVolley events, the CEV was able to secure additional millions from Governmental Institutions for Volleyball. Having sorted all contracts and divided the rights for betting, TV and Marketing, the CEV could now establish a marketing strategy for its future. Following the decision to sign the new agreement with Infront during the Extraordinary CEV General Assembly in Vienna on 29 February 2020, a solid guaranteed financial basis was ensured for the years to come. He pointed out that with the previous contracts the CEV never had any revenues from the betting rights, whereas after the contract with AMI, the CEV could rely on a firm income to be invested in Volleyball.

8.2. External Auditors' Report – Account 2019

Mr MUTLUGİL commented that all the positive developments he had mentioned earlier had also been recognised and reported by the independent external audit company. The external auditors reviewed the 2019 accounts. All financial transactions were made in accordance with the CEV Regulatory Framework, and they provided the CEV with very positive feedback for its financial performance. Furthermore, they confirmed that the accounts reflected a fair situation of the financial status and that everything was carried out according to the legislation in Luxembourg.

8.3. Internal Auditors' Report – Accounts 2019

Mr MUTLUGİL invited everyone to listen to the recorded message sent by the Internal Auditor, Mr Michel HENNO.

*Dear Mr President,
Dear Board Members,
Dear Delegates,*

We undersigned, Michel HENNO and Olavi Ala-NISSILA, have audited remotely from 30 March to the 1st April 2020 the accounts of the CEV for the year 2019. During an audio conference with Mr Aleksandar BORIČIĆ, CEV President, Mr Özkan MUTLUGİL, CEV Vice-President and Treasurer, Mr Thorsten ENDRES, CEV Managing Director, Ms Sylvie COLLIGNON and Ms Regina ENDERS-MASKOVA, in charge of the bookkeeping, as well as the representatives of the Grand Thornton Audit and Assurances Luxembourg – External Auditors, we discussed some items in order to finalise the Audit of the CEV Accounts of 2019. Due to Covid-19 we were not allowed to travel to the CEV Office in Luxembourg. Nevertheless, we have received all the inputs we needed to make the control of the Accounts of the year 2019.

In September 2019, we did a mid-term control at the CEV office, during which we checked the bookkeeping until August 2019 and we had access to all the documents to this date. We asked and received all the reports of the CEV Board of Administration Meetings. Therefore, we were well prepared to work only with the computer files and we were able to carry out our mission remotely.

The accounts are kept according to the rules with the required precision and clarity.

We would like to make some remarks:

- *The operating profit amounts to 667,515 EUR.*
- *The CEV did not receive any payment from the FIVB in 2019.*
- *The CEV employed an average of 28 people in 2019.*
- *The balance between receivables and creditors as of 31 December shows a deficit of 511,881 EUR.*
- *We would like to highlight the important increase of investments in the European Cups. The CEV booked the prize money of 4,789,00 EUR in 2019, compared to 2,619,000 EUR in 2018. We also noted an increase in TV investment for the Champions League: 122,000 EUR more than 2018. For the first time ever, the CEV organised the Champions League finals with an overall investment of 350,000 EUR.*
- *These financial investments were possible due to the increase of the revenues from the sponsorship and marketing and media rights 3,357,000 EUR in 2018 against 7,630,000 EUR in 2019. We noticed that the CEV has already received some organisations fees related to the European Championship 2021: 850,000 EUR in 2018, and 778,000 EUR in 2019. These payments are included in the results.*
- *Following our recommendations during the previous years, the CEV Office is on the way to have a more efficient bookkeeping system. It is working since December 2019 and it is giving good results.*
- *We received all the documents we asked for and we thank the responsible bodies and people of the Confederation for this. The CEV is acting forward facing new challenges and new developments and shows a strong balance, ready to support all of them. The Confederation is working correctly, according to the legal and organic requirements and we propose to the General Assembly to approve the accounts and to unburden the persons in charge.*

Thank you.

Michel HENNO, Internal Auditor

Since Mr HENNO was leaving the CEV, Mr MUTLUGİL said a few words about his valuable contribution during all these years. Mr HENNO joined the CEV in 1994 to help with its activities, and he became CEV's Internal Auditor in 1995. For more than 25 years he has helped the CEV with his experience and his knowledge. On behalf of the CEV Board of Administration, CEV Office and CEV Finance Team, Mr MUTLUGİL thanked him and wished him all the best.

8.4. Discussion and approval of the Accounts 2019

Decision

In the absence of any remarks or comments, the XLI CEV General Assembly unanimously approved the 2019 CEV Accounts and unburdened the persons in charge.

8.5. Updated 2020 Budget & 2021 Budget Proposal

Presenting the Expenditure, Mr MUTLUGİL commented that these challenging times also affected the CEV's financial planning. Due to Covid-19 and the cancellation of many events and activities, the expectation for 2020 was to reduce the initial expenditure of by 1.5 million EUR. The major drop in 2020 was caused due to the sudden stop of the Cup season and cancellation of the European League.

Looking at the revenues, the picture was almost similar: an expectation of a decrease in revenues of about 1.4 million EUR. However, despite the drop of broadcasting rights from the cancelled matches of the last European Cups season amounting to 600,000 EUR, thanks to the Infront contract, the CEV was able to retain some income during challenging times.

The CEV, recognising the challenges the National Federations were facing, was one of the first international sports confederations launching a huge support package towards its stakeholders – the so-called "Marshal plan". He referred everyone to the presentation for the details and recapped that the CEV Board of Administration decided to:

- Maintain the prize money for the interrupted 2019-2020 European Cups season: 4,279,000 EUR – a decision made by the CEV Board of Administration during its meeting on 23 April 2020
- Guarantee prize money for 2020-2021 European Cup season: 5,322,000 EUR
- Immediate release of NFs ITC share: 1,209,319 EUR
- Reduction of Continental Transfer fee in 2020-2021 season: 700,000 EUR
- Support for Volleyball age-group categories in 2020: 460,000 EUR
- Support for Volleyball age-group categories in 2021: 295,00 EUR
- Prize money for EuroBeachVolley 2020: 200,000 EUR
- Support for Beach Volleyball ECH age-group organisers 2020 & 2021: 181,000 EUR
- Support for Beach Volleyball ECH age-group participants 2020 & 2021: 177,600 EUR

Mr MUTLUGİL commented that the figures were a proof that, in the time of crisis, the National Federations and the Clubs could rely on the CEV structure.

8.6. Discussion and approval of the 2021 Budget Proposal

Coming to the 2021 Budget, Mr MUTLUGİL demonstrated that because of the support and commitment towards the Federations and the Clubs, for the first time ever, the CEV proposed a negative budget for the upcoming year 2021. The CEV Board of Administration had emphasised that the CEV has a solid financial reserve and that it should serve and help during difficult times. Mr MUTLUGİL communicated the intention of the CEV Board of Administration to continue to invest and support all the stakeholders and that it had fully supported that approach with only one abstention.

The anticipated expenditure for the 2021 amounted to 16,902,372 EUR. The primary aim was investing in the sport events, namely in the Club Competitions with 6,6 million EUR, in order to maintain the prize money, further promote the Champions League and create a unified product. There were 3,8 million EUR anticipated investments in the National Teams Competitions, to increase the financial support towards organisers of the CEV European Championship age categories, to maintain the prize money for the European League, promote and support the EuroVolley events, and to increase its prize money. Mr MUTLUGİL explained that the aim was to continue the investment in the future in Development, Education and New media, an investment amounting to 1,363,032 EUR.

Regarding the revenue side for 2021, once again, thanks to CEV's achievements during the past years the expectation, despite the crisis, was to have solid revenues, amounting to 15,328,684 EUR: 6,2 million EUR coming from Sponsorship, TV, Marketing and Betting rights, almost 2 million EUR from registration and participation fees in CEV Cups and Champions League. For the European National Teams, calculations resulted to 5,420,900 EUR revenue mainly coming from EuroVolley organisation fees and European League registration fee. With the decision taken to exceptionally lower the ITC fee for the upcoming season, the CEV was expecting a decrease of ITC revenues to 1,246,00 EUR.

Lastly, Mr MUTLUGİL expressed his firm belief that the presented figures would allow the CEV to continue the successful way of promoting and growing Volleyball, from grassroots to top level, by providing opportunities to all 56 member Federations. He then invited everyone to approve the presented updated budget for 2020 and the proposal for 2021.

Decision

In the absence of any comments or remarks, the XLI CEV General Assembly unanimously approved the updated 2020 Budget and the 2021 Budget proposal.

On behalf of the CEV Board of Administration and himself personally, Mr MUTLUGİL thanked everyone for their trust and cooperation in the work of the last five years.

9. Election of the CEV President

Ms Plamena STOYKOVA, Legal Commission Secretary and Chairperson of the XLI CEV General Assembly, took the floor and explained a few general rules for the voting.

The order of elections would not be changed. In the ballot papers distributed to the National Federation Delegates, the names of candidates would be listed in alphabetical order regardless of their gender. For the calculation of the requested majority, abstentions, blank or invalid votes would not be taken into consideration. If in a ballot paper there were more votes than the number of vacant positions, all the votes on that ballot paper would be deemed invalid. The collected ballot papers had to be equal or fewer than those distributed. If not, the election round would be deemed invalid and it would have to be repeated.

There were two candidates for the position of the CEV President. Mr Aleksandar BORIČIĆ and Mr Hanno PEVKUR. Absolute majority of the votes cast was needed. The Delegates had to remain seated and the Credentials Committee members would pass and distribute the ballot papers with the names of both candidates for CEV President. The Delegates had to choose only one candidate by marking an X in the box next to the relevant name. After that, they had to fold their ballot paper and wait for the Credentials Committee members to collect the ballots.

After the collection of the ballots, the Credentials Committee confirmed that they had collected 55 ballots and Ms STOYKOVA went on to announce the name selected in each ballot. She then announced the results of the elections:

- Distributed ballots: 55
- Collected ballots: 55
- Invalid ballots: 0
- Blank ballots: 0
- Valid votes: 55

Mr PEVKUR received 19 votes.

Mr Aleksandar BORIČIĆ was elected as CEV President with 36 votes.

The XLI CEV General Assembly greeted the newly elected President with applause.

10. Election of the CEV Board of Administration Members

Ms STOYKOVA then proceeded with the elections of the CEV Board of Administration Members.

The Initial list of candidates for CEV Board of Administration Members consisted of 27 candidates. One candidate, Mr Giorgos Karampetsos from Greece, withdrew. The CEV President was already elected, so the voting would be among the following 25 candidates in alphabetical order:

Mr Eric ADLER (DEN)
Mr Renato ARENA (ITA)
Mr Werner AUGSBURGER (SUI)
Mr Zdeslav BARAČ (CRO)
Ms Banu CAN SCHÜRMANN (LIE)
Mr Geert De DOBBELEER (BEL)
Mr Michel EVERAERT (NED)
Ms Margaret Ann FLEMING (SCO)
Mr Lubomir GANEV (BUL)
Mr Lubor HALANDA (SVK)
Mr René HECHT (GER)
Mr Jalil JAFAROV (AZE)
Ms Emma LABRADOR (GIB)
Ms Yngvild LARSEN SCHEI (NOR)
Mr Gernot LEITNER (AUT)
Ms Bahar MERT (TUR)
Mr Lennart NEOVIUS (SWE)
Mr Marek PAKOSTA (CZE)
Mr Hanno PEVKUR (EST)
Mr Mirosław PRZEDPEŁSKI (POL)
Mr Metod ROPRET (SLO)
Mr Stanislav SHEVCHENKO (RUS)
Mr Eric TANGUY (FRA)
Mr Gudmundur Helgi THORSTEINSSON (ISL)
Mr Gheorghe VISAN (ROU)

10.1 Ratification of members appointed by the CEV President

Ms STOYKOVA invited the CEV President to announce up to four persons he would like to propose to be appointed to the CEV Board of Administration.

Mr BORIČIĆ took the opportunity to thank all the Delegates that decided to support him and he also congratulated his opponent, CEV Vice-President, Mr Hanno PEVKUR. The four CEV Board of Administration members he deemed important for the future work in CEV were the following: Mr Renato ARENA (ITA), Stanislav SHEVCHENKO (RUS), Mirosław PRZEDPEŁSKI (POL) and Eric ADLER (DEN).

The procedure for the voting on the ratification of the four candidates would be made collectively (en bloc) by secret ballot, unless there was a request for individual ratification of each candidate. There was one request by the National Federation of Lichtenstein, but since according to Regulations there should have been at least five Federations requesting for an individual ratification, the request was not accepted and the voting was collective.

For the collective voting, the Delegates received one paper ballot with four names on it and two boxes next to the names saying "Yes" and "No". Only one choice was possible on the ballot. If the simple majority was "Yes", all candidates would be elected. If equal or majority was "No", all candidates would be added to the list of voting for CEV Board of Administration members. The procedure to follow would be the same. The Delegates had to remain seated. The Credentials Committee members would distribute the ballots and collect after the voting was finished.

After the collection of the ballots finished, Ms STOYKOVA announced that the Credentials Committee would leave the Congress room, in order to count the ballots.

After all the ballot papers were counted, Ms STOYKOVA announced the result of the election round:

- Distributed ballots: 55
- Collected ballots: 55
- Invalid ballots: 4
- Blank ballots: 2
- Valid votes: 49

The following persons were ratified as members of the CEV Board of Administration with 39 votes:

Mr Renato ARENA (ITA), Stanislav SHEVCHENKO (RUS), Mirosław PRZEDPEŁSKI (POL) and Eric ADLER (DEN).

10.2. Election of remaining candidates

Ms STOYKOVA announced the list with the remaining candidates, which were 21:

Mr Werner AUGSBURGER (SUI)
Mr Zdeslav BARAČ (CRO)
Ms Banu CAN SCHÜRMANN (LIE)
Mr Geert De DOBBELEER (BEL)
Mr Michel EVERAERT (NED)
Ms Margaret Ann FLEMING (SCO)



Mr Lubomir GANEV (BUL)
Mr Lubor HALANDA (SVK)
Mr René HECHT (GER)
Mr Jalil JAFAROV (AZE)
Ms Emma LABRADOR (GIB)
Ms Yngvild LARSEN SCHEI (NOR)
Mr Gernot LEITNER (AUT)
Ms Bahar MERT (TUR)
Mr Lennart NEOVIUS (SWE)
Mr Marek PAKOSTA (CZE)
Mr Hanno PEVKUR (EST)
Mr Metod ROPRET (SLO)
Mr Eric TANGUY (FRA)
Mr Gudmundur Helgi THORSTEINSSON (ISL)
Mr Gheorghe VISAN (ROU)

Ms STOYKOVA explained the procedure of the election: The voting was going to be by secret ballot. All the Delegates would receive a paper ballot with all 21 names on it, but they could choose up to 14 candidates. The procedure with distribution and collecting ballots would stay the same. Absolute majority was needed for the first round.

A question was raised on why the maximum number of chosen candidates was 14. Ms STOYKOVA provided a breakdown of the positions that had already been allocated through voting and also specified that the maximum number of members of the Board of Administration, according to the Regulations was 19 people.

Mr ENDRES, CEV Managing Director, clarified that the President and the four already appointed members covered the first five positions out of the 19, so the remaining positions were 14.

A typographic mistake was spotted on the ballot, regarding the nationality of Mr Ganev, but Ms STOYKOVA announced that the ballot would be accepted, having recognised the technical mistake, since the correct name was essential in that case.

After the collection of the ballots finished, Ms STOYKOVA announced that the Credentials Committee would leave the Congress room, in order to count the ballots.

After deliberation, the Credentials Committee returned and Ms STOYKOVA announced the results:

- Distributed ballots: 55
- Collected ballots: 55
- Invalid ballots: 0
- Blank ballots: 0
- Valid votes: 55
- Absolute majority: 28 votes

The following 13 candidates obtained absolute majority and were elected Members of the CEV Board of Administration:

Mr Lubomir GANEV	BUL	37
Mr Geert De DOBBELEER	BEL	36

Mr Michel EVERAERT	NED	35
Mr Zdeslav BARAČ	CRO	34
Mr René HECHT	GER	34
Mr Gernot LEITNER	AUT	34
Mr Metod ROPRET	SLO	34
Mr Eric TANGUY	FRA	34
Mr Lennart NEOVIUS	SWE	33
Mr Lubor HALANDA	SVK	30
Ms Margaret Ann FLEMING	SCO	29
Mr Gudmundur Helgi THORSTEINSSON	ISL	29
Ms Emma LABRADOR	GIB	28

Obtained votes of the remaining candidates:

Ms Bahar MERT (TUR)	24 votes
Mr Hanno PEVKUR (EST)	23 votes
Mr Jalil JAFAROV (AZE)	23 votes
Ms Banu CAN SCHÜRMANN (LIE)	22 votes
Mr Marek PAKOSTA (CZE)	20 votes
Mr Werner AUGSBURGER (SUI)	13 votes
Ms Yngvild LARSEN SCHEI (NOR)	10 votes
Mr Gheorghe VISAN (ROU)	8 votes

Ms STOYKOVA explained that for the second round, there would be eight names on the ballot paper and the Delegates would have to choose only one name. She also announced that the requirements, according to the Regulations, regarding the gender in minority were already fulfilled, since two representatives of the gender in minority were already elected in the Board of Administration. She then went on to read the names of the eight candidates:

Mr Werner AUGSBURGER (SUI)
Ms Banu CAN SCHÜRMANN (LIE)
Mr Jalil JAFAROV (AZE)
Ms Yngvild LARSEN SCHEI (NOR)
Ms Bahar MERT (TUR)
Mr Marek PAKOSTA (CZE)
Mr Hanno PEVKUR (EST)



After the collection of the ballots finished, Ms STOYKOVA announced that the Credentials Committee would leave the Congress room, in order to count the ballots.

After the ballots had been counted Ms STOYKOVA informed everyone about the results:

- Distributed ballots: 55
- Collected ballots: 55
- Invalid ballots: 1
- Blank ballots: 1
- Valid votes: 53

The following candidate was elected Member of the CEV Board of Administration after the second round.

Mr Jalil JAFAROV	AZE	25
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Obtained votes of the other candidates:

Mr Hanno PEVKUR (EST)	13 votes
Ms Banu CAN SCHÜRMANN (LIE)	5 votes
Mr Werner AUGSBURGER (SUI)	4 votes
Ms Yngvild LARSEN SCHEI (NOR)	2 votes
Mr Marek PAKOSTA (CZE)	2 votes
Ms Bahar MERT (TUR)	1 vote
Mr Gheorghe VISAN (ROU)	1 vote

The elected CEV Board of Administration:

Mr Aleksandar BORIČIĆ	SRB
Mr Eric ADLER	DEN
Mr Renato ARENA	ITA
Mr Zdeslav BARAČ	CRO
Mr Geert De DOBBELEER	BEL
Mr Michel EVERAERT	NED
Ms Margaret Ann Fleming	SCO
Mr Lubomir GANEV	BUL
Mr Lubor HALANDA	SVK
Mr René HECHT	GER

Mr Jalil JAFAROV	AZE
Ms Emma LABRADOR	GIB
Mr Gernot LEITNER	AUT
Mr Lennart NEOVIUS	SWE
Mr Mirosław PRZEDPEŁSKI	POL
Mr Metod ROPRET	SLO
Mr Stanislav SHEVCHENKO	RUS
Mr Eric TANGUY	FRA
Mr Gudmundur Helgi THORSTEINSSON	ISL

11. Election of the European Representatives to the FIVB Board of Administration including Gender in Minority

Ms STOYKOVA informed the General Assembly that the initial list of candidates consisted of 18 candidates. However, one candidature was withdrawn, Mr Marios Gkiourdas (GRE). The CEV President was already elected, so the voting would be among the following 16 candidates.

Mr Vicente ARAÚJO (POR)
Mr Renato ARENA (ITA)
Mr Zdeslav BARAČ (CRO)
Mr Adin COJOCARU (ROU)
Mr Geert De DOBBELEER (BEL)
Mr Michel EVERAERT (NED)
Ms Margaret Ann FLEMING MBE (SCO)
Mr Lubor HALANDA (SVK)
Ms Bahar MERT (TUR)
Mr Marek PAKOSTA (CZE)
Mr Hanno PEVKUR (EST)
Ms Annie PEYTAVIN (FRA)
Mr Mirosław PRZEDPEŁSKI (POL)
Mr Philippe SCHÜRMANN (LIE)
Mr Stanislav SHEVCHENKO (RUS)
Mr Gudmundur Helgi THORSTEINSSON (ISL)



The ballot papers would comprise 16 names of candidates. The Delegates were invited to choose only 10 names. Voting was made by secret ballot and a simple majority was required. Once again, the Credentials Committed had the task of distributing and collecting the ballots.

After the collection of the ballots, Ms STOYAKOVA stated that she had been informed that one National Federation was not present and did not cast a vote.

- Distributed ballots: 54
- Collected ballots: 54
- Invalid ballots: 0
- Blank ballots: 0
- Valid votes: 54

The following four candidates were elected European Representatives at the FIVB Board of Administration with the most votes among the already elected Members of the CEV Board of Administration:

Mr Michel EVERAERT	NED	35
Mr Mirosław PRZEDPEŁSKI	POL	33
Mr Renato ARENA	ITA	32
Mr Stanislav SHEVCHENKO	RUS	31

The next three candidates were elected European Representatives at the FIVB Board of Administration with the most votes among all remaining candidates.

Ms Annie PEYTAVIN	FRA	34
Mr Geert De DOBBELEER	BEL	29
Mr Lubor HALANDA	SVK	29

Positions 8 and 9 were taken by the two following candidates, who obtained the same number of votes.

Mr Zdeslav BARAČ (CRO) 25 votes

Ms Margaret Ann FLEMING (SCO) 25 votes

The 10th candidate was Mr Hanno PEVKUR with 24 votes, elected as reserve candidate.

Obtained votes of the other candidates:

Mr Vicente ARAÚJO (POR) 22 votes
Ms Bahar MERT (TUR) 21 votes
Mr Philippe SCHÜRMANN (LIE) 19 votes
Mr Marek PAKOSTA (CZE) 17 votes
Mr Gudmundur Helgi THORSTEINSSON 16 votes



Mr Adin COJOCARU (ROU) 5 votes

The CEV had to propose eight candidates to the FIVB Board of Administration plus two reserved. The seven were already elected. A second round was needed to decide between the two candidates on the 8th and 9th position who obtained the same number of votes: Mr Zdeslav BARAČ and Ms Margaret Ann FLEMING. One of them would be the European Representatives of the FIVB Board and the other one would be either the second reserved candidate or the European candidate for the gender in minority.

For the second round, those two candidates would feature on the ballot papers and the Delegates could choose only one. Ms STOYKOVA announced the results:

- Distributed ballots: 52
- Collected ballots: 52
- Invalid ballots: 1
- Blank ballots: 2
- Valid votes: 49

Obtained votes:

Mr Zdeslav BARAČ 35 votes

Ms Margaret Ann FLEMING 14 votes

The following candidate is elected to take the 8th position as European Representatives at the FIVB BoA.

Mr Zdeslav BARAČ	CRO
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The following candidate is elected as European candidate for the gender in minority in the FIVB BoA.

Ms Margaret Ann FLEMING	SCO
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The two reserved candidates would be Mr Hanno PEVKUR and Mr Vicente ARAÚJO with the next best votes.

Final list of European Representatives at the FIVB Board of Administration including the gender in minority:

Mr Aleksandar BORIČIĆ	SRB	CEV PRESIDENT
Mr Michel EVERAERT	NED	CEV BOA
Mr Mirosław PRZEDPELSKI	POL	CEV BOA
Mr Renato ARENA	ITA	CEV BOA
Mr Stanislav SHEVCHENKO	RUS	CEV BOA

Ms Annie PEYTAVIN	FRA	Among all Candidates
Mr Geert DE DOBBELEER	BEL	Among all Candidates
Mr Lubor HALANDA	SVK	Among all Candidates
Mr Zdeslav BARAC	CRO	Among all Candidates
Ms Margaret Ann FLEMING	SCO	Candidate for gender in minority
Mr Hanno PEVKUR	EST	Reserve
Mr Vicente ARAUJO	POR	Reserve

12. Election of the Legal Chamber Members

Ms STOYKOVA announced that there were five candidates for the Legal Chamber and the total number of vacant positions for the Legal Chamber was 10. Consequently, election by acclamation, not by voting, took place.

The five candidates elected by acclamation:

Mr Ismail COŞKUN	TUR
Ms Déborah FREY	SUI
Mr Laurent MOREUIL	FRA
Ms Zoya TRIFONOVA	RUS
Mr Slobodan ZEČEVIĆ	SRB

13. Election of the Internal Auditors

Ms STOYKOVA announced that the election of the Internal Auditors would be done by acclamation. According to the CEV Regulations the positions available were three, but there were two candidates.

The two candidates elected by acclamation:

Mr Olavi ALA-NISSILÄ	FIN
Stojan JORDANOV	MKD

She then invited everyone to give a round of applause to all the people that had worked hard for that Congress; the Credentials Committee and the people from the CEV Office.

Mr BRINK thanked Ms STOYKOVA and announced an official break in order for the newly elected CEV Board of Administration to hold its first meeting.

14. Appointment of the President and the Vice-President of the Legal Chamber

Further to the decision of the Board of Administration, Mr BORIČIĆ proposed Mr Laurent MOREUIL as President and Ms Zoya TRIFONOVA as Vice-President of the Legal Chamber.

Decision

In the absence of any remarks or comments, the XLI CEV General Assembly unanimously ratified the appointment of the Legal Chamber President and Vice-President.

APPOINTMENT OF THE CEV EXECUTIVE COMMITTEE

Mr BORIČIĆ once more thanked all National Federations for their participation in the elections and shared the positive and energetic atmosphere among the newly elected Board during the first meeting. He underlined that there were a lot of challenges and work ahead and that all Board members would be willing to tackle them.

He announced his proposal regarding the members of the Executive Committee, which was ratified by the CEV Board of Administration.

Mr Renato ARENA	Senior Vice-President
Mr Eric ADLER	Vice-President and Treasurer
Mr Mirosław PRZEDPEŁSKI	Vice-President
Mr Stanislav SHEVCHENKO	Vice-President
Mr Michel EVERAERT	Vice-President
Mr Lubor HALANDA	Vice-President
Ms Margaret Ann FLEMING	Vice-President
Ms Emma LABRADOR	Vice-President

15. Future Projects

15.1. CEV EuroVolley 2021 Women

SERBIA

Mr Zoran GAJIĆ, President of the Serbian Volleyball Federation, one of the host Federations of CEV EuroVolley 2021 – Women, addressed the meeting by saying how pleased he was to be hosting together with the neighbours, Romania, Croatia and Bulgaria, the 2021 European Championship. He expressed the belief that Volleyball would contribute to strengthening not only sports ties, but also many other ties among the four countries.

The Women's Volleyball National team of Serbia was the official World Champion, two times consecutive European Champion and the holder of Silver Medal from the last Olympic Games. For that reason the fans and audience would welcome the opportunity to watch live games in Serbia. He added that 2021 would mark the 10 year anniversary since Serbia had won the Gold medal at the European Championship held in Belgrade in 2011, something which would act as an incentive and encouragement for further development of Women's Volleyball in Serbia. One of the biggest legacies the Serbian Federation would expect from the 2021 European Championship was that Volleyball would continue to be the most popular Women's sport and that most girls in Serbia would want to practice it.

He praised the excellent cooperation they had with the CEV and other National Federations in preparing the 2021 European Championship in Serbia, a fact that would reconfirm that Volleyball is a respectable and highly valued sport in his country.

He noted that they already had experience in organising the European Championship 10 years before, as well as many CEV and FIVB events in the past. He commented that the final tournament in Belgrade would truly be the centre of European Volleyball and that more records on the World level for visiting Women's Volleyball matches would be broken.

BULGARIA

Mr Lubomir GANEV, President of the Bulgarian Volleyball Federation, greeted everyone and expressed how pleased he was to be able to present his country as one of the co-hosts of 2021 EuroVolley Women. In only four years, the Bulgarian Federation had hosted the two biggest Volleyball events for Men, the EuroVolley 2015 and the 2018 World Championship, so it was time to also bring Women's Volleyball to the highest level in front of the fans. He explained that the reason that his Federation has chosen several times to host such events was because they have been able to witness their legacy in terms of boosting the Volleyball development in his country: an increasing number of kids that want to start playing Volleyball, motivation in the local clubs to develop grassroots and Volleyball programmes in general. He noted that Volleyball is considered as the most successful team sport in Bulgaria and added that they intended to keep it that way.

Another reason why they keep on hosting these events was that they present a great promotion opportunity for their country, contributing to their tourist industry, especially during those hard times. He then referred to the fact that Plovdiv, the Bulgarian host city, is one of the oldest cities in the world and the oldest continuously inhabited city in Europe, offering, apart from great Volleyball action, an interesting tourist destination with many site events and historical sightseeing attractions. He divulged that in order to attract as many fans and visitors as possible, they were planning to use the full range 360 degree of promotion and communication

channels. He also noted that the way they were planning to face the challenging times was by investing in digital communication and in bringing fans closer to Volleyball.

Finally, he stated that with 2021 EuroVolley Women his Federation was planning to start implementing the Local Organising Committees model in Bulgaria. He asserted that the aim of the new Federation Leadership was to develop the knowledge and the know-how in terms of event organisation and management in the cities with big volleyball venues. This would help the local clubs to host and organise in the future big Volleyball events also on a club level. He then invited everyone to Plovdiv for the next summer, hopefully without masks on the faces.

CROATIA

Ms Valentina BIFFILIN, Secretary General of the Croatian Volleyball Federation, started her presentation by expressing how thankful she was to have the opportunity to greet everyone in person on behalf of her Federation. She congratulated the newly elected CEV President and the new CEV Board of Administration members and wished them all the best for the next four year mandate.

She asserted that the Croatian Federation had been working hard in the past several years to bring Volleyball in Croatia to the level that it should be. After having successfully organised several underage competitions and European League events, her Federation was very proud to be a part of the group, to host the new edition of 2021 EuroVolley in Croatia. They committed to do their utmost to bring the top Volleyball event to all the fans and all the players.

She then elaborated on the key five points on which they would focus while organising the event. They wanted to present, to give back, to raise awareness, to invite and again continue to grow. She proudly stated that the Croatian Federation had proven to be a very good host and organiser, so they wished to present Volleyball at the top level once again to all of the fans and the general public.

Coming to the giving back notion, she referred to giving back the enjoyment to the tourists, and tourist industry in their country. She noted that they wished to raise awareness for Volleyball in Croatia. She asserted that they would use all the marketing tools and work together with the CEV team. Finally, they wished to continue to grow and develop Volleyball and raise new generations of Volleyball players.

She thanked once again for the opportunity to host such a great event and invited everyone to Zadar for a great competition.

ROMANIA

Ms Oana SARB, Vice-President of the Romanian Federation, greeted everyone and thanked them for the opportunity to take part in that very interesting moment which would shape the future of Volleyball. She congratulated the CEV President for his re-election as well as the members of the Board of Administration. She asserted that her Federation with a new Leadership team would be able to work well together with the rest of the Volleyball family.

She expressed how proud and grateful she was that her federation was one of the co-organisers of that very important sports event in Europe. She noted that they do have some experience as a hosting country, but EuroVolley represented a greater challenge, for which they committed to do their best. Another important fact was that it would be the first time for the Romanian National team to play in Romania.

The promotion of Cluj-Napoca, the most important city in Transylvania was another crucial aspect of the event. An ultimate sports city, comprising the most modern facilities, especially

for Volleyball and for sports in general. The local authorities have been providing a lot of support. Various big events, like gymnastics, have taken place there, with attendance of more than 400,000 spectators. The EuroVolley event of 2021 would be a great opportunity to give Volleyball the right place in the city and in Romania.

The goals related to that event were the promotion of the sport, the country, the Women's team, bringing more fans and inspiring young people to come and play Volleyball. Thinking about the future, Ms SARB noted that they wished to rebuild and rebirth Volleyball in Romania and invited everyone to be part of their event.

15.2. CEV EuroVolley 2021 Men

POLAND

Mr Wojciech CZAYKA, International Department Director of the Polish Volleyball Federation, started his speech by inviting everyone to a beautiful Volleyball tour through Poland. First, to the Preliminary Round to the city of Krakow, the former capital of Poland. Then for the 1/8 and ¼ Finals, to the city of Gdansk. Finally, for the ½ finals and Finals, he invited everyone to the most famous competition hall in Poland, usually called by Polish fans the "Volleyball Mecca" of Poland, the city of Katowice.

CZECH REPUBLIC

Mr Marek PAKOSTA, the President of the Czech Volleyball Federation, said that it was an honour for his federation to be one of the organisers of EuroVolley 2021. He noted that they organised an event of that size, that magnitude, every decade. The 2021 event would be held in the city of Ostrava, very close to the Polish borders, at the ice hockey stadium with a capacity of 10,000 spectators.

He divulged that 2021 would be a celebration for his federation, since they would celebrate 100 years of their history, and the European Championship would be part of the celebration. He stated that they had set the goal to make Volleyball the third most popular sport in the country. He finished his presentation by inviting everyone to Ostrava for 2021.

ESTONIA

Mr BRINK informed everyone that the Representatives of the Estonian Federation were not present and could not deliver their presentation.

FINLAND

Mr BRINK invited everyone to watch the video presentation sent by Ms Riia MARTINOJA, the CEV EuroVolley 2021 FIN LOC Secretary. She greeted everyone and said how different that year had been in many ways. Despite that, she commented that sports bring people together and Finland would be the proud host for the EuroVolley 2021, which would be the highlight for the Volleyball fans, who were invited to see, hear, to touch, to feel, to laugh, to love Volleyball. She affirmed the important role of the stakeholders, with which they were building in Tampere a customer experience that would promote Volleyball with fresh content.

15.3. CEV EuroBeachVolley 2021

Mr BRINK congratulated the Latvian Federation for their achievements under the adverse circumstances during the CEV EuroBeachVolley 2020 and informed that for the 2021 edition no organiser had been appointed yet and invited all federations to step up for this organisation.

16. XLII CEV General Assembly

Mr BRINK announced that the XLII CEV General Assembly would be held on 18 September 2021 in Katowice (POL) in cooperation with the Polish National Federation and associated to the Finals of the CEV EuroVolley 2021.

17. Miscellaneous

Farewell speech by Ms Banu CAN SCHÜRMANN

Ms Banu CAN SCHÜRMANN (LIE) addressed the General Assembly for her last speech in the Volleyball family. She thanked everyone and said that since 2005 until that day, she had the honour to be the Vice-President of the CEV. When she started she was the youngest member of the CEV Board of Administration and she was happy to leave her spot for Ms Emma LABRADOR, wishing her a successful course. She wished the best of luck for the new CEV Board of Administration for the future and then wished for success for everyone and their families and their Volleyball lives. She finished by highlighting once again that it had been an honour for her to be serving Volleyball for 15 years.

Pin Ceremony – National Federation Presidents

The following National Federation Presidents were awarded the golden CEV pin:

Mr Lubomir GANEV (BUL)
Mr Ferenc KOVÁCS (HUN)
Mr Abedin IBRAHIMI (KOS)
Mr Artur ROMASCAN (MDA)
Mr Petra JOVANOVSKI (MKD)
Dr Vicente ARAÚJO (POR)
Mr Adin Marian COJOCARU (ROM)
Mr Metod ROPRET (SLO)
Mr Mehmet Akif ÜSTÜNDAĞ (TUR) (absent at the time of the Pin Ceremony)

18. Closing speech of the elected CEV President

Mr Aleksandar BORIČIĆ, the re-elected CEV President, addressed the General Assembly thanking the National Federation Delegates for coming to Vienna to participate in the Congress and also thanked the Austrian Federation for the hospitality. Five years before, after the electoral General Assembly at Sofia (BUL), Mr BORIČIĆ had said that a lot of things needed to be changed in the CEV, and together with the CEV Board of Administration they have done so. However, he claimed that there was still room for improvement and that they needed to work even harder to make and achieve further progress even faster.

He then went on to present his vision of the next four years. He started by stating that the more competitions CEV could organise the better it would be for the sport, mentioning EuroVolley as the flagship event. He opined that if Volleyball was aiming for the top position in the sports world, the CEV should not rest on its EuroVolley laurels, but constantly strive for more.

He expressed how happy he was that the CEV had moved beyond its mere administrative status. At that point, he took the opportunity to thank everyone working at the CEV Office in Luxembourg for their work, mentioning first of all the CEV Managing Director, Mr Thorsten ENDRES. He divulged that he was very satisfied that the CEV Office had changed its image and mentality in the course of the years, providing excellent service to the clubs and member federations, as well as a hub of open and effective communication with all the stakeholders.

He continued giving a brief log of all the significant changes brought about in the recent years. Along with the CEV Office, Mr BORIČIĆ observed the transformation of the CEV Champions League Volley, that culminated in the SuperFinals event. Men's and Women's competitions gained equal status and prize money. The support towards organisers of age group competitions was significantly increased from 25,000 to 100,000 EUR.

Mr BORIČIĆ argued that by securing a good income through strong partnerships as Infront, the CEV was in a position to achieve a lot more, to encourage and support smaller size federations to organise age group championships and increase the number of young teams playing in the European Championships, alluding to the success of increasing the teams from 16 to 24 in the senior category. In order to be able to potentially increase also the age group categories from 12 to 24 in the future, he suggested to host the championships in more than one countries and motivate more kids to participate.

Another focus area that Mr BORIČIĆ mentioned was the School Project, stating the need for more teachers and coaches to participate in the Coaches Convention. In addition, more balls were also need, and he divulged an already running project of providing 1 million balls for children in Europe, with the support of Mikasa.

He then referred to the restrictions Beach Volleyball players encountered during the pandemic. Since there were no contracted players in Beach Volleyball, they had many issues in travelling for their sport and earning money. That would be an area that needed improvement. He suggested that CEV should find ways to protect them. As for the Snow Volleyball, the goal was to establish a partnership with the FIVB and bring the sport in the Olympic Games of 2026.

Next, the message he wanted to pass on was that politics should have no place in sports. The main and constant focus for the member federations should be Volleyball activities and this focus should remain uninfluenced by the changes in the political scene of each country. The support and the drive should first come from within the federation and the country. Only then would it be possible for the international community to turn its attention and provide support to the national level. He asserted that it could not go the other way round.

Moving on to present the new unification project, he stated that the aim was to have a unified approach regarding the marketing and data, in order to have a more focused promotion and improvement of the sport. He emphasised that data should be used and dispersed to all interested parties, mentioning as an example the data of star Volleyball players that could be used by the media, the fans and in general people that did not necessarily belong to the Volleyball community.

Referring to the FIVB, Mr BORIČIĆ deemed that the CEV was the strongest continental confederation. Its position and communication with the FIVB had changed and it was time to take the next steps and increase the cooperation and respect. At that point, he expressed his satisfaction regarding the EuroAsia project supported by the European Union.



In his final point, Mr BORIČIĆ emphasised once more the importance of communication, and more specifically regarding data. He explained that in order for the CEV to succeed in its future projects the contribution of the member federations was crucial. The CEV could also provide the federations with data on a European level. In general, he highlighted the big value of sticking together and working as a big team and not like small individual islands.

After a lot of hard work and investigations during the past years, Mr BORIČIĆ was convinced that it would be possible to present a strong business model and reach out to data companies and then further invest in Volleyball activities.

Finishing his speech, he thanked once more everyone for attending and wished them a safe trip back home. He asserted that the new CEV Leadership was ready to get to work!

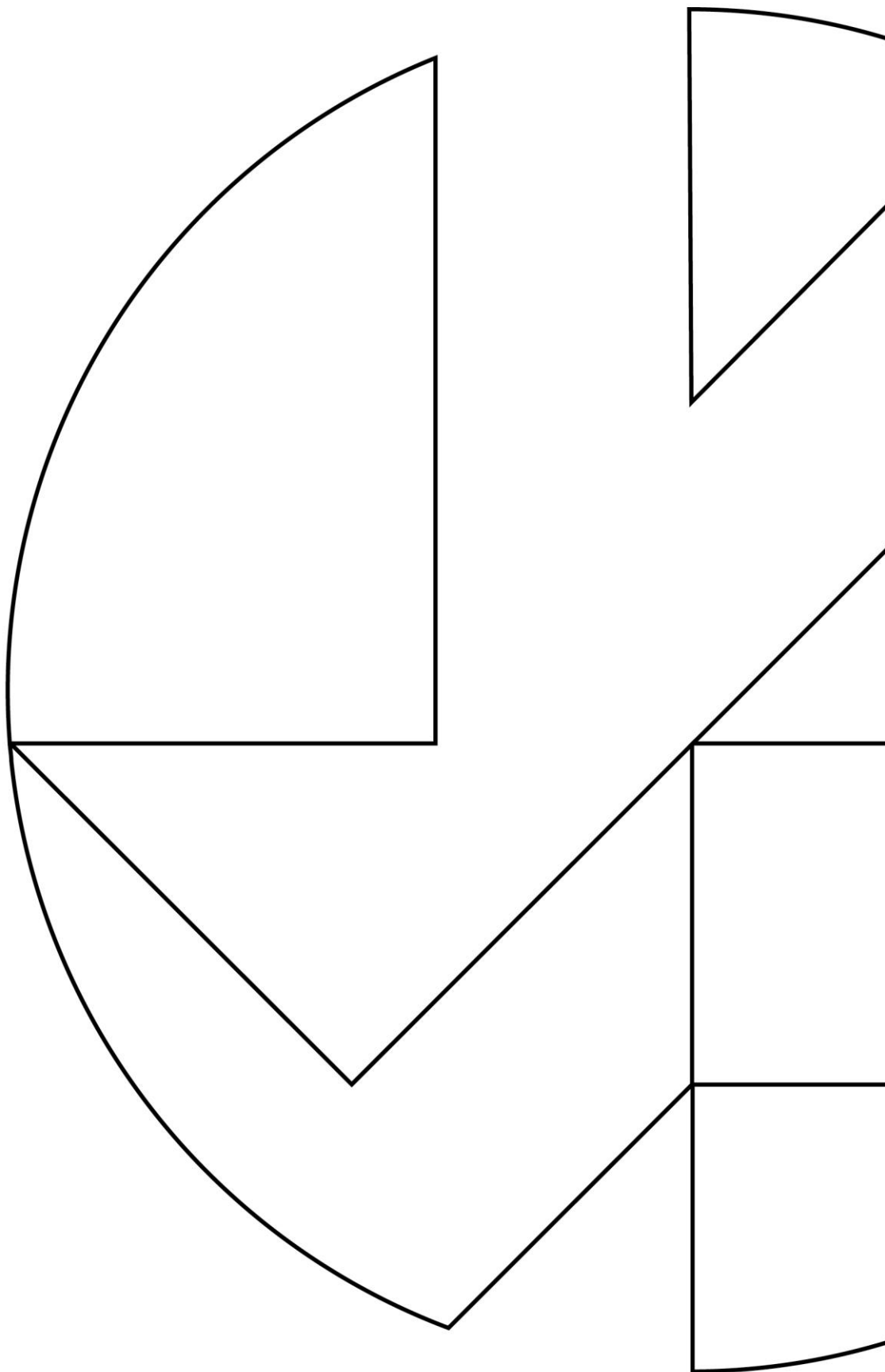
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XLI CEV GENERAL ASSEMBLY

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**Confédération
Européenne de
Volleyball**



Extraordinary CEV GENERAL ASSEMBLY

Minutes of the
Extraordinary CEV
General Assembly held
at Vienna (AUT)

29 February 2020



**Confédération
Européenne de
Volleyball**



Place: Marriott Hotel, Vienna (AUT)

Date: Saturday, 29 February 2020

Attendees list

Board of Administration	Mr Aleksandar BORIČIĆ	President
	Mr Renato ARENA	Senior Vice-President
	Mr Özkan MUTLUGİL	Vice-President & Treasurer
	Mr Maris PEKALIS	Vice-President in charge of Administrative Affairs
	Mr Lubor HALANDA	Vice-President in charge of Administrative Affairs
	Mr Hanno PEVKUR	Vice-President in charge of Development Activities
	Ms Banu CAN-SCHÜRMANN	Vice-President
	Ms Margaret Ann FLEMING	Vice-President
	Mr Stanislav SHEVCHENKO	Vice-President
	Mr Eric ADLER	Board of Administration Member
	Mr Zdeslav BARAČ	Board of Administration Member
	Mr Peter KLEINMANN	Board of Administration Member
	Mr Achilleas MAVROMATIS	Board of Administration Member
	Mr Mirosław PRZEDPEŁSKI	Board of Administration Member
	Mr Helgi THORSTEINSSON	Board of Administration Member

DELEGATES		
ALBANIA	Mr Erlind PELLUMBI	Mr Albens VOKOPOLA
ANDORRA	Mr Agusti BOLDU RUBIES	
ARMENIA	Proxy to Russia	
AUSTRIA	Mr Gernot LEITNER	Mr Philipp SEEL
AZERBAIJAN	Mr Jali JAFAROV	
BELGIUM	Mr Guy JUWET	
BOSNIA-HERZEGOVINA	Mr Alija FATIĆ	Mr Milutin POPOVIC
BELARUS	Mr Eduard VENSKI	
BULGARIA	Mr Lubomir GANEV	
CROATIA	Mr Ante BAKOVIĆ	Ms Valentina BIFFLIN
CYPRUS	Mr Michalis KRASHIAS	Mr Savvas CHRISTODOULOU
CZECH REPUBLIC	Mr Marek PAKOSTA	Mr Milan LABASTA



DENMARK	Mr Peter Mads OLSEN	Mr Jørgen BENTZEN
ENGLAND	Proxy to Scotland	
SPAIN	Mr Luis Fernando MUCHAGA	
ESTONIA	Ms Helen VEERMÄE	
FAROE ISLANDS	Mr Magnus TAUSEN	
FINLAND	Mr Harri SYVASALM	
FRANCE	Mr Eric TANGUY	
GEORGIA	Mr Irakli CHACHUA	Mr Andria LEZHAVA
GERMANY	Mr René HECHT	
GIBRALTAR	Ms Emma LABRADOR	
GREECE	Mr Theofilos ORFANIDIS	
GREENLAND	Mr Hans JENSEN	
HUNGARY	Mr Mark HETENYI	
IRELAND	Ms Clodagh NICCANNA	
ICELAND	Mr Grétar EGGERTSSON	
ISRAEL	<i>Not attending</i>	
ITALY	Proxy to Serbia	
KOSOVO	Mr Abedin IBRAHIMI	Mr Valon NIKQI
LATVIA	Mr Kaspars TIMERMANIS	
LIECHTENSTEIN	Mr Philippe SCHÜRMANN	
LITHUANIA	Mr Darius ČERKA	
LUXEMBOURG	Mr Guy ERPELDING	
MOLDOVA	Mr Alexandru STRATAN	
MALTA	Mr Barnislav VLAHOVIC	
MONTENEGRO	Mr Cvetko PAJKOVIĆ	Mr Ivan BOSKOVIC
MONACO	Mr Frank GOPCEVIC	
NETHERLANDS	Mr Peter SPRENGER	
NORTH MACEDONIA	Mr Petar JOVANOVSKI	Mr Zoran KARANOVIC
NORTHERN IRELAND	Ms Joanna MCCRORY	Mr Patrick MURPHY
NORWAY	Mr Eirik SØRDAHL	
POLAND	Mr Ryszard CZARNECKI	Mr Wojciech CZAYKA
PORTUGAL	<i>Not attending</i>	
ROMANIA	Mr Gheorge VISAN	
RUSSIA	Mr Alexander YAREMENKO	Mr Sergey SHLYAPNIKOV



SCOTLAND	Ms Jean BRUCE	
SLOVENIA	Mr Metod ROPRET	Mr Gregor HUMERCA
SAN MARINO	Proxy to Luxembourg	
SERBIA	Mr Zoran GAJIĆ	Mr Dula MESTER
SWITZERLAND	Ms Nora WILLI	Mr Werner AUGSBURGER
SLOVAKIA	Mr Martin KRAŠČENIČ	Mr Tomáš SINGER
SWEDEN	Mr Lennart NEOVIUS	
TURKEY	Mr Ibrahim DUGRAL	Mr Cagdas DUGRAL
UKRAINE	Mr Mykhaylo MELNYK	Ms Kateryna BILIACHENKO
WALES	<i>Not attending</i>	

Guests	Mr Philippe BLATTER	INFRONT President & CEO
	Mr Julien TERNISIEN	INFRONT Senior Vice President Summer Sports
	Mr Martin LINDEMANN	INFRONT Director Strategy & Business Development
	Ms Julia FERGUSON	INFRONT Communication Department
Commissions	Mr Alain FISCHBACHER	CEV Legal Commission President
	Mr Samuele PAPI	CEV Athlete's Working Group President
CEV Official	Mr Zoran ABRAMOVIC	CEV Marketing Advisor
Interpreters	Mr Adnan TALIĆ	BOSNIA-HERZEGOVINA
	Mr Pavel GIDULYAN	RUSSIA
Moderator	Mr Julius BRINK	Congress Facilitator
CEV Office	Mr Thorsten ENDRES	CEV Managing Director
	Mr Vuk KARANOVIC	CEV Development Manager
	Mr Federico FERRARO	CEV Press Officer
	Mr Aurèle WEYENETH	CEV Head of Digital & TV
	Mr Petr ZIKA	CEV Graphics & Branding Coordinator
	Ms Kristin SCHOOFF	CEV Congress Coordinator
	Ms Snežana MIŠIĆ	CEV President's Office



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1. List of Attendance

Welcome by the Austrian Volleyball Federation President, Mr Gernot LEITNER

Mr Julius BRINK, Extraordinary CEV General Assembly Moderator, welcomed the attendees. He was very pleased to see everyone coming together to celebrate a big day in the history of Volleyball. He then passed the floor to the Austrian Volleyball Federation President, Mr Gernot LEITNER.

Mr Gernot LEITNER greeted everyone and said he was greatly honoured to welcome the European Volleyball Family in Austria and very pleased that the CEV has chosen Vienna for the historic signing ceremony. He then elaborated on how Volleyball has grown and is ready to take a further step with this new agreement. He recognised, as an investor himself, that the CEV can provide a good product in the context of a solid organisation.

2. Setting up of the General Assembly Office

2.1 Record of Attendance

Mr Julius BRINK thanked Mr LEITNER and invited Mr Alain FISCHBACHER, President of the CEV European Legal Commission on stage to setup the General Assembly Office.

Mr FISCHBACHER, welcomed everyone and proceeded with the Record of Attendance: 53 National Federations were present or represented.

2.2 Confirmation of the appointment of the Credentials Committee

According to the Statutes, the Executive Committee appointed the members of the Credentials Committee: Mr Philippe SEEL from Austria, Mr Albens VOKOPOLA from Albania, Ms Kateryna BILIACHENKO from Ukraine, and Mr Werner AUGSBURGER from Switzerland. He then invited Mr SEEL to join him at the podium.

Decision

In the absence of any remarks or comments, the composition of the Credential Committee was confirmed by the Extraordinary CEV General Assembly.

2.3 Report of the Credentials Committee

Mr SEEL greeted everyone and presented the Report of the Credentials Committee: 53 National Federations represented, one without the right to vote and three National Federations were not present and did not send a proxy. There were four National Federations represented by proxy: San Marino by Luxembourg, Italy by Serbia, Armenia by Russia, England by Scotland. There were

48 National Federations present on-site, with the right to vote. Together with the countries represented by proxies, it made a total of 52 eligible votes.

3. Official Opening of the Extraordinary CEV General Assembly

Based on the report of the Credential Committee, the CEV President, Mr Aleksandar BORIČIĆ, declared the Extraordinary CEV General Assembly as officially open.

4. Approval of the Agenda

Mr BRINK announced that in the absence of received proposals, point 6, "Proposals from National Federations" would be removed.

Decision

In the absence of any remarks or comments, the agenda of the Extraordinary CEV General Assembly was officially approved.

5. Infront – Commercial Partnership

Mr BRINK passed the floor to Mr Thorsten ENDRES, CEV Managing Director, in order to present the CEV and Infront long-term partnership.

Mr ENDRES greeted and started presenting the cornerstones of the prolongation of the CEV partnership with Infront. He stated that along with the celebration of the leap day and the #1DayMore4Volleyball event, it was going to be a historic turning point, since Volleyball is entering a new era, for two reasons.

First, because, further to the CEV Board of Administration decision, the CEV would sign the new partnership agreement with Infront, giving the CEV the opportunity to reach unprecedented heights in the years to come. Second, because the CEV Board of Administration also decided to invite all the National Federations to this Extraordinary CEV General Assembly, where they can be informed of all the details and explanations regarding this important contract.

He clarified that by ratifying the new contract the Delegates of the National Federations were not expected to assume any liability for it. He specified that, as per the CEV Statutes, the competent body for making decisions on such contracts was the CEV Board of Administration, which was elected by the Delegates of the National Federations.

However, in the spirit of a first time applied complete transparency, the CEV Board of Administration was willing to share all this information with everyone. The CEV has been repeatedly stating that "we are one Volleyball team", and this is a perfect occasion to celebrate this team and the togetherness within the European Volleyball family.

He then continued with an introduction of the structure of the presentation. Starting with the negotiation group, the many people involved throughout the entire process, and then explaining the negotiation process, divulging the complexities of the circumstances under which it happened so as to achieve these outstanding results. Furthermore, he would acquaint everyone with the key terms of the new agreement. Finally, he would summarise the key reasons

for which the CEV Board of Administration voted in favour of the prolongation of the partnership with Infront.

Negotiation Group – playing as a team

The CEV has always emphasised that Volleyball is a team sport on and off the court. In this negotiation process, the CEV has played as a team, involving several people with diverse backgrounds and experiences, who have formed the so-called CEV negotiation group.

The CEV Board of Administration was regularly updated and involved, since the topic of the media rights was discussed during the CEV Board of Administration meetings since March 2016. Mr ENDRES referred everyone to the relevant Minutes published in the CEV website.

In order to quash any rumours regarding the involvement of the negotiation group, he clarified that since the contract was a prolongation of an existing agreement, no commission whatsoever had been paid or would be paid. All the members of the said group have functioned in their capacity of their respective appointment by the CEV.

Political representatives from the CEV Board of Administration and professionals from the CEV Office worked hand in hand. Internal CEV Legal experts as well as an external Luxembourgish Law firm, Arendt and Medernach, were involved in the entire process, from the beginning till that day.

Negotiation process – the road to Vienna

The duration of the process might seem surprising to the newcomers, but the Delegates having participated to previous Congresses and having read the CEV Board of Administration Minutes would be able to understand what a difficult and process it had been. The CEV Leadership was not happy with the contracts running at that time and started talking with the several companies it was contracted with. Infront was ready to listen.

The first official meeting took place on 26 June 2017, at the Infront Headquarters in Zug (SUI). A couple of months and several meetings later, Infront presented its first concrete offer in 2018. However, it did not match the CEV Leadership's ambitious goals for the potential prolongation and the future growth of our sport.

The second offer by Infront was made in April 2019, which was again rejected by the CEV Board of Administration in May 2019. Mr ENDRES, cited Mr BORIČIĆ, who had stated that the CEV would only accept an offer that would respect the great potential of Volleyball and the investment and efforts made by everyone involved over that past years. After the outstanding events that followed –Champions League Super Finals in Berlin (GER), EuroVolley Finals in Ankara (TUR) and Paris (FRA)– a new surge of positive energy was brought in the process.

It took more than 22 official meetings over 2,5 years between the two parties in order to create a space of mutual understanding and respect. In December 2019, the negotiation group presented the final proposal to the CEV Board of Administration, it was unanimously approved during the CEV Board of Administration meeting on 18 December 2019.

On 19 December 2019 all National Federations had been informed about the signing of the legally binding term sheet for the extension of the Infront agreement and invited to the Extraordinary CEV General Assembly.

He also underlined and clarified that the entire process was executed under the existing contracting obligation of CEV with Sportradar and Infront, which had to be respected. During the process the CEV Board of Administration also discussed the option of conducting a tender, in case it would not be possible to reach an agreement with Infront. However, the CEV

Leadership had to consider the fact the preparation and execution of a tender would be a time and cost intensive process, and it would not really guarantee a better outcome than the one achieved with Infront. The CEV Board of Administration was confident that the agreement achieved was a very attractive one, and therefore decided to close it without a tender.

Mr ENDRES then asked Mr FISCHBACHER to join him at the podium and provide his statement about the Legal aspect of the entire process.

Mr FISCHBACHER confirmed his own and the Luxembourgish law firm's involvement in the process. They had been providing their legal advice during the whole negotiation. He also stated that the contract was under and in accordance with the Luxembourg law and all other necessary legal provisions.

Furthermore, the procedure was conducted according to the CEV Legal Framework, taking into consideration that the competence to conclude and approve contracts lies with the CEV Board of Administration and is legally binding, as per the CEV Statutes.

The key terms of the new agreement

Mr ENDRES then went on to showcase the key facts of the new agreement. With the new agreement Infront is appointed as the exclusive agency for the worldwide distribution of the CEV media rights. Infront will also take over the broadcaster services and signal distribution on behalf of the CEV. Furthermore, Infront is committed to an extensive media production coverage, which means a release for organisers of certain events and at the same time ensures a unified TV product. Infront will also cover part of the digital content production in the frame of a guaranteed production budget.

It is a long-term agreement, until 30 Jun 2032. However, there is a bi-lateral option to terminate the agreement after four and eight years. If one of the parties is not happy anymore or if the CEV deems that its value is much higher than initially agreed with Infront, the CEV can negotiate with Infront or terminate the agreement.

One agreement covers all three disciplines: National teams and clubs, Volleyball, Beach Volleyball and Snow Volleyball. Infront will cover the TV production for certain events. Consequently, the National Federations co-organising the EuroVolley, EuroBeachVolley, EuroSnowVolley and Volleyball Continental Olympic Qualification will be released from the TV production obligation. As for Champions League, Infront guarantees the production of minimum 86 matches for the next two seasons and afterwards the production of minimum 103 matches. Aiming to create a unified product, the CEV will consider to cover the remaining Champions League matches and thereby release all clubs in the future from the TV production obligation.

Then Mr ENDRES drew a comparison of Volleyball's economic and commercial potential to that of other sports, noting that they are substantially different. He specifically mentioned the European Handball Federation, which has granted 100% of the marketing, betting and streaming rights for all events to Infront. In the case of the CEV, and according to the strategical decision of the CEV Board of Administration, the marketing, betting rights and data rights are not included in the new agreement with Infront and remain with the CEV. Mr ENDRES commented that the CEV would get back to the driver's seat, while Infront would be appointed to license rights on behalf of the CEV to several parties.

He then pointed out a substantial change in comparison to the previous agreement. The previous contract, instead of being terminated on December 2021, as initially intended, would be replaced by the new agreement, giving the CEV the opportunity to benefit immediately from the significantly more attractive conditions.

With the new agreement the CEV will achieve a separation of the CEV's key commercial rights. Two contracts: one with AMI for betting and one with Infront for media rights. With Infront distributing the media rights for CEV's key properties across all three disciplines from one hand, the CEV will be able to create synergies and achieve benefits in the distribution process.

Joining forces with Infront, the CEV will create dedicated working groups to share experiences and benefits and to build its own competences in all areas of the cooperation within the CEV. The partnership approach will be ensured with the introduction of a steering committee, composed with representatives from both parties. This group will coordinate all activities of the partnership and act as an adviser towards the CEV Board of Administration in terms of media rights. The CEV will also contribute to the decision making process by choosing broadcasters for the various markets, contrary to the past, when Infront was obliged to inform the CEV only after media rights deals were sealed.

Over the next years, Infront will invest a great deal of money in Volleyball, and Mr ENDRES noted that this is something not to be taken for granted. Infront will have to work hard along with the CEV to see the benefit of its investment. With the new agreement, the CEV will have a significant increase in the guaranteed financial payments per year and, for the first time ever, a guaranteed budget for an extended scope of production services.

Infront will provide the media production for more events than previously. Apart from the EuroVolley, it will also provide the media production for a minimum of 50% of Championship matches, the final rounds of the EuroBeachVolley, the final rounds of the EuroSnowVolley, and the Volleyball Olympic qualification tournaments. On top of everything mentioned, the new joint business model will include a share of profits for the CEV, in case certain revenue thresholds are achieved.

Additionally, a minimum budget will also be dedicated to digital production services. Digital rights are essential for the Volleyball community to promote the CEV's events and its athletes. In the new agreement, certain carve-outs were agreed with Infront, to allow the CEV and the National Federations, the local organising committees, and the participating clubs to use match related clips on the various platforms to promote the sport.

Many experts have been involved to assist the CEV Board of Administration in making this important decision for the future of the sport. Keeping in mind the starting point and the current proposed agreement, Mr ENDRES proceeded with a summary of the key reasons the CEV Board of Administration voted for the continuation and extension of the partnership with Infront:

- Strong financial planning security until 2032.
- The CEV remains the ultimate rights owner.
- A true partnership model, providing equal opportunities to both parties.
- Guaranteed production for all CEV top events. In the future, the CEV will provide a standardised TV product, look and feel across all markets.
- Clear separation of rights – only one agency in charge for the media rights.
- Transparent business model with equal profit-sharing mechanism.
- Performance review and termination clause equal for both parties.
- Opportunity to build strong competence within the CEV, benefiting from a day to day servicing and know-how from the very experienced Infront team.

- Aligning with a well trusted and experienced partner.

(Video)

Mr BRINK thanked Mr ENDRES and then invited on stage the CEO and head of the delegation, president of Infront, Mr Philippe BLATTER.

Mr BLATTER started by commenting on the large number of meetings, saying that during these two years the two parties had the time to get to know each other, get in each other's shoes. The negotiations lasted for a long time, but resulted in a better understanding and gave him the feeling that he now belongs to the Volleyball family.

A sports fan himself, he said that Volleyball holds a special place in his heart. He mentioned notions like collaboration, teamwork, coordination, communication, that are important for a good Volleyball game. He especially likes Volleyball because of the three-step action of bumping, setting and spiking.

A bump that provides a good platform to move on: He said that Volleyball is in Infront's DNA, it is a long-term relationship surpassing the silver 25-year anniversary, a testament of a winning union.

Setting up for the shot of victory: With combined effort, a magnificent set for growth has been set for the CEV. Volleyball has witnessed a huge growth in the last 27 years, the result of hard work. The rising numbers show how much Volleyball has grown and how the potential looks like.

A spike to win the point: Infront navigates the world of sports and the increasingly crowded sports market every day and can help Volleyball gain popularity, drive fan engagement and monetise on the fans.

He ensured that Infront will not rest in its laurels, they feel as fresh and motivated as when they started the first partnership and they offer their full commitment and strong dedication for this mission.

Mr BRINK thanked Mr BLATTER and introduced the CEV President, Mr Aleksandar BORIČIĆ, to the stage.

Mr BORIČIĆ expressed how pleased he was with the result of the long negotiation and the figures agreed on: € 106 million. He reminisced how Volleyball had not been such a strong product in the past, since what the CEV mainly did was to organise competitions and tournaments, and keeping the sport in very "small shoes".

He then shortly described the upward course of CEV's numbers. Starting from a very humble point, the CEV reached a point where it faces a potential of € 200+ million for the next 11 years. Betting income had been zero in the past. EuroVolley started from a small system in one or maximum two countries to evolve into a full-blown event drawing attention from authorities, ministers, heads of state, seeing its numbers increase exponentially.

Two more important points he wanted to highlight were the marketing rights that belong 100% to the CEV and the data rights. He recognised that this is the result of very hard work and took the opportunity to thank everyone for their efforts and contribution, working professionally for that contract and for so many other events.

He also described the new format of the Champions League, the increase of the Prize Money in all three club competitions. He claimed that CEV is not just one of the five continental confederations, it stands as almost an equal partner next to the FIVB.

He thanked the people of Infront, Mr BLATTER, all the people involved in the long procedure, and all the CEV Board members.

Mr BRINK then opened the Questions and answers session. He suggested collecting first all the questions and comments and then proceed with the answer.

Mr Marek PAKOSTA, President of the Czech Volleyball Federation, asked for three clarifications: What would be the benefit for the individual National Federation and what would be the benefit for the clubs playing in the European Cups. Thirdly, he asked as one of the eight EuroVolley 2021 organisers, whether Infront would cover the production for the all the matches played in Czech Republic.

Mr Werner AUGSBURGER, Secretary General of the Swiss Volleyball Federation, was asking if the presentation made by Mr ENDRES would be sent to the National Federation to provide a base for a communication to the media for the beginning of the new deal as well as answers regarding the advantages of the new deal.

Mr Eric SØRDAHL, President of the Norwegian Federation, congratulated the CEV leadership for the agreement. He went on to share some thoughts, saying that the most popular sports in Norway are football and cross country skiing. The national interest for Volleyball in Norway is very limited, so the media are not so interested either. The main challenge for Volleyball in many countries is to get some part in the media picture. Therefore, he believes this agreement gives the opportunity to support also non-professional teams, building the potential to further develop the sport in the country and have the media show the local heroes. He stated that a contract like that would be very interesting for Norway.

Mr Philippe SCHÜRMAN, President of the Liechtenstein Volleyball Federation, raised some concerns on whether there is room for refusing the contract and whether the members of the CEV Board of Administration had thoroughly checked the contract, since they only received it that morning. He also asked why there was no tender procedure and why the contract had to last for 12 years. He also inquired on the exact function of Mr AVRAMOVIC.

Mr Valentina BIFFLIN, Secretary General of the Croatian Volleyball Federation, wanted to congratulate the CEV and Infront teams for this major breakthrough in TV coverage and media rights. She strongly believes that such a large contract would constitute a big support, raising the value of the sport and the media interest within the country.

After collecting all the questions, Mr ENDRES started by addressing the question regarding the benefit for each National Federation. The contract will be covering the international CEV competitions, not covering any national events. He pointed out that the stronger Volleyball gets across Europe, the stronger the respective National Federations will be. The purpose is not to divide the amount by 56 member Federations. CEV's duty is to invest in Volleyball activities in order to grow the sport across Europe. With this money, there is a financial security over the next years. The CEV has achieved big contracts in the recent months, so it has to upgrade and professionalise its services.

Regarding the benefit for the clubs, with the new agreement the production for the Champions League is partly covered by Infront and the CEV intends to cover the remaining Champions League matches in order to provide one unified product. Up until now, if a club registered in Champions League and there would not be a national broadcaster interested in paying for the TV production, the club had to cover it by themselves. The new agreement offers a clear benefit for the clubs.

As for the question on the EuroVolley 2021 event, he referred Mr PAKOSTA to the bidding documents, according to which there is no change with regards to the new contract. Infront will

cover the production. All media rights will be handled by Infront. No production obligation for the hosting countries. Infront will make sure to find a good coverage for the event. Judging from the figures, Mr ENDRES confirmed that there has been a huge success achieved in terms of coverage.

He assured Mr AUGSBURGER that there will be a coordination with Infront in order to share the presentation.

Coming to the last concerns raised, Mr ENDRES reported that there was a detailed presentation during the CEV Board Meeting on 18 December 2019, where they unanimously voted in favour, and entitled the President and the Treasurer, according to the CEV Statutes, to sign the legal binding term sheet and then to sign the long-form agreement with Infront. In the purpose of transparency, this long-form contract was shared with all the Board Members, after finalising it with the legal teams. He cited Mr BORIČIĆ, who said that all the Board members should have access to all the contracts the CEV has signed. Mr ENDRES added that there are no secrets for the Board members, they are elected by the National Federations to represent their interests.

Regarding the tender process, he explained that there was an option to have a tender, but due to the binding negotiation options for CEV in the existing agreements, the priority was set by the Board to find good and attractive conditions for the sport together with Infront. In case the negotiations had not worked out, the CEV would have been ready to launch a tender process. Having a tender is a time heavy process, requiring also legal procedures. On top of this, the CEV was faced with a complicated situation due to the different contract periods with Sportsradar and Infront. Mr ENDRES also confirmed that the CEV Board of Administration is convinced that the conditions of the new agreement are very beneficial for the future of European Volleyball.

He then touched upon the issue of the contract duration, as in fact it would not be a long-term contract. He repeated the possibility to renegotiate and terminate after four and eight years and then explained that Infront insisted on the overall duration, for it to have the opportunity to refinance the money efforts it was going to invest in Volleyball.

He then referred to the comparison made between Volleyball and other sports. He reminded everyone the term regarding the revenue share. If the CEV, along with the National Federations, manages to raise the value of Volleyball, it will still receive the extra money.

Coming to the last question raised, regarding the involvement of Mr AVRAMOVIC. He referred everyone to the CEV Board of Administration Minutes, and informed that Mr AVRAMOVIC had been appointed by the previous CEV President as a Marketing Advisor. In the first CEV Board of Administration Meeting under President BORIČIĆ, the President proposed to prolong the advisory agreement for Mr AVRAMOVIC, and it was unanimously approved. In this capacity, Mr Zoran AVRAMOVIC was involved and helped with his expertise and knowledge. Mr ENDRES assured everyone that there was no commission in that case, Mr AVRAMOVIC would only receive a certain commission in case he brought new contracts, which was not the case with Infront.

Mr BORIČIĆ added that since the beginning of his mandate in 2016, the CEV Leadership managed to triple the income, while the amount in the bank remained the same: everything was used for the promotion of the sport, helping the clubs and the Federations, starting the School Project, raising the level of teachers and coaches, organising big events.

He then referred to the comparison of Volleyball and other sports. He explained that even in the biggest Volleyball country in the world, Italy, the interest and value of Basketball is much bigger. Volleyball has made a big progress, but still has a long way to go. The potential in the market is great. The purpose of the CEV is to build a stronger status for Volleyball, this requires a common effort and joint forces with all federations, but it cannot be raised to the status of other popular sports overnight.



He also said that he is very pleased that many people in the CEV Board of Administration are willing to take big risks, focusing on the international level. He was certain that all the EuroVolley organisers were pleased with the new contract.

He thanked Mr BLATTER for his understanding, stating that he has made a record in the world of Volleyball. The sport has changed, but for Mr BORIČIĆ this is the first step. The next steps would be to increase Volleyball figures even more.

Decision

Following the discussions and the clarifications, the Extraordinary CEV General Assembly ratified the continuation and extension of the agreement between the CEV and Infront.

There was one negative vote and no abstention.

6. Closing speech of the CEV President

Mr BORIČIĆ thanked everyone and referred to the celebration of 29 February with the #1daymore4Volleyball event, and reminisced about the previous event four years ago. Back then, the teams were also preparing for the Rio Olympics, and he took the opportunity to wish the best possible success for the teams participating in the Tokyo Olympics.

He thanked everyone for their support, feeling sure that with this approval Volleyball can be stronger in the future.

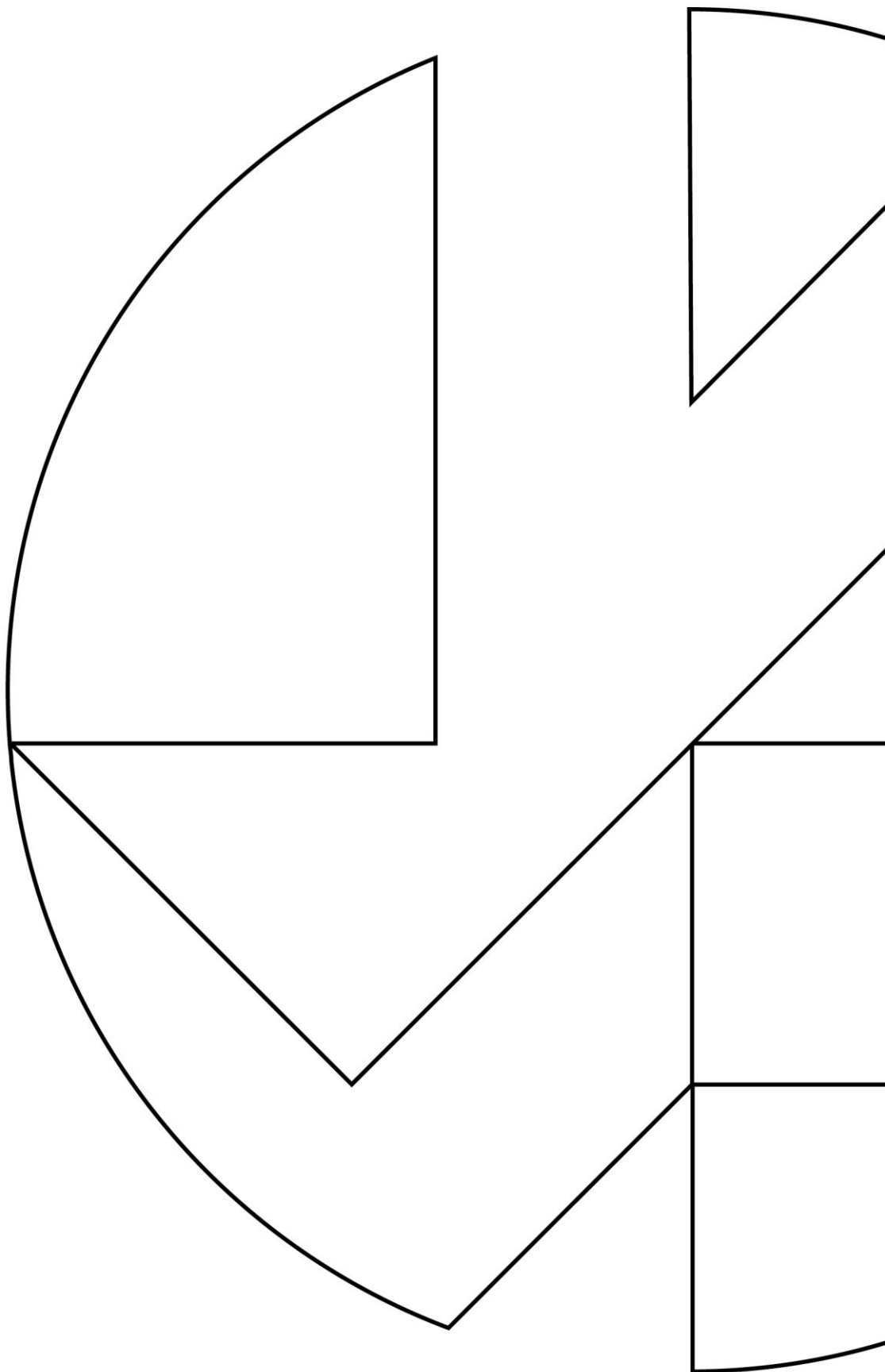
Saturday, 29 February 2020

Extraordinary CEV GENERAL ASSEMBLY

CEV Publications
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**Confédération
Européenne de
Volleyball**



XL CEV GENERAL ASSEMBLY

Minutes of the CEV XL
General Assembly held
at Paris (FRA)

27 September 2019



**Confédération
Européenne de
Volleyball**



Place: Hotel Pullman Paris Centre Bercy, Paris (FRA)

Date: Friday, 27 September 2019

Attendees list

Board of Administration	Mr Aleksandar BORIČIĆ	President
	Mr Renato ARENA	Senior Vice-President
	Mr Özkan MUTLUGİL	Vice-President & Treasurer
	Mr Maris PEKALIS	Vice-President in charge of Administrative Affairs
	Mr Lubor HALANDA	Vice-President in charge of Administrative Affairs
	Mr Hanno PEVKUR	Vice-President in charge of Development Activities
	Ms Banu CAN-SCHÜRMANN	Vice-President
	Ms Margaret Ann FLEMING	Vice-President
	Mr Stanislav SHEVCHENKO	Vice-President
	Mr Eric ADLER	Board of Administration Member
	Mr Michel EVERAERT	Board of Administration Member
	Mr Peter KLEINMANN	Board of Administration Member
	Mr Dancho LAZAROV	Board of Administration Member
	Mr Achilleas MAVROMATIS	Board of Administration Member
	Mr Mirosław PRZEDPEŁSKI	Board of Administration Member
	Mr Helgi THORSTEINSSON	Board of Administration Member
Honorary Members	Mr Carlo MAGRI	CEV Honorary Vice-President
	Mr Fabio SASSI	CEV Honorary Member
	Mr Miguel-Angel QUINTANA GONZALEZ	CEV Honorary Member
Commissions	Mr Wojciech CZAYKA	ESOC President
	Mr Alain FISCHBACHER	ELC President
	Mr Luciano GASPARI	ERC President
	Mr Manfred HOLZGRAEFE	EMC President
	Mr Roman STANISLAVOV	ECC President
	Mr Thomas BRO-RASMUSSEN	ECOC Secretary
Advisors	Mr Zoran AVRAMOVIC	CEV Marketing Advisor
Auditors	Mr Olavi ALA-NISSILÄ	CEV Auditor
	Mr Michel HENNO	CEV Auditor



Guests	Mr Daisuke AKIYAMA	MIKASA General Manager
	Mr Tomonari OTAKE	MIKASA Sales Manager
	Ms Emi MORISHIGE	MIKASA Assistant Sales Manager

DELEGATES			
ALBANIA	ALB	Mr Erlind PELLUMBI	Mr Albens VOKOPOLA
ANDORRA	AND	<i>Proxy to SPAIN</i>	
ARMENIA	ARM	Mr Karen ASMARYAN	
AUSTRIA	AUT	Mr Gernot LEITNER	Mr Philipp SEEL
AZERBAIJAN	AZE	Mr Jali JAFAROV	
BELGIUM	BEL	Mr Guy JUWET	Mr Geer DE DOBBELEER
BOSNIA- HERZEGOVINA	BIH	Mr Alija FATIĆ	Mr Milutin POPOVIC
BELARUS	BLR	Mr Eduard VENSKI	Ms Ala TETERINA
BULGARIA	BUL	Mr Stanislav NIKOLOV	Mr Deko GRIGOROV
CROATIA	CRO	Mr Ante BAKOVIĆ	Ms Valentina BIFFLIN
CYPRUS	CYP	Mr Michalis KRASHIAS	Mr Yiannakis PROCOPIOU
CZECH REPUBLIC	CZE	Mr Marek PAKOSTA	Mr Milan LABASTA
DENMARK	DEN	Mr Jørgen BENTZEN	Mr Claus BØLLINGTOFT
ENGLAND	ENG	Mr Adam WALKER	Ms Janet INMAN
SPAIN	ESP	Mr Augustin MARTIN SANTOS	Mr Luis Fernando MUCHAGA FLORES
ESTONIA	EST	Ms Helen VEERMÄE	
FAROE ISLANDS	FAR	Mr Magnus TAUSEN	
FINLAND	FIN	Mr Seppo SIIKA-AHO	
FRANCE	FRA	Mr Eric TANGUY	Ms Annie PEYTAVIN
GEORGIA	GEO	Mr Irakli CHACHUA	Mr Andria LEZHAVA
GERMANY	GER	Mr René HECHT	Mr Christian DÜNNES
GIBRALTAR	GIB	Ms Emma LABRADOR	Mr Robert BUHAGIAR
GREECE	GRE	<i>Proxy to CYPRUS</i>	
GREENLAND	GRL	Mr Hans JENSEN	
HUNGARY	HUN	Mr Zsolt LUDVIG	
IRELAND	IRL	Ms Grainne CULLITON	Ms Denise TALLON
ICELAND	ISL	<i>Proxy to LIECHTENSTEIN</i>	
ISRAEL	ISR	Mr Eviatar DOTAN	Mr Yaniv NOYMAN



ITALY	ITA	Mr Pietro Bruno CATTANEO	Mr Giuseppe MANFREDI
KOSOVO	KOS	Mr Abedin IBRAHIMI	Mr Valon NIKQI
LATVIA	LAT	Mr Kaspars TIMERMANIS	Mr Janis BUKS
LIECHTENSTEIN	LIE	Mr Philippe SCHÜRMANN	
LITHUANIA	LTU	Mr Darius ČERKA	
LUXEMBOURG	LUX	Ms Norma ZAMBON	Mr Torsten SCHOOFF
NORTH MACEDONIA	MKD	Mr Petar JOVANOVSKI	Mr Zoran KARANOVIC
MOLDOVA	MDA	Mr Alexandru STRATAN	
MALTA	MLT	<i>Not attending</i>	
MONTENEGRO	MNE	Mr Cvetko PAJKOVIĆ	Mr Ivan BOSKOVIC
MONACO	MON	<i>Not attending</i>	
NETHERLANDS	NED	Mr Peter SPRENGER	
NORTHERN IRELAND	NIR	Ms Irena MANIK	Ms Joanna MCCRORY
NORWAY	NOR	Mr Eirik SØRDAHL	Mr Kristian GJERSTADBERGET
POLAND	POL	Mr Jacek KASPRZYK	Mr Tomasz KARASINSKI
PORTUGAL	POR	Mr Vicente Henrique GONCALVES ARAUJO	Mr Teodemiro Emanuel DE CARVALHO
ROMANIA	ROU	Mr Gheorge VISAN	
RUSSIA	RUS	Mr Alexander YAREMENKO	
SCOTLAND	SCO	Ms Jean BRUCE	Ms Lynne BEATTIE
SLOVENIA	SLO	<i>Not attending</i>	
SAN MARINO	SMR	Mr Gian Luigi LAZZARINI	Mr Federico VALENTINI
SERBIA	SRB	Mr Zoran GAJIĆ	Mr Dragutin ĆUK
SWITZERLAND	SUI	Ms Nora WILLI	Mr Werner AUGSBURGER
SLOVAKIA	SVK	Mr Martin KRAŠČENIČ	Mr Tomáš SINGER
SWEDEN	SWE	Mr Lennart NEOVIUS	Mr Martin KIHLESTRÖM
TURKEY	TUR	Ms A.Nihan KARAÇAM SALKAYA	Ms Nihal ISCI
UKRAINE	UKR	Mr Mykhaylo MELNYK	
WALES	WAL	Ms Sandra STOLL	Mr Jack ALLMAN



ZONAL ASSOCIATIONS		
EEVZA	Mr Vladimir PATKIN	EEVZA President
EEVZA	Ms Inara BROKANE	EEVZA Secretary General
NEVZA	Mr Stewart DUNNE	NEVZA President
MEVZA	Mr Karl HANZL	MEVZA President
MEVZA	Mr Ivan IRO	MEVZA Secretary General
SCA	Mr Patrick MURPHY	SCA Secretary General
WEVZA	Mr Willy BRUNINX	WEVZA Vice-President and Treasurer
Interpreters	Mr Jehoshua FRENKEL	ISRAEL
	Mr Guy ERPELDING	LUXEMBOURG

Moderator	Mr Julius BRINK	Congress Facilitator
CEV Office	Mr Thorsten ENDRES	CEV Managing Director
	Ms Kristin SCHOOFF	CEV Congress Coordinator
	Ms Annemiek CHAMBON VAN BAARSEN	CEV Office Manager
	Mr Vuk KARANOVIC	CEV Development Manager
	Mr Marc VAN DER ELST	CEV IT Manager
	Mr Federico FERRARO	CEV Press Officer
	Mr Jakub MIHULE	CEV Events Coordinator
	Mr George GAGALIS	CEV Head of Beach Volleyball
	Mr Dennis PASSIG	CEV Head of Snow Volleyball
	Ms Snežana MIŠIĆ	CEV President's Office



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1. Opening Ceremony of the XL General Assembly

Welcome Speech by the French Volleyball Federation President, Mr Eric TANGUY

Mr Julius BRINK, CEV General Assembly Moderator, expressed his gratitude for the opportunity to have this role for the fourth year in a row and welcomed everyone to Paris and to the XL edition of the General Assembly. He then passed the floor to the French Volleyball Federation President, Mr Eric TANGUY.

Mr Eric TANGUY greeted everyone and said he was proud to welcome them to Paris for the CEV Congress and to the last matches of the EuroVolley Finals. He expressed his gratitude to the CEV President as well as to the Board members for trusting the French federation with the organisation of that great Volleyball event. He went on to remark that France has always supported the international Volleyball organisations, mentioning especially the establishment of the FIVB in Paris in 1947, almost 70 years ago. He continued by citing names of French FIVB and CEV Presidents through the years, namely Mr Paul LIBAUD, Mr Georges BOUDRY, and Mr Jacques SHAW. He expressed his hope for another successful 70 year period, a new era for Volleyball in France.

He then reported some important figures in regards to the successful attendance rates of the EuroVolley matches in Montpellier and Nantes. They reached 50,000 spectators with families and kids. He also divulged that the host broadcaster, L'Équipe, has registered 1 million viewers from the beginning of the competition till that moment. A lot of media, newspapers, radio, websites are talking everyday about EuroVolley and Volleyball. He expressed his wish that the success of Volleyball in France would signify some kind of moral satisfaction for the Volleyball players. That it would translate to new sponsors and TV channel coverage, in order to achieve the best exposure of the professional Championship.

He admitted that it has been a big challenge and that it involved a lot of work to prepare this event for 2 years. He also said that it has been a great privilege and advantage to share this experience with the friends from Belgium, the Netherlands and Slovenia. He underlined the importance of the support and help by the CEV and the dedicated Jury for this big event. Volleyball is a family and this feeling has been present ever since the decision for the event was made in Krakow, in 1 September 2017.

He finished with the hope that everyone will enjoy their stay in France, he trusted that the last EuroVolley game would be a fantastic show and invited everyone to celebrate all the teams, to celebrate Volleyball. He thanked everyone for their trust and their attention and wished them a great success for the Congress.

Mr Julius BRINK thanked Mr TANGUY and invited the CEV President on stage to address his welcome speech.

Welcome speech by CEV President, Mr Aleksandar BORIČIĆ

Ladies and gentlemen, dear Delegates, dear Guests, Honorary members, Board members,

Welcome to the XL CEV Congress in Paris!

Let me begin by thanking the French Federation for the great hospitality and especially the President, Mr Eric TANGUY, as well as the colleagues from Slovenia, Belgium and the Netherlands for presenting such an impressive event. We have already seen the first part of EuroVolley in Turkey, in Poland, Hungary and in Slovakia. In less than one month, we visited eight countries with Volleyball.

Today the newspaper "L'Équipe" features Volleyball in the first four pages. This is something that the President and all the members of the French Federation could be very proud of. It is also a significant moment for Volleyball in general, especially if we take into account that Neymar, one of the most famous athletes in the world, is only mentioned in the fifth page. For the first time, after so many years, Volleyball is given priority – a great success in such a strong sport country like France.

Looking back in history to get inspiration for the future, Paris signifies a momentous decision to create the unified Volleyball family. This can serve as a symbol and a motivation for us to continue our common work in the future, bringing new ideas, new activities and innovations for the several events we have in the course of a year. The most important, however, is to focus on the trust and the respect between us.

I hope that we can have an open and interesting discussion and exchange of ideas. Our Volleyball family must create a better future. So let's start working and I wish for all of us a successful and productive Congress.

Thank you very much!

2. Setting up of the General Assembly Office

2.1 Record of Attendance

Julius BRINK thanked the CEV President and swiftly moved on to the record of attendance. He announced that there are 50 National Federations present, 3 by proxy.

2.2 Confirmation of the appointment of the Credentials Committee

Mr BRINK announced the 4 members of the Credentials Committee

- Mr Philippe SEEL (AUT) – Chairman
- Mr Albens VOCOPOLA (ALB)
- Mr Torsten SCHOOFF (LUX)
- Mr Kristian GJERSTADBERGET (NOR)

Decision

In the absence of any remarks or comments, the composition of the Credential Committee was approved by the General Assembly

2.3 Report of the Credentials Committee

Mr Philippe SEEL, the Chairman of the Credentials Committee, informed the General Assembly that out of the 56 National Federations in CEV, 3 National Federations were not attending and not sending a proxy. Out of the 53 National Federations, 50 were present on site and 3 were represented by proxy: one from Andorra represented by Spain, Greece by Cyprus and Ireland by Liechtenstein.

He added that among those 53 National Federations, 2 of them were present without the right to vote or speak, because they did not present any activities in the calendar year of the General Assembly. Consequently, 51 National Federations were eligible to cast a vote, meaning that the simple majority would be 26 votes and the 2/3 majority would be 34 votes.

3. Official Opening of the General Assembly

Based on the report of the Credential Committee, the CEV President, Mr Aleksandar Boričić, declared the XL CEV General Assembly as officially open.

4. Approval of the Agenda

Decision

In the absence of any remarks or comments, the agenda of the XL General Assembly was officially approved.

5. Approval of the XXXIX General Assembly Minutes in Cancún (MEX)

Decision

In the absence of any remarks or comments, the minutes of the XXXIX General Assembly held in Cancún (MEX) on 14 November 2018 were officially approved.

6. CEV President's Address

Dear Delegates,

In reporting the work performed by the Board of Administration and myself during the last year I would like to mention some important positive decisions and changes.

Allow me to begin by saying that we started changing the organisation of the new EuroVolley events in 8 countries. We have also started changing the Champions League, we unified and respected both genders achieving gender equality. We also managed to establish a solid Euro League structure with the Silver and Golden League. A big number of federations were very active in the senior competition and they had a positive result.

Most importantly, we had an impressive number of spectators in the venues, but we also increased our presence in social media, attracting more young people. We are aiming to make CEV a much more dynamic institution.

For many years, we had the exact same website serving as a channel of communication between the members, the National Federations and the clubs, with the CEV Office. For this reason, last year we started with a rebranding with a much more modern logo. We changed our website and our EuroVolley.TV platform.

However, we didn't stop there. Along with the FIVB, we explored the communication with other media, like Eurosport – this way Volleyball information reaches even people who are not part of the Volleyball family. Previously the focus was to inform our members. Today this is not enough. We need to offer more information to the people we want to bring closer to Volleyball.

Another point I would like to mention is the open and effective communication between us, but also with other stakeholders. According to our Constitution, our members are the 56 National Federations. However, we are also engaging in discussions with the clubs. In this direction, we created a forum one year ago. This year we had a meeting with the top clubs and aiming to continue this dialogue and cooperation in the future.

At this moment, we are exploring what information is crucial to be communicated to our members – discussions about creating a better future, about strengthening our National Federations, about how we are changing our philosophy and our mentality in some areas.

Along with the National Federations we started to cooperate with the National Authorities, such as State Presidents, Prime Ministers, Sport and Education Ministers, Presidents of Parliament, the President of the Olympic Committee and the Mayors of the important cities hosting a Volleyball event. This cooperation has proved immensely useful for Volleyball. In 2015, the European Championship took place in 2 important countries, Azerbaijan and Poland, but our income was zero. For 2021 our plan is to reach € 6 million from our many projects. We set this goal because we do not wish to take money from the Volleyball Federations. If a country wants to place Volleyball at a top level but their National Volleyball Federation does not have such a big budget, the National Authorities can always step in and provide their support.

Furthermore, the CEV has started to cooperate in a partnership level with the FIVB on the Eurosport project. We share a 50-50% investment with a plan to bring EuroVolley in all 56 European countries through Eurosport. We also have a partnership for Snow Volleyball, but one of the most important parts in our activities is to improve our international calendar. Our approach is "less is more". We are aiming to reduce the number of international events so as to have fewer strong competitions with more value and to allow our athletes more time for resting.

Another focus of our cooperation is the world ranking – an important issue for many of our Federations, since it constitutes the first step in order to qualify for the Olympics. We also started to update the international transfers system for the players. Currently, if a club wishes to sign for four years, then the player will be a member of the club for four years. The club is practically the owner of the International Transfer Certificate, which is a good progress.

Moreover, our Vice-President in charge of Development, Mr Hanno PEVKUR, is also in charge of Development in the FIVB, granting our Institution a greater access to some projects in the future.

We also have an effective cooperation with the European Olympic Committee. The status of Indoor Volleyball was at risk at some point. We held an official meeting with the European Olympic Committee President, Mr KOCIJANČIČ, and now I am pleased to inform you that we made a decision that Volleyball in Europe is established as one of the 5 basic sports for the European Olympic Committee. In the future, all the organisers must respect Indoor and Beach

Volleyball when organising the European Games. For the EYOF Indoor and Beach Volleyball should always be included. For the Games of Small States, Beach Volleyball should always be included, since it is impossible for some countries to organise Indoor Volleyball. This is a very remarkable progress for us.

Institutional meetings were held with the European university association and we established a strong connection with the Special Olympics, Paravolley in Europe. In addition, last year we started an effective cooperation with the European Union Erasmus+ project. Our interactions with the EU will improve even more in the future, since we have established a very good communication with the respective units.

Speaking about results, as you will realise from the reports of our Auditors and our Treasurer, in 2017 our income was € 9 million. In 2018, we reached € 16 million, almost doubling our income. As a sport institution our first priority is to organise sport activities, therefore we heavily increased our investment in competitions, reach €10 million. We need more money to get to a better position, to support our development projects, our promotional activities, and our competitions.

As for the future, our School Project plays a very crucial role. For many countries this project is the very beginning of their Volleyball culture. This is the first step to develop Volleyball in all countries. My hope is that a lot of kids in Europe will get in the world of Volleyball and experience the joy it can offer. To achieve that, we need knowledge, coaches, teachers. I am delighted that we initiated this year the Coaches Convention in Slovenia. It has been very successful, we had a lot of experts coming, more than 100 people attended. In the 2020 Coaches Convention we are planning to invite teachers also from other continents.

Things are changing for Volleyball. Today it's not enough to organise a match. Taking into account the spectacular organisation in the eight co-organising countries of the EuroVolley and now in Paris, we are witnessing how our structure changes, moving from a simple match organisation to creating a Volleyball event. It is very important for us to evolve these Volleyball events.

The SuperFinals organised in Berlin for the first time have been a spectacular success. The tickets were sold out before the teams were known. Without a host team playing, there were more than 60% foreign people attending this Volleyball event.

People like watching Volleyball live. EuroVolley 2019 is a very good example. The recorded number of spectators everywhere was impressive. At the last European Championship of Women we had 90,000. This year we had 240,000 and by the time we finish with the Men's competition, I am pretty sure we will reach 500,000 spectators in less than one month in the Volleyball arena.

(Applause)

This progress is not only depicted in the attendance rates, but also in the numbers of spectators watching from home. With our media partner, Infront, Volleyball is now broadcasted in more than 150 countries – a record for Volleyball.

Another change I would like to mention concerns the Volleyball Gala. We had been organising it in the beautiful city of Vienna for many years. However, there are so many stunning European cities, so we decided to host it in different places. We visited Rome, Moscow, Budapest and it has been fantastic everywhere. I would like to thank at this point all the Federations, because they have worked very hard to promote Volleyball. This year we are going to Sofia, in Bulgaria, for one more interesting journey and a chance to learn something more about the city and the country. Bulgaria has certainly organised many competitions, however the Gala Event is something different.

With regards to Snow Volleyball, Europe constitutes the basic continent for this sport. The CEV has the privilege of being the pioneer in the Snow Volleyball competitions. During the first year, there were only three events. After two years, there were 10 European Tour stops. This year at the joint FIVB and CEV event, we witnessed Brazil winning in Snow Volleyball – a country that had never won any medals in the Winter Olympics. We are working very hard for the development of this sport, and we have created a Snow Volleyball Commission in FIVB. I would like to thank the FIVB President, Mr Ary GRAÇA, and his team for the support. They have worked in close cooperation with the IOC so that Volleyball could potentially become the first sport with a participation both in the Summer and in the Winter Olympic Games.

Moving further, we need to work more with our Zonal Associations, to be braver, to organise more activities. I have visited 41 countries in 4 years. In all of them, after we shared our strategy and our vision on our projects with the national authorities, especially the ones for the kids, they endorsed it and they committed to give their support. We realise that in some countries it is difficult to reach the authorities. For this reason, we invite you to ask for our assistance. We can organise meetings and help you find a solution.

Finally, I would like to thank our partners from Mikasa, they have been a long-term partner of the European Volleyball family showing loyalty and support. I would also like to thank all the Board, Commissions and Working Groups members for their generous support, and our Offices in Luxembourg and Belgrade. They work very hard, they have been very busy, but also very professional and I would like to thank all of them.

Thank you very much!

Aleksandar BORIČIĆ
CEV President

Julius BRINK thanked the CEV President and invited three distinguished members of the Volleyball world, Mr Carlo MAGRI, Mr Fabio, SASSI and Mr Miguel Angel QUINTANA GONZALEZ. The CEV President handed them over the new CEV golden pin as a recognition for their contribution to Volleyball development.

7. Commercial Partnerships

Mr BORIČIĆ started by referring to Mikasa, CEV's long-term partner, expressing once more his gratitude to the representatives attending the CEV General Assembly, namely Mr AKIYAMA, Mr OTAKE and Ms MORISHIGE. He noted that Mikasa has been a partner of European Volleyball Federation for more than 20 years. He reminisced how the collaboration started with Mr SAEK and then continued with his son. He reported that for more than two years many meetings have been held. Many Board members and the staff members were involved and the CEV has been very pleased with how Mikasa has respected CEV's wishes and needs for the future.

He announced that the Mikasa Agreement will be valid from 2020 to 2024. It was signed in Moscow during the European Championship in Volleyball with increased condition. The new agreement involved more than a triple number of balls than previously. Mr BORIČIĆ commented that the CEV's priority is not only money but also more balls for the European activities. The new contractual numbers are signalling a great progress and a great understanding between the two parties. He added that this number would cover the CEV's School Project, all of the Federations and the clubs. On top of that, he announced that there will be a yearly fee. He commented that it was an excellent new contract with an excellent support and once again thanked the partners from Mikasa.

After a brief video from Mikasa, Mr BORIČIĆ went on to speak about the general media contracts the CEV currently has. The contracts include the media, the betting and the data rights. He mentioned that the contracts with Sportradar and Infront were signed many years ago. He then continued to describe how the CEV invests to develop and advertise its product, Volleyball, and yet all the rights belonged to companies.

He informed that the Sportradar contract will end by the end of 2020, whereas the one with Infront will end in 2021. He also explained how both companies had a right to stop the contract at any moment, while the CEV did not have such a right. He also explained that the CEV is limited in negotiation freely the rights for the future, because the existing contracts with Infront and Sportsradar granted certain "first negotiation", "matching & last refusal" rights to them.

He then stated that the CEV has decided to change this and split media, betting and data rights and to exploit it separately in the future.

Mr BORIČIĆ pointed out that the previous contracts were signed when CEV was in "small shoes". Now Volleyball has started to grow out of these small shoes, needing more in order to reach a higher level. He then demonstrated how the CEV tried to improve this situation. He disclosed that after 15 years of having a contract with Sportradar, the betting income amounted to zero. They started to negotiate in order to increase the income and at the same time initiated discussions with a few other companies, like Genius Sports.

He then announced that in the end the CEV has managed thanks to the CEV Marketing Advisor, Mr Avramovic to find an interesting offer on the future betting rights from a company, called AML. Based on the discussions and respective approvals of the Executive Committee and the Board of Administration, a contract for all available betting rights and betting sponsor rights for CEV competitions shall be signed from August 2020 to December 2031. After zero income over the past 15 years with Sportradar, the overall financial compensation of the new agreement would amount to more than 20 million USD. He then invited the General Assembly to ratify the decision.

Mr Gernot LEITNER, from the Austrian Federation, congratulated the strategic decision of keeping the rights close to the heart and the brain of the CEV. He commented that Volleyball is in a booming era, a fact that shows how visible the sport has become in the last couple of years. He reported that with the new corporate identity, the new look of the event and the new look of the venue, the Austrian Federation has also been negotiating with several betting companies. To their surprise, they were offered long-term contracts: a clear sign that this market is thriving. He went on to explain how Volleyball is one of the most fast-growing sports in the betting industry. There are many varieties in the betting front, which is a very positive sign. He mentioned that a few of the main arguments were the Regulatory Frameworks, the transparency and the safety.

Mr Werner AUGSBURGER from the Swiss Volleyball Federation congratulated the CEV's decision on the split packages. He then added that there is a strict law in Switzerland for the betting rights, dictating which companies the Federation is allowed to work with. He mentioned that there are big amounts of money involved in the official lottery. He advised that the CEV be aware of that restriction.

Mr BORIČIĆ answered that the CEV has conducted checks with the IOC and the FIVB and they have concluded that everything was confirmed legally. He invited the President of the Legal Commission to confirm this fact. He then explained that the CEV only owns the rights of the European events it organises. The same goes when a National Federation organises an event in their country. They are the owners of the rights of that event and they can enter into a contract with a betting company. Consequently, there is no issue with the international and national rights.

Mr FISCHBACHER clarified that the Legal Commission has specifically checked this issue, along with the lawyers from Luxembourg. He pointed out that there is actually a term in the contract in regards to national law for distributing the rights in case by case, which means that betting companies are obliged to respect this.

Decision

Following some remarks and clarifications, the XL General Assembly unanimously ratified the decision regarding the rights ownership.

Mr BORIČIĆ expressed his gratitude for the General Assembly's understanding and indorsement of the decision. He commented that after so many years that Volleyball has been an administrative sport, with no innovations and changes, it is now gaining more respect, the companies realise that it is not the same as 10 years ago. Now it is ready for the future. To change and produce more value. He invited the National Federations to fight for Volleyball's value.

8. Financial Report

8.1 Accounts 2018

Mr Özkan MUTLUGİL, CEV Vice-President and Treasurer, presented a short summary of the CEV Accounts in 2018. He noted that the CEV finalised with a positive result of € 245,270. He referred everyone to the relevant section in the 2019 CEV Congress Handbook. He went on to answer a question raised by Liechtenstein Volleyball Federation, namely by Mr Philippe SCHÜRMANN. He started by referring everyone to the charts of his presentation, showing the distribution of the Prize Money as well as the development expenditure. He explained that the money was distributed to all the participating clubs, according to their winning and losing games and numbers. The best Prize Money goes to the winner of the Champions League.

He then answered another question regarding the monthly allocations for the EXCOM members. According to the decision of the Board of Administration, the CEV President receives € 7,000 monthly, the CEV Senior Vice-President € 3,500, the CEV Vice-President and Treasurer € 3,500, the CEV Vice-Presidents in charge of Administration Affairs € 1,200 and the CEV Vice-Presidents € 800. The annual allocation of the Commissions' Presidents is € 2,000, except for the Finance Commission President, and also for the Commission Secretaries, they get a € 1,500 annual allocation. Regarding the expenditure of the President's Office in Belgrade, he noted that the monthly total cost is € 4,417 euros, including the high level Executive Assistant to the President, the rent of a 160 m² office, the taxes and the running cost of the offices.

Mr SCHÜRMANN drew attention to a figure of allocations mentioned in the draft budget, an amount of € 511,000. The allocations Mr MUTLUGİL presented result to an amount of about € 250,000 and asked for a clarification on this difference.

Mr Thorsten ENDRES, the CEV Managing Director, demonstrated that this amount is a management allocation, which is split in the Executive Commission allocation, amounting to € 331,240. There are also management expenses covering travel costs, hotels etc. which amount to € 180,000, making a total of € 511,240.

8.2 The External Auditors' Report – Accounts 2018

As laid down in the CEV Statutes and Luxembourg's legislation, the 2018 CEV accounts were also subject to an external audit by the company Grant Thornton Audit and Assurance.

The written external audit report can be found annexed to these minutes.

8.3 Internal Auditors' Report – Accounts 2018

As laid down in the CEV Statutes, the 2018 CEV accounts were subject to an internal audit by Mr Michel HENNO and Mr Olavi ALA-NISSILÄ, CEV Internal Auditors.

Mr HENNO highlighted the following points of the report:

- 1 The operating profit amounted to € 245,270.
- 2 Following the new FIVB strategy, the CEV did not receive any support from the FIVB.
- 3 There are 29 people in the Luxembourg Office Staff.
- 4 There was a balance between receivables and creditors.
- 5 The new Prize Money for the Championship is more accurate and easier to book.
- 6 The amount dedicated to the played matches in 2018 was fixed and booked in expenses to be paid accordingly. There will be no provisions, they will be booked directly in the year the have played.
- 7 A new system for bookkeeping has started to be implemented.
- 8 According to the information on the contacts between the governing bodies in Luxembourg and the CEV authorities, the CEV is following the financial requirement established in the country of Luxembourg.

Considering the above remarks, Mr HENNO confirmed that the CEV were working correctly according to legal and organic requirements.

The written internal audit report can be found annexed to these minutes.

8.4 Approval of the Accounts 2018

Mr HENNO asked the General Assembly to approve the Accounts 2018 and to relieve those in charge.

Decision

In the absence of any other questions or remarks, the 2018 CEV Accounts and Reports were approved by the General Assembly and those in charge were relieved.

8.5 Updated 2019 Budget & 2020 Budget Proposal

Mr MUTLUGİL referred everyone to the relevant section in the CEV Congress Handbook and also to the numbers mentioned in the charts. He noted that, based on the budget proposals and the CEV's investments till present and for future projections, the CEV is not aiming at a short

term profit. It makes sure to always have a profit in order to invest further in the sport, but the intention is to reinvest and increase Volleyball activities.

The Financial Report presentation, including Accounts 2018 as well as Updated Budget 2019 and 2020 Budget Proposal can be found annexed to these minutes.

8.6 Approval of the 2020 Budget Proposal

Decision

In the absence of any questions or comments, the updated 2019 Budget and the 2020 Budget Proposal were unanimously approved and adopted by the CEV General Assembly.

Mr Özkan MUTLUGİL thanked everyone and congratulated the eight organisers of EuroVolley, mentioning the impressive ticket sales numbers and the expectations for the spectators in the matches to come.

9. Activity Reports Congress Handbook

9.1–9.17 Activity Reports

Mr BRINK referred to the 2019 CEV Congress Handbook, which contained all of the Activity Reports and had been sent to all National Federations prior to the CEV General Assembly.

9.18. Comments & Questions

Mr Thorsten ENDRES answered a question put by the Liechtenstein Federation regarding the tender for the new branding, which was announced in 2017. Based on the Board of Administration decisions, there was a tender launched by the CEV to all Media Agencies, on 31 May 2018. Ten proposals were received from international agencies. The Board of Administration appointed an internal Evaluation Commission composed of internal and external experts. They shortlisted four agencies based on defined criteria, which were invited to present their offer. Subsequently, the Evaluation Commission made a proposal to the Board of Administration for a final approval. There was a presentation in the XXXIX CEV General Assembly in Cancún (MEX). At this moment, the CEV is in a position to share very positive feedback from all kinds of stakeholders on the new branding, which is addressed to a younger generation and is adjusted also for a digital presence.

9.19. Confirmation of Reports

Decision

Following the answer to the questions raised, the 2019 CEV Congress Handbook Activity Reports were approved and adopted by the CEV General Assembly.

10. Best Practice by National Federations

10.1. Best Practice by Estonia

Mr Hanno PEVKUR, the President of the Estonian Volleyball Federation, after stating that Estonia is a small country, with a population of 1.3 million people, he mentioned that it is a celebration year in Estonia, since 100 years ago they organised their first Volleyball tournament. He went on to report some facts on Estonian Volleyball. There are more than 6,000 registered players, with a bigger participation of men than women – a difference that is overturned in younger generations. Estonia was 45th in the 2009 ranking. Currently they climbed up to the 26th position. They participated with the men's team for the first time in the European Championship in 2009. In 2019 Women participated for the first time in Hungary. He added that, Gheorghe CRETU, their former coach, was nominated by the Olympic Committee as the best Estonian Coach of the Year for 2017 and 2018.

He then touched upon the subject of fans, underlining the importance of having fans following the team in the matches abroad. He mentioned some numbers: 250 people in 2017, 2,500 people in Poland already and 3,500 in Riga in 2018 –for a qualification match against Latvia–, and 1500 in the Netherlands in 2019. He also added that Estonia is in the 13th position in Europe and that they wish to go further.

He then demonstrated briefly some important points that helped the Estonian Federation achieve these results: He emphasised the importance of dreaming big, setting high goals and employing the best people. He also spoke about the importance of focusing on youth in order to create the future stars. He insisted also on the crucial role of practicing a lot through playing, referring to the organisation of several friendly matches, as this is the only way to improve. He also noted the importance of emotions for the players, the referees, etc.

Finally, he made a special mention on the crucial role of the fans, while briefly presenting a video showcasing a march of the fans in the centre of Riga. He suggested that fans create emotions and emotions motivate everyone involved in the event.

The Best Practice by Estonia presentation can be found annexed to these minutes.

Point "10.2. Best Practice by Slovenia" of the Agenda was skipped.

10.3. CEV EuroVolley 2019

Mr Julius BRINK pointed out the outstanding numbers of spectators during the EuroVolley 2019 events and invited everyone to watch a video showcasing this experience. He then invited on stage Mr Tomasz KARASINSKI from Poland, Mr Zsolt LUDVIG from Hungary and Mr Martin KRAŠČENIČ from Slovakia.

Mr LUDVIG demonstrated how the Hungarian Federation started from the status of a country that was "not again" in the Volleyball map to being reborn as a EuroVolley organiser. He specifically mentioned that in 2009 there was no budget, no real national teams and the matches had no spectators. He recognised the brave decision of the Hungarian Federation Board of Administration to ask for support from the government and create a 10 year development strategy for Volleyball. He spoke about the Agreement they signed with the Slovakian Volleyball Federation for the co-organisation of some under-age competitions. He also mentioned the fact that they had organised the EYOF in Győr – an excellent opportunity for them to test their strategy.

In order to achieve all that, Mr LUDVIG said that they had to build a team that would work on the organisation with specialists, officials and a big pool of volunteers. He mentioned that there were more than 200 people working in Budapest during the European Championship Finals. He expressed their intention to continue in this spirit of partnership with other Federations, as well as his hope to organise more events in the future.

Mr KRAŠČENIČ started by presenting some pictures and some figures on his country. A country of 5.5 million people, with almost 100 clubs attending several levels' leagues, and more than 10,000 registered athletes. He then reported on the attendance during the events: at 17 matches there were 43,000 spectators, at 6 Slovak team matches there were 30,000 and another 300,000 watching on TV. Another important number was the 1.2 million spectators watching the match of Slovakia vs Italy. He noted that these were record breaking numbers and mentioned that after hard negotiations, they managed to have all the matches broadcasted by the national TV channel RTVS – a success which led to a contract for broadcasting the national league matches and to the popularisation of Volleyball.

Aiming to present these events in the best possible way, they hired the best people, like the famous duo DJ Stari and Flo RUDIG, who evoked big emotions during the matches and managed to get the spectators involved in the stadium atmosphere. He recognised that the success was also based on more than 100 people working long hours every day and thanked everyone. He said he was pleased they achieved such a good presentation from a sports and entertainment point of view. It was the first time in the Slovak Volleyball history that the sport was presented and broadcasted at this level. He mentioned all the features used to deliver the best show: video mapping, lasers, cold fires, cheerleaders, mascot, etc. He declared it has been the biggest success in the Slovak Volleyball history.

He underlined the importance of the campaign before the Championship. The media campaign lasted until the opening of the match. He mentioned two people that participated in that campaign: Mr SINGER, the director of the Event, and the Volleyball legend, Ms MARCEKOVA, the ambassador of the campaign. There was a trophy tour and two Press conferences. He highlighted how supportive the presence of some special guests in the event had been: namely the CEV President, the CEV Senior Vice-President, the President of the Slovak Olympic Committee, Mr Anton SIEKEL, Mr Pavel HAPAL, Chief coach of the Slovak Football National Team and many more.

He then described how they created a fan zone in the stadium and mentioned the long queue for the autographs, even though the team had lost the match: more than 1,000 people waiting for two hours. He went on to enumerate some record breaking numbers in the social media platforms: almost 80,000 views of Facebook videos, almost 40,000 fans of the events, 40,000 views of just one video with a funny interview with Marco FENOGLIO, more than 4,000 new Facebook followers, more than 1,000 new Instagram followers. He added that the event had a great influence on young kids, since the number of people interested in becoming a club member doubled or tripled in 2019.

Regarding the printed media, EuroVolley was featured in the cover pages every day. Mr KRAŠČENIČ finished his presentation by thanking the CEV for the opportunity to organise this event, the members of the Board and especially Mr HALANDA, Mr Thomas SINGER, the Director of the Event, and all the team from the Slovak Federation involved in the event.

Mr KARASINSKI greeted everyone and swiftly proceeded to his presentation. He said that they organised the event in the city of Łódź, in the centre of Poland. The venue capacity was for 10,000 people and the attendance rate was about 80%, and 20% when the Polish team was not playing, resulting to an average of 70%. He added that 99% of the tickets were distributed, however 90% of them were commercially sold.

Regarding the TV audience, he described how they managed to broadcast the Polish matches on national TV and all the matches on Polsat TV. The audience was 3.5 million, during the match Poland vs Germany, and 2.3 million during some other popular matches. As for the top TV share, he informed that it was 28% for the last match, 3% for the non-Polish match and 25% for the Poland vs Germany match.

With regards to the social media reach –a new area for the Polish Federation–, he mentioned that they had 70 publications on the EuroVolley Women 2019 on Facebook and almost 20 publications and Instagram stories. There were 35 video publications on YouTube, both from Poland and Turkey. They had a special video team that followed the athletes and recorded short videos, which were then uploaded on YouTube and other platforms.

He then spoke about the international promotion before the event: They visited 4 touristic fairs, in Helsinki (FIN), in Tel Aviv (ISR), in Berlin (GER) and in Moscow (RUS). He finished by saying that despite the initial concerns about the fans and the TV audience, the event proved to be very successful.

The CEV EuroVolley 2019 Women presentations from Hungary, Slovakia and Poland can be found annexed to these minutes.

Mr BRINK welcomed on stage three of the four hosting Presidents for the Men's Competition: Mr Eric TANGUY from France, Mr Guy JUWET from Belgium and Mr Peter SPRENGER from the Netherlands.

Mr SPRENGER said that they were very proud of what they have achieved together with the other 3 countries. He underlined how an event like EuroVolley can bring a lot of value and support for many aspects of Volleyball: the team, the media, the fans, the sponsors, the volunteers. He claimed that it constitutes a strategy to take Volleyball to the next level. He reminisced on their experience in 2015 with the European Championship Women, where they realised the potential in the organisation of such an event. He said once more that he was very proud and thanked the other hosting countries for the cooperation.

Mr JUWET also mentioned how proud he was to be hosting the European Championship in Belgium along with the three countries. He noted specifically that they had never played a match in Brussels. So they started the tournament from there and then moved to Antwerp. All the Belgian team matches were broadcasted on national TV – a great success for the Federation. He said he was very pleased with the organisation and the success of the event, suggesting that this will have a positive effect on the publicity of Volleyball in Belgium and of European Volleyball.

Mr TANGUY said that it had been a great adventure to organise this big and important event. It has influenced the growth of spectators, sponsor offers, journalists attention and number of volunteers. He expressed his hope to take French Volleyball to the next level for more young Volleyball players.

11. Future Projects

Mr BRINK talked about the Olympics approaching and informed that there will be two hosts for the Olympic Qualification Tournament. The organiser for the Men's Competition will be the German Federation in January 2020, inviting everyone to watch a short relevant video. He then continued to announce that the Board of Administration has appointed the Netherlands as the organiser for the Women's Competition and congratulated the Dutch Federation.

11.1. CEV Champions League SuperFinals

After another brief video, Mr BRINK invited on stage Mr Jakub MIHULE, the CEV Events Coordinator, to provide an overview on the CEV Champions League SuperFinals.

Mr MIHULE started by noting how the CEV changed the whole concept by deciding for the first time to organise the event on its own – achievement made possible with the help of the German Federation, the German League, club of Berlin and the support of the Office and the CEV Leadership. He said that they are really proud of it. It was an opportunity for the CEV to showcase the way to the future.

He added that they changed the format of the competition – no more Final Four, but one event with two gold medal matches with the best four teams in Europe. It was also an opportunity for the CEV to show a direction on the subject of gender equality, having both teams celebrating at the podium, sharing a great moment. This concept was also applied on the Prize Money, allocating the same Prize Money for both genders, sending an important message to the world: the best teams of men and women celebrating together in the court, giving the fans the message that Volleyball is one of the most forward thinking sports.

He then spoke about the new branding of CEV and how the SuperFinals have been a great opportunity to rebrand Champions League as well, announcing the new logo and graphical design for the first time – a bold and young image.

Regarding the promotion of the event, the idea was to focus on the best players of Volleyball for that event, with special shoot-outs. There was also a partnership with several local media to promote the event nationally, giving a slightly different perspective of the players. The campaign was outdoors as well as indoors, in the underground, the entire city of Berlin was branded and everyone knew about the event.

He emphasised the importance of such an experience for the CEV. Volleyball can be a spectacular sport on the court and the CEV is trying to increase the perception of the fans and evoke strong emotions to the crowds. For this reason, engaging the fans has been paramount for this event; introducing them in the atmosphere of the game and getting them involved by distributing LED bracelets. This created a compelling image in the venue. Everybody could have one and support their favourite team. The colours of the team would fill the entire stadium each time the team scored. It gave a feeling of interaction to the fans watching the game, it put them in the centre of action. Technology and other features were used throughout the event and offered the best possible show. The teams were also put in the centre of the stage, giving the spectators the opportunity to really connect with either team.

As for numbers, Mr MIHULE divulged that the hall was sold out well in advance and 45% of the fans were foreigners – a great message to show to the world of Volleyball how an event gathering the best teams of Europe under one roof in one day, men and women, can produce such big numbers in the market.

He also reported that the event reached almost 1.2 billion viewers online, proving that these are the kind of events that fans are demanding and that the CEV is heading for the future. He invited everyone to watch a short video showcasing what he had described and afterwards he summarised the main points of his speech: ownership of the event, focus on the players and the best clubs, making them stars, under one roof in one day, celebrating Volleyball and offering a great fan experience. For CEV this is the future of Volleyball.

11.2. CEV School Project and Coaches Convention

Mr Thomas BRO-RASMUSSEN stated that along with the School Project that pre-existed, the Coaches Commission also introduced the splendid idea of the Coaches Convention, which came through in 2019. He then invited Vuk KARANOVIC to take the floor.

Mr KARANOVIC greeted everyone and started by mentioning that already during the Congress of 2017 the CEV decided to position itself strategically and work on the grassroots level. He commented that some of the talks he had with several people the previous day confirmed once more the notion set in place back in 2017: that most of the people in the Volleyball world first fell in love with the sport because they were influenced by a person in their life – most probably their teacher in primary school. This is something common among everyone involved in Volleyball; falling in love with the sport and becoming passionate people sharing their vision, their love and enthusiasm with the schools.

This is why the teachers are the focus of the CEV project. He reported that they are working with a formula created among the National Federation, the CEV and the National Authorities for support. The CEV supports by providing educational material and equipment. The educational material –videos, handbook, etc. to be distributed free of charge and easily accessible on the new CEV website– will be created until the end of the year. Anyone interested, either a teacher or a beginner coach, can access it and implement it in their work. As for the equipment, he thanked the partners from Mikasa, noting that the Federations involved in the project are able to provide the kids with the best possible equipment to play Volleyball.

With regards to the National Federations' side, he stated that the expectation from the beginning has been to produce activities. In the second year of the project the aim is to streamline those activities, in order to have better and more clear data, to follow and to evaluate the project's progress.

Another point which is very important and will constitute the focus of the second year of the project is the clubs' involvement with the local primary schools and the licensing of the young players. It would facilitate the CEV and the National Federations to track the number of children playing Volleyball in school and to calculate the conversion rate of those children to players in a local club. The numbers gathered so far are very interesting.

He then emphasised the importance of the support from the National Authorities –the Ministries of Sport or the National Olympic Committees– for the success of the project. He stated that at the first stage, the CEV asks for the promotion of the event, so that the teachers know that there is something going on. Later on they can discover the different opportunities offered by the CEV, in order to enhance their understanding of Volleyball and transfer it to the children. For the moment 13 Federations are involved, 15 by the end of the year. What is more important from the CEV perspective is bridging the gap between the National Federations. To prove that, he recounted how in 2016 the Federations that are now involved in the projects had zero licenced players in the underage category. Today, some of them have as much as 1,000 registered players in each category.

The CEV School Project was recognised by the Erasmus+ from the European Commission. In 2019, the CEV was invited to participate in the biggest sport forum organised by the European Commission. The CEV Senior Vice-President, Mr Renato ARENA, attended that forum and shared the idea and the progress achieved with other sport organisations and NGOs around Europe. The CEV Vice-President in charge of Development attended the opening event of the European Week of Sport. This is proof that the CEV School Project is gaining recognition beyond the Volleyball family. He then emphasised how important it is to give the message of equality, of being one Volleyball team and that the CEV is as strong as its weakest link. That is why it invests in growing the sport at grassroots level.

Mr BRO-RASMUSSEN referred to some numbers related to the Coaches Convention in Kranjska Gora (SLO): 120 people involved, 30 nations present. Teachers and coaches from around Europe gathered and produced original ideas. That would not be possible if the event only focused on Volleyball: new angles on how to teach, on how to approach kids and their behaviour. He perceived the three day Convention as a success, measured by several factors. He first

mentioned the numbers and then the smiling and non-sleeping faces of the attendees. He then noted that the biggest outcome was the meeting of different peoples and cultures, bringing about new ways of viewing kids and young people.

Since the Coaches Convention was deemed successful, he announced that the Board decided it will be continued in 2020 and 2021 and then quoted a motto used during the conventions: "If you don't know, learn. If you know, teach." This is the way to make sure that young people, their teachers and their coaches will be cheering in the future after winning some medals. Finally, he expressed his gratitude for the outstanding work of Mr KARANOVIC and his team, he said that it was second to none.

11.3. CEV Communication Strategy

Mr BRINK gave the floor to the CEV Press Officer, Mr Federico FERRARO, by asking him what was his favourite Volleyball moment for 2019. Mr FERRARO answered by mentioning that the excitement was present through both of the EuroVolley competitions and the SuperFinals.

Mr FERRARO started by saying that in the previous Congress he had announced that the CEV digital revolution was about to happen. Today it has happened and it will continue in the future. He then proceeded with an overview of what has been achieved so far and of what is planned for the future.

For EuroVolley 2019, Men and Women, he mentioned the live streaming provided in the countries where the rights did not prevent it via the CEV OTT platform, EuroVolleyTV. This platform is not only dedicated to EuroVolley, it is for all competitions. Then he referred to the content that is being produced. The fans enjoy the action in the court, but they also want to know what happens behind the scenes.

The YouTube channel has grown, publishing new content every single day: More than 50 videos, just for EuroVolley Women. The number of views went beyond 700,000. The video with the most views has been the match between Serbia and Turkey. For EuroVolley 2019 Men even more videos were being produced.

Mr FERRARO explained that the digital revolution does not happen randomly. It involves a number of factors and actors. The main idea is to provide content, but there have to be studies and evaluations on what the fans like. There is also a lot of analysis and thought behind the content, the timing and the kind of platform used. Not all content appears everywhere, it depends on the preferences and the responses from the users.

However, the CEV digital revolution cannot happen only at the CEV. It is important to involve all the main parties: the athletes, the National Federations and the clubs. Regarding the athletes, the focus is on the stars of today and of the future. As for the National Federations, he encouraged all of them to take part in the revolution by producing content, sharing ideas and by educating the teams and the players. EuroVolley has been marked as revolutionary in many ways and that is also due to the close cooperation among the National Federations; not only the organisers, but also the Federations from all the participating teams. With regards to the clubs, Mr FERRARO stated that they play an instrumental role in the success of the digital campaigns, noting that it is not the CEV alone that can deliver and achieve a digital revolution, it is everyone together.

Talking about the CEV going digital, Mr FERRARO mentioned three pillars: Social media, the CEV website, and the EuroVolleyTV. When it comes to EuroVolleyTV, it will be made available in the best quality and functionality also on mobile devices. He then added that it is important to find

new ways to engage with the fans, to interact with them as the matches are happening, asking for expectations and predictions.

Regarding the data, a notion that was mentioned a lot throughout the Congress, he remarked that there is interesting information that can be shared with the fans, so that they understand it and also share it on their platforms as well. Consequently, when talking about social media and the trends governing them, it is important to identify the target audience. It is crucial to study what works on each platform and when it makes sense to publish, so as to maximise the reach, the exposure and success of this content.

As for the CEV website, it is changing and it will continue to do so. There is the EuroVolley website, and after the rebranding there are also three event websites completely managed by the CEV: for the Champions League SuperFinals, for the EuroVolley events, Men and Women, and for the EuroBeachVolley. The main idea is to have appealing, fresh looking fan-centric websites, where the fans can find information and enjoy the experience. The inside.cev.eu has become the institutional website, where all the institutional information is made available. The CEV is aiming for a complete new website, having a total restyling of the CEV online appearance. In 2020 the efforts will be focused on producing fan-centric content with the top events, such as the Olympic Qualifiers and the EuroSnowVolley.

Mr AUGSBURGER asked whether there are any plans to do some research and develop an e-Volleyball game. He mentioned as an example the FIFA game, which is very popular.

Mr ENDRES replied that there are discussions with the current media rights partners. Due to the existing contractual situation, the CEV is not entitled to go in this direction, since it doesn't have the rights to use images, etc. However, he noted that this is part of the discussions for the future, in order to evaluate whether this could be explored for Volleyball.

Mr Geert DE DOBBELEER remarked that there is indeed a revolution going on, since the fans are travelling around the world to watch the matches. He suggested that in order to improve their engagement with the sport it would be beneficial to create a fan zone next to the mix zone. He noted that if this could be established in every venue, in every country, that would be a big step for those who travel.

Mr FERRARO replied that there are two different audiences with different needs: the fans and the media. He noted that the wish is to fulfil the needs of both and this idea goes in line with the concept that "we don't have a match, we have an event."

Mr BRINK gave an overview on CEV EuroVolley 2021. For Women, the Group Phase will be hosted in Romania, the Group Phase until the Quarter Finals Phase will be hosted in Bulgaria and the Group Phase until the Finals in Serbia. One more host for the Group Phase for Women is still to be determined. For Men, the Finnish and Estonian Federation will be hosting the Group Phase, the Czech Federation will host the Group Phase until the Quarter Finals and the host of the Group Phase until the Final Phase is to be determined. He invited then the Federations interested to host an event to do the necessary actions and introduced Mr Alain FISCHBACHER, the Legal Commission President, to the stage.

12. Regulatory Framework – Proposals

Mr FISCHBACHER greeted everyone and started with the Legal Framework, with the Statutes, where there is a small point to be adjusted so that it will be ready for the elections in 2020. In the Regulations there is the wording: "General Assembly held the year before the elective FIVB Congress." He said that although this has always been true, there have been amendments to the FIVB Constitution, so it is not the case anymore. For this reason, it is necessary to adjust

slightly the Statutes and the Legal Commission has decided to delete in article 3.5§1 the words "the year". This way it will mean that the elections will be held during the General Assembly before the elective FIVB Congress, leaving room for any changes the FIVB might make in the future.

Decision

In the absence of any questions or comments, the decision to change the wording in the Statute was unanimously approved and adopted by the CEV General Assembly.

Mr FISCHBACHER continued to answer the question received by the Liechtenstein Federation concerning the Statutes and the status of National Federations on their right to speak and vote in the General Assembly. The Legal Commission has discussed this point in detail and they are absolutely convinced that the provisions on the financial obligations and Volleyball activity are completely in line with the FIVB Regulations, with Luxembourg and Switzerland and also with International Conventions. He explained that the reason they have this conviction is that in every association members have rights and obligations and assured everyone that they have thoroughly checked this point and it is in line with the FIVB Constitution. He noted that this point has been approved by the General Assembly when approving the Statutes. It is up to the General Assembly to decide to change these conditions in the future. He emphasised that the conditions are equal for every member and that there is no discrimination, since every National Federation receives the same treatment.

Mr SCHÜRMANN asked whether it would be enough to write a request in order to change this condition or whether he would need the support from other Federations. Mr FISCHBACHER replied that he can make a written request. With the support of at least five National Federations this would become a point in the Agenda.

He then went on to answer another issue raised by the Liechtenstein Federation, concerning the unsportsmanlike gesture made on TV by the Coach of a team during the Women EuroVolley Competition. He mentioned that the President of the Legal Chamber and himself have been contacted to provide their advice. The issue in this case is that incidents during the match fall within the competence of the First Referee for disciplinary sanctions only. Incidents after the match, fall within the competence of the Jury. He then assured everyone that they will proceed further with this case in the Legal Commission in their next meeting and that they will make proposals to change the Regulatory Framework, in order to have better possibilities in the future.

13. XLI CEV General Assembly

Mr BRINK announced that the XLI General Assembly will be on 19 June 2020, in Moscow (RUS).

Mr FISCHBACHER continued to present a timeline, so that everyone would be aware much in advance, that they would make use of their rights and be prepared for sending proposals. One important point in order to fix the timeline is the FIVB World Congress, which will be held on 15 October 2020. The deadline for all candidatures for the positions of CEV President, FIVB Board of Administration member, FIVB Board of Administration member – gender in minority, for all the CEV institutions is on 3 April 2020. All candidatures have to be submitted to the CEV and the ones for the FIVB Institutions will be forwarded to the FIVB Ethics Panel.

Mr FISCHBACHER said that the next important date is on 19 April 2020 for ordinary proposals or questions. He asked everyone to send them by that date and informed that the first draft of the Agenda and the Summon for the General Assembly will be sent by that date.

Between mid of April and mid of May, the Legal Commission will review all the candidatures for the CEV Institutions and it will forward its report to the Board of Administration. The Board of Administration has to acknowledge it and to approve the candidatures that are in line with the Regulatory Framework.

The last important deadline is on 5 May 2020, in order for the National Federation proposals to appear on the Agenda. At least 1/20 of the National Federations should be submitted by then, according to the Luxembourgish Law. On 15 May 2020, the FIVB Ethics Panel will scrutinise the candidatures for the position of CEV President, FIVB Board of Administration members and FIVB Board of Administration gender in minority members. In case a candidature does not fulfil the requirements, it will be replaced until the 15 June 2020. The new candidate will be scrutinised again by the FIVB Ethics Panel. By 19 May 2020, the CEV will publish the list of all candidatures as well as the Agenda and the proposals.

In the absence of comments on the deadlines, Mr FISCHBACHER went on to address another point raised by the Liechtenstein Federation in regards to the Election Regulations. He assured everyone that even before the question was raised, it already formed part of the Agenda of the next Legal Commission meeting. They will check everything thoroughly step by step in preparation of the next electoral General Assembly, have every possible question answered in advance, and share their findings and decisions in due time before the deadlines.

Mr SCHÜRMANN asked for some comments on the three statements he made in his questions. Mr FISCHBACHER replied that he wants to first discuss with the Legal Commission and ensure that they have a common understanding. Only then will he give an answer, instead of just stating his own opinion on the matter. He then promised that everyone will be informed on these questions in advance of the deadlines.

14. Miscellaneous

Pin Ceremony – National Federations Presidents

The CEV President, Mr Aleksandar BORIČIĆ, the CEV Senior Vice-President, Mr Rena ARENA, the CEV Vice President and Treasurer, Mr Özkan MUTLUGİL and the CEV Vice President, Ms Margaret Ann Fleming awarded all the National Federation Presidents, on behalf of CEV, with the new Golden Pin.

Mr Erlind PËLLUMBI – Volleyball Federation of Albania

Mr Gernot LEITNER – Volleyball Federation of Austria

Mr Guy JUWET – Volleyball Federation of Belgium

Mr Alija FATIĆ – Volleyball Federation of Bosnia-Herzegovina

Mr Eduard VENSKI – Volleyball Federation of Belarus

Mr Ante BAKOVIĆ – Volleyball Federation of Croatia

Mr Michalis KRASHIAS – Volleyball Federation of Cyprus

Mr Marek PAKOSTA – Volleyball Federation of Czech Republic

Mr Jørgen BENTZEN – Volleyball Federation of Denmark



Mr Adam WALKER – Volleyball Federation of England

Mr Agustin MARTIN SANTOS – Volleyball Federation of Spain

Mr Magnus TAUSEN – Volleyball Federation of Faroe Islands

Mr Eric TANGUY – Volleyball Federation of France

Mr Irakli CHACHUA – Volleyball Federation of Georgia

Mr René HECHT – Volleyball Federation of Germany

Ms Emma LABRADOR – Volleyball Federation of Gibraltar

Ms Grainne CULLITON – Volleyball Federation of Ireland

Mr Eviatar DOTAN – Volleyball Federation of Israel

Mr Pietro Bruno CATTANEO – Volleyball Federation of Italy

Mr Janis BUKS – Volleyball Federation of Latvia

Mr Philippe SCHÜRMANN – Volleyball Federation of Liechtenstein

Mr Darius CERKA – Volleyball Federation of Lithuania

Ms Norma ZAMBON – Volleyball Federation of Luxembourg

Mr Cvetko PAJKOVIĆ – Volleyball Federation of Montenegro

Mr Peter SPRENGER – Volleyball Federation of The Netherlands

Ms Irena MANIK – Volleyball Federation of Northern Ireland

Mr Eirik SØRDAHL – Volleyball Federation of Norway

Mr Jacek KASPRZYK – Volleyball Federation of Poland

Mr Gheorghe VISAN – Volleyball Federation of Romania

Mr Gian Luigi LAZZARINI – Volleyball Federation of San Marino

Mr Zoran GAJIĆ – Volleyball Federation of Serbia

Ms Nora WILLI – Volleyball Federation of Switzerland

Mr Martin KRAŠČENIĆ – Volleyball Federation of Slovakia

Mr Lennart NEOVIUS – Volleyball Federation of Sweden

Mr Mykhaylo MELNYK – Volleyball Federation of Ukraine

Ms Sandra STOLL – Volleyball Federation of Wales

Mr SCHÜRMANN remarked that his questions have been mainly answered, he expressed his gratitude and appreciation for the transparency and asked for one more clarification on the

matter of hosting the SuperFinals and on the € 500,000 support given to the organisers. He asked whether it would be possible for Liechtenstein or any other place around Europe, if it fulfils the conditions, to host the SuperFinals.

Mr ENDRES clarified that this amount is not a support from the CEV to any local organisation. As it was mentioned in Mr MIHULE's presentation, the CEV took ownership of the SuperFinals, meaning the organisation, the cost, etc. This amount is the budget for the organisation of this event, and it is budgeted in the accounts.

Mr BORIČIĆ informed that he will explain further in his closing speech.

Mr Marek PAKOSTA, the President of the Czech Federation, addressed everyone and said that he wanted to express his personal opinion. He recounted that he has been part of the CEV for 2 years, he is a former top player in both Beach Volleyball and Indoor Volleyball, he left Volleyball for 10 years, working in private companies, and then returned at a time when the Czech Federation was facing a difficult financial situation. He stated that he trusts the direction the CEV is heading to. He can perceive the vision, the strategy and the goals. He noted that at this point the CEV members with positions of authority at National Federation level should step in to help the sport grow and fulfil its potential. As a former player, he commented that he has his own opinions and he has the feeling that Volleyball is getting back into main focus. He said that he is pleased with this fact and invited everyone to do their part from every level to benefit the sport.

Mr AUGSBURGER expressed the hope that the CEV and the FIVB will manage to come up with a long-term planning on the International Calendar. He underlined that it is now necessary to have a year-long planning with strict periods reserved for National and International Competitions. He mentioned an instance where they received a letter on 18 July 2019 from the FIVB informing them that they could start the National Championship earlier. He commented that the Leagues cannot really change their schedule when they receive a notification just two months in advance. He suggested to have a 4-5 year planning so that national organisers will be able to know when they can schedule their National Championships.

Mr BRINK thanked everyone and invited the CEV President to deliver his closing speech.

15. Closing Speech of the CEV President

Mr BORIČIĆ said he was very pleased about the support received for the actions performed by the Board of Administration during the course of the year. The 2018 Congress was significant not only because it was the first Congress to be organised outside of Europe, but also because it was a Congress where some important decisions were made.

He noted that it is undeniable that EuroVolley needs at least two organisers, one for each gender, in order to deliver a quality event. He revealed that there were applications for the organisation of EuroVolley for 2021, for 2023 and some even for 2025, proving that EuroVolley 2019 has been marked as a historic event with an outstanding success.

The success does not only result from the number of spectators or the media exposure. It is based on the fact that the Federations recognise its value and the benefit it can bring to the development of Volleyball both for the small and the big Federations. He mentioned the excitement from the part of a big Federation, such as the Dutch, who has organised many competitions so far and invited all the Delegates to start approaching all Competitions at all levels as events.



As for the future, at this stage the CEV has more money on its budget. He announced his proposal to the Board of Administration members to increase the support to the National Federations that would like to organise the underage European Championship. He noted the School Project and the Coaches Conventions were the first steps in future. At this point Volleyball needs a competition for the young people. There have been a lot of candidates, but they also need more support.

He also highlighted the federations who managed to achieve spectators and fans that follow the team. So the increasing number of fans should be taken into consideration, as well as their need to get involved in the event.

He then mentioned how they decided to support a small family from Estonia, the two parents with their two children, who has been travelling around Europe for several years. They have been in Budapest, Rotterdam and many other cities. They were also invited to Paris by the CEV and they were offered tickets and accommodation. He recounted how happy and emotional the whole family was with this invitation and he invited all the Delegates to bring forth stories about their fans. It is important to help and support people who want to engage with Volleyball.

He went on to speak about the CEV's main goals: solidarity, unity, loyalty. The interest of the Confederation must always be placed above the personal interest. This is the only way that leads to progress and innovation. It should not be about following an individual, but about following a common cause. He then thanked the people working in Luxembourg, saying that although they are not a big team, they are working hard and are very professional.

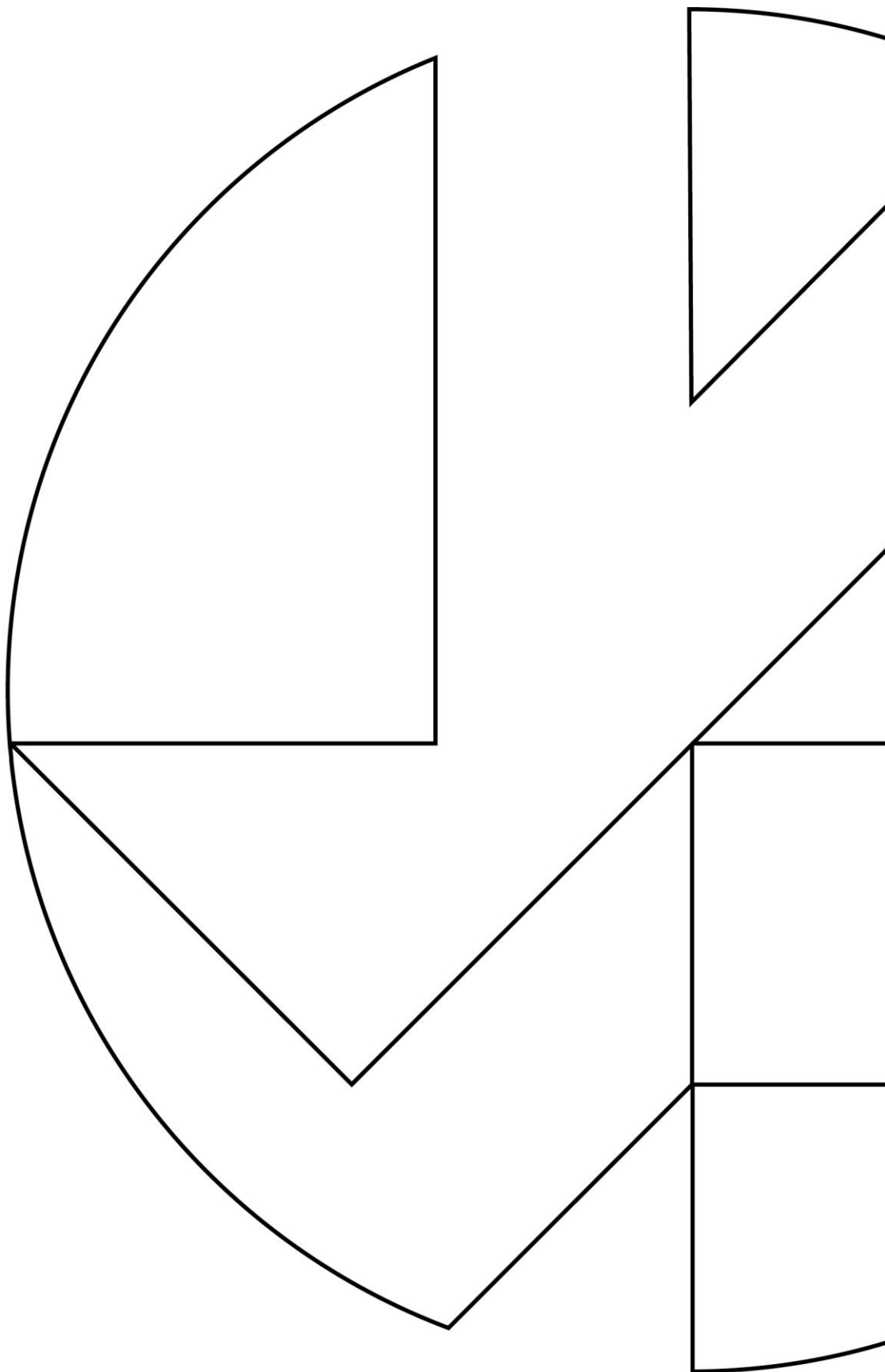
He mentioned an example of innovative ideas, the event organised in Slovenia. They organised a Volleyball match with four ambassadors of four countries and placed a Volleyball court on a river. He invited everyone to bring forth ideas and to communicate them openly at any moment at the CEV Office. He then wished everyone good luck, good health and happiness, and more hard work.

Friday 27 September 2019
XL CEV GENERAL ASSEMBLY

CEV Publications
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**Confédération
Européenne de
Volleyball**



XXXIX GENERAL ASSEMBLY

MINUTES

Place: Hotel Paradisus, Cancún (MEX)

Date(s): Wednesday, 14 November 2018



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Attendance List

Mr	Aleksandar BORIČIĆ	CEV President
M.	Renato ARENA	Senior Vice-President
Mr	Özkan MUTLUGIL	Vice-President & Treasurer
Mr	Lubor HALANDA	Vice-President in charge of Administrative Affairs
Mr	Maris PEKALIS	Vice-President in charge of Administrative Affairs
Mr	Hanno PEVKUR	Vice-President in charge of Development Activities
Ms	Margaret Ann FLEMING	Vice-President
Mr	Stanislav SHEVCHENKO	Vice-President
Mr	Eric ADLER	CEV BOA Member
Mr	Zdeslav BARAČ	CEV BOA Member
Mr	Michel EVERAERT	CEV BOA Member
Mr	Peter KLEINMANN	CEV BOA Member
Mr	Dancho LAZAROV	CEV BOA Member
Mr	Mirosław PRZEDPELSKI	CEV BOA Member
Mr	Gudmundur Helgi THORSTEINSSON	CEV BOA Member
Mr	Dr. Ary S. Graça Filho	FIVB President
Mr	Dr Bin NASSER	AVC President
Mr	Dr Amr M. ELWANI	CAVB President
Mr	Lic. Cristobal MARTE HOFFIZ	NORCECA President
Mr	Roman STANISLAVOV	ECC President
Mr	Wojciech CZAYKA	ESOC President
Mr	Alain FISCHBACHER	ELC President
Mr	Luciano GASPARI	ERC President
Mr	Manfred HOLZGRAEFE	EMC President
Mr	Philippe BLAIN	ECOC President
Mr	Samuele PAPI	CEV Athletes' Working Group President
Mr	Michel HENNO	CEV Auditor
Mr	Fabio AZEVEDO	FIVB General Director

ALBANIA	ALB	Erlind PELLUMBI	Albens Vokopola
ANDORRA	AND	Proxy to ESP	
ARMENIA	ARM	Not attending	
AUSTRIA	AUT	Gernot LEITNER	Philipp SEEL
AZERBAIJAN	AZE	Proxy to RUS	
BELGIUM	BEL	Guy JUWET	
BOSNIA-HERZEGOVINA	BIH	Alija FATIĆ	Milutin POPOVIC
BELARUS	BLR	Barys TSYPORYN	Willy BRUNINX
BULGARIA	BUL	Evgeni IVANOV	
CROATIA	CRO	Ante BAKOVIĆ	Valentina BIFFLIN KOLJNREKAJ
CYPRUS	CYP	Michalis KRASHIAS	Linos PETRIDES
CZECH REPUBLIC	CZE	Marek PAKOSTA	Milan LABASTA
DENMARK	DEN	Erik JACOBSEN	Thomas BRO-RASMUSSEN
ENGLAND	ENG	Adam WALKER	Janet INMAN

SPAIN	ESP	Luis F. MUCHAGA	
ESTONIA	EST	Helen VEERMÄE	
FAROE ISLANDS	FAR	Magnus TAUSEN	Niclas JOENSEN
FINLAND	FIN	Pasi SYDÄNLAMMI	Keijo SÄILYNOJA
FRANCE	FRA	Eric TANGUY	
GEORGIA	GEO	Irakli CHACHUA	
GERMANY	GER	René HECHT	Jörg ZIEGLER
GIBRALTAR	GIB	Emma LABRADOR	Juany GOMEZ
GREECE	GRE	Panagiotis SIDERIS	Athanasios RERRAS
GREENLAND	GRL	Hans JENSEN	
HUNGARY	HUN	Ferenc KOVÁCS	Zsolt LUDVIG
IRELAND	IRL	Grainne CULLITON	Aidan CURRAN
ICELAND	ISL	Jason ÍVARSSON	
ISRAEL	ISR	Eviatar DOTAN	Yaniv NOYMAN
ITALY	ITA	Pietro Bruno CATTANEO	Alberto RABITI
KOSOVO	KOS	Abedin IBRAHIMI	
LATVIA	LAT	Atis SAUSNITIS	Inara BROKANE
LIECHTENSTEIN	LIE	Philippe Schurmann	
LITHUANIA	LTU	Darius ČERKA	
LUXEMBOURG	LUX	Norma ZAMBON	Torsten SCHOOFF
MOLDOVA	MDA	Alexandru STRATAN	
Former Y. R. of MACEDONIA	MKD	Petar JOVANOVSKI	
MALTA	MLT	Not attending	
MONTENEGRO	MNE	Ivan BOSKOVIC	
MONACO	MON	Not attending	
NETHERLANDS	NED	Peter SPRENGER	
NORTHERN IRELAND (Ulster)	NIR	Irena MANIK	Joanna MCCRORY
NORWAY	NOR	Yngvild LARSEN SCHEI	Kristian GJERSTADBERGET
POLAND	POL	Jacek KASPRZYK	Tomasz KARASINSKI
PORTUGAL	POR	Vicente DE ARAÚJO	
ROMANIA	ROU	Gheorge VISAN	
RUSSIA	RUS	Alexander YAREMENKO	
SCOTLAND	SCO	Alexander STEEL	
SLOVENIA	SLO	Gregor HUMERCA	
SAN MARINO	SMR	Federico VALENTINI	Marco GATTI
SERBIA	SRB	Zoran GAJIC	Ivan KNEŽEVIĆ
SWITZERLAND	SUI	Nora WILLI	
SLOVAKIA	SVK	Martin KRASCENIC	Tomáš SINGER
SWEDEN	SWE	Lennart NEOVIUS	Martin KIHLESTRÖM
TURKEY	TUR	Ayşe Nihan SALKAYA	Nihal İSCI
UKRAINE	UKR	Mykhaylo MELNYK	
WALES	WAL	Sandra STOLL	

Zonal Association	Patrick MURPHY	SCD Secretary General
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Mr	Michael ROBINSON	Alphabet
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Interpreter	Eugenia DE PAOLIS	ITALY
Interpreter	Janis SAUSNITIS	LATVIA
Interpreter	Roland OSVALD	SLOVAKIA

Moderator	Julius BRINK	CEV General Assembly Moderator
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CEV Office	Thorsten ENDRES	CEV Managing Director
CEV Office	Kristin HUEHNEL	CEV Administrative Assistant
CEV Office	Snezana MISIĆ	CEV Executive Assistant President's Office
CEV Office	Federico FERRARO	CEV Press Officer
CEV Office	Vuk KARANOVIC	CEV Development Manager
CEV Office	Marc VAN DER ELST	CEV IT Manager
CEV Office	Ricardo LEITE	CEV E-Learning & Project Coordinator

1. Opening Ceremony of the XXXIX General Assembly

1.1 WELCOME SPEECH BY THE CEV PRESIDENT, MR ALEKSANDAR BORIČIĆ

Dear FIVB President Graça, dear Confederation Presidents, dear Delegates and Guests,

Welcome to the CEV Congress in Cancún!

This is a truly historical moment as it is the first time the CEV Congress is held outside of Europe and I hope that we can make historical changes not just to the location of our annual meeting but also beyond. The organisation of the CEV Congress along with the FIVB Congress symbolises the strong bond between the two institutions, the fact that we respect and support each other and there is unity in the Volleyball family.

I would like to warmly welcome and thank FIVB President, Dr Graça, for making it possible for us to organise our General Assemblies together, allowing us to save time and money, money which we can invest in Volleyball activities. I would also like to welcome our colleagues from the other Volleyball Confederations – we are glad you are with us today.

The great results of European Teams at the World Championships, the Volleyball Nations League and FIVB Beach Volleyball events this year speak for themselves. More than 50% of all medals across all events were taken by European Teams. Congratulation to all of them.

I am proud to be the President of the European Volleyball Confederation, not only because of these outstanding sports results. The historical European Congress here in Mexico will not be the only historical news we are sharing with you today. The CEV has changed and we want to keep improving things, for example by investing more money in European Volleyball.

We are looking forward to sharing with you our activities, our ideas and innovations, and we count on your feedback to improve even further. Please take this opportunity to share your ideas with colleagues from other federations, from other continents in order to establish closer bonds and become even stronger in the future.

I wish all of us fruitful discussions and a successful congress for a better future of Volleyball.

Thank you!

2. Setting up of the XXXIX General Assembly's Office

2.1 RECORD OF ATTENDANCE

Mr Julius BRINK, CEV General Assembly Moderator, expressed his gratitude for the opportunity to participate in the CEV General Assembly as a moderator for the third year in a row and swiftly moved on to the record of attendance.

2.2 CONFIRMATION OF THE APPOINTMENT OF THE CREDENTIALS COMMITTEE

Mr BRINK announced the four appointed members of the Credentials & Checking Commission:

- Mr Jörg ZIEGLER (GER) - Chairman
- Mr Albens VOKOPOLA (ALB)
- Mr Philipp SEEL (AUT)
- Mr Thorsten SCHOFF (LUX)

DECISION:

In the absence of any remarks or comments, the composition of the Credentials & Checking Commission was approved by the General Assembly.

2.3 REPORT OF THE CREDENTIALS COMMITTEE

Mr Jörg ZIEGLER, the Chairman of the Credential Committee, informed the General Assembly that all Credential and Proxy Letters had been verified and that everything was found to be in accordance with the CEV Statutes. There were 53 National Federations registered, with Armenia on the way expected to arrive shortly bringing the number up to 54, including one National Federation without the right to speak or vote, and 4 National Federations validly represented by proxy.

3. Official Opening of the XXXIX General Assembly

Based on the report of the Credential Checking Commission, Mr BORIČIĆ declared the XXXIX CEV General Assembly as officially open.

4. Approval of the Agenda

DECISION:

In the absence of any remarks or comments, the agenda of the XXXIX General Assembly was officially approved.

5. Approval of the Minutes of the XXXVIII General Assembly held in Kraków (POL)

DECISION:

In the absence of any remarks or comments, the minutes of the XXXVIII General Assembly held in Kraków (POL) on 1 September 2017 were officially approved.

6. FIVB President's Address

Dr. Ary S. Graça, the FIVB President, greeted everyone and thanked the CEV President and Board of Administration for inviting him to be part of the CEV Congress in Cancún. He reminisced about the time the CEV Management was changing in 2015, when the CEV and the FIVB together decided that it was time to modernise Volleyball and the way it was managed. He praised all the initiatives and the hard work of the CEV during the past three years and was pleased with the collaboration between the FIVB and the CEV, particularly on the FIVB Nucleus Plan the aim of which was to decentralise and enlarge the world of Volleyball. He spoke about countries like Hungary and Romania, which had managed to come back to their previous glory, becoming more active and successful in Volleyball again.

Dr Graça emphasised the importance of giving everyone an equal chance to improve and grow, and he saw a great potential in Europe, potential that could be explored in more depth in the future. He recognised the growing prowess of not only European Volleyball Teams but also National Volleyball Federations which had been changing, modernising the way they manage and promote the sport. He acknowledged the strong link between the FIVB and the CEV whereby the success of the FIVB was to a great extent dependent on the success of the CEV.

The FIVB President went on to say that Europe was the brain of the world in terms of Volleyball, leading others in many different ways and aspects. He admitted that other Volleyball Confederations were far behind in their activities and achievements. He said he was proud to be so close with the CEV, working together on a common plan which was already yielding positive results, and he was honoured to be present at the CEV General Assembly.

7. CEV President's Address

Dear Members of the CEV,

When I was elected as CEV President along with my colleagues at the CEV Board of Administration, we decided to really work as a team, one Volleyball team. I am happy that we improved communication with many federations, we are always open to receive feedback, to discuss, and I am very proud that we have really started changing. We cannot achieve much individually, but together we can achieve great things.

I am truly grateful for the partnership between the CEV and the FIVB. We have managed to start modernising Volleyball, we share ideas and have many meetings. This partnership is very important and I thank my colleagues at the FIVB, especially the FIVB President, for the great cooperation. This is only the beginning as we have so many more ideas and plans to pursue. As part of the FIVB family, the CEV are very proud that we have had two fantastic organisers in World Championships this year, Italy and Bulgaria, and I would like to congratulate both federations, both Presidents, for the fantastic job they did, increasing the standard for all top Volleyball events to follow. We are very proud that we have two World Champions, Poland and Serbia. Moreover, we are proud that Italy has won the silver medal and that the women of The Netherlands and the men of Serbia were both fourth in the respective championships. Europe is working really hard and we have excellent results.

We improve on the court and also outside of the court. We have changed the format of the Champions League and now every National Champion has the chance to play in the competition. We have changed the Final Four to a semi-final in home & away matches and only one match in the Final for women and men respectively. We are working on new ideas for the Final of the Champions League for both men and women with more marketing and more international exposure. We have a new format of the European League, involving more and more National Federations. We have increased prize money for

the upcoming EuroVolley events, bringing it up to € 1,500,000. It's a big investment but we need to work hard for our athletes. We have changed the format of senior European Championships, increasing the number of teams from 16 to 24. Moreover, instead of one or two organisers, we now have up to four. Next year will be historical for European Volleyball because in one moment we will have eight federations, organising the final tournament.

In Beach Volleyball, we used to have Satellite and Master events; now, in cooperation with the FIVB, we organise tournaments with stars (1, 2, 3 stars). We organised the Beach World Championship in Austria, and a fantastic European Championship in the Netherlands.

Snow Volleyball is new and fresh, and it is exciting. Together with the FIVB, we have invested money in the delivery of the Snow Volleyball Night in PyeongChang during Winter Olympics. Never before have we had so much media around our court, catching the interest of many people. We take it as a good starting point and now we are working with many National Olympic Committees to further promote and grow Snow Volleyball. We organised the first inaugural Snow Volleyball European Championship in Wagrain-Kleinarl (AUT) and it was a highly successful event which we plan to continue organising every two years. We are now trying to take Snow Volleyball to the elite World Economic Forum annually held in Davos (SUI), while the FIVB want to go even further, already talking about organising a Snow Volleyball World Cup and World Championship. The CEV have also now established a Snow Volleyball Working Group, whereas the FIVB Board of Administration have decided to make a Snow Volleyball Commission in order to work very hard to introduce Snow Volleyball to Winter Olympic Games in 2026. This could be the first time in our history that we will have our athletes play both in the Summer Olympics and Winter Olympics.

Many of our clubs and some National Federations have had problems with the international calendar and we have managed to rectify some of the issues thanks to our colleagues, the Presidents of Continental Confederations, because they understand that club competitions are important in Europe. Every year we have 200 clubs in our European Cups, and Europe is the only continent with so much activity the whole year round. Therefore, the FIVB have agreed to change the seasons for clubs and National Teams making it more flexible for them to organise competitions during the 12 months, provided that they respect international competitions and do not block foreign players from competing.

Regarding the development of under-age categories, we have increase support from € 25,000 to € 50,000. We will also now have two hosts for under-age Continental Championships. This year Albania organised the CEV U19 European Championships, despite being a category I National Federation, and they did a great job, proving that everything is possible as long as there is open communication and cooperation. They should serve as an example for others to follow in the future.

I am particularly proud of the new concept we have developed together for our annual Volleyball Gala, which this year was held in Budapest. After so many consecutive years of successful organisations in Vienna, we decided to alternate this prestigious event among the beautiful and historical cities of Europe. In an aim to show the variety and capacity of our National Federations, we started in 2016 with Rome, the Eternal city, and last year we were hosted by the amazing Russian capital Moscow. This year in Budapest, we also launched our new logo, marking the beginning of a new digital era in European Volleyball.

The FIVB Nucleus Project in Europe means that we need to be much more active in the biggest market in Europe – i.e. in Germany, France, and England. In the framework of the project, I am delighted to inform you that we have just signed a contract with Eurosport for the next two years. We invite you to cooperate with our office in Luxembourg to find out more and provide your input. We will have a weekly slot, prime time, to show our competitions and we have the possibility to show stories of our stars and further promote our beloved sport in all our federations all year long.

As regards our media partners, the cooperation with Infront and Sportradar has not been easy but we have managed to negotiate some improvements in the current contracts. We are just about to launch our first OTT platform in cooperation with Sportradar. Moreover, the CEV Board of Administration has also approved the proposal to only enter into agreements that do contain provisions for more modifications. Moreover, any such long-term agreement should be ratified by the General Assembly before entering into force. We need to make sure that the companies we sign contracts with will work for us and that the benefits and rights are more balanced and mutual. In the light of this, we have become more cautious and more demanding of the partnerships we enter as Volleyball has a great potential that has not yet been fully recognised.

We have started cooperation with the European Union and have received support of € 360,000 in the framework of the Erasmus+ project for our development activities. Moreover, we want one million balls for European children, therefore we are renegotiating our contract with Mikasa, who are here with us today and we truly appreciate the cooperation with them. Following our meeting in Japan, we are looking forward to continuing the discussions with them here in Cancún to make them part of this ambitious project which is already generating a lot of interest from many of our federations. In addition, we are planning the first ever coaches convention next year, to give for coaches/teachers of under-age categories the chance to learn more and exchange best practices.

We are very proud of the many changes accomplished and the investment we have made and I hope that together we can make much bigger value not only on national territories. The CEV must be truly international – only then can we generate more income and invest it in our sport.

I would like to sincerely thank all National Federations for cooperation and hard work – it is appreciated. We are doing better but we must still improve. We need to change the way we have been doing things for many years if we wish to raise the status of our sport.

The CEV headquarters in Luxembourg have undergone many changes, growing in the number of employees, but especially turning into a service provider that functions around the clock for the benefit of all involved.

However, changes cannot come from our side only. Therefore, I encourage you all to come forward with ideas and proposals that can help us increase Volleyball activities in Europe as well as at the national level – and to exchange this information and your ideas with colleagues from other National Federations so that we can benefit from one another's know how and best practices.

I would like to thank my colleagues from the Executive Committee and Board of Administration. Thank you for your great support, for the many open discussions, for your ideas, and for the decisions we make and respect together.

Thank you to all Commissions and Working Groups as well as to our staff working in Belgrade and Luxembourg. Without all of you, CEV is nothing. You are needed and you make the difference! Please, do not get tired of pushing our sport forward. Let us continue the exciting journey we started together in 2015 and work hard as a team for the good of our beloved sport!

Thank you!

Aleksandar BORIČIĆ
CEV President

8. Financial Report

8.1 ACCOUNTS 2017

Mr Özkan MUTLUGIL, CEV Vice-President and Treasurer, presented a short summary of the CEV Accounts 2017. He noted that the CEV finalised 2017 with the positive result of € 915,218. He referred everyone to the relevant section in the 2018 CEV Congress Handbook

8.2 EXTERNAL AUDITORS' REPORT – ACCOUNTS 2017

As laid down in the CEV Statutes and Luxembourg's legislation, the 2016 CEV accounts were also subject to an external audit by the company Grant Thornton Lux Audit SA.

The written external audit report can be found annexed to these minutes.

8.3 INTERNAL AUDITORS' REPORT – ACCOUNTS 2017

As laid down in the CEV Statutes, the 2016 CEV Accounts were subject to an internal audit by Mr Michel HENNO and Mr Olavi ALA-NISSILÄ, CEV Internal Auditors.

Mr HENNO highlighted the following points of the report:

- The operating profit amounted to € 915,218
- CEV received an amount of € 350,000 from the FIVB for the activities related to the new FIVB strategy
- Major software problem caused the delay in sending many invoices at the end of 2017, therefore the receivable amounted to more than € 2,197,000
- Internal Auditors advised using a stricter communication system on the invoices in order to get a clearer financial situation
- The CEV received information about the financial policy guidelines and instructions for the office to strictly follow the laws of Luxembourg.

Considering the above remarks, Mr HENNO confirmed that the CEV were working correctly according to legal and organic requirements.

The written internal audit report can be found annexed to these minutes.

8.4 APPROVAL OF ACCOUNTS 2017

Mr HENNO asked the General Assembly to approve the Accounts 2017 and to relieve those in charge.

DECISION

In the absence of any other questions or remarks, the 2017 CEV Accounts and Reports were approved by the General Assembly and those in charge were relieved.

8.5 UPDATED 2018 BUDGET AND 2019 BUDGET PROPOSAL

Mr MUTLUGIL referred to charts presenting investment and revenue figures in 2018 and 2019, noting that first investment increase was in the Prize Money, especially in the Champions League. He compared the figures of 2018 with those of 2016 and 2017 and pointed out the fact that the increase was of roughly 49%, i.e. € 925,000. The proposal for 2019 was to further increase by € 726,000, amounting to a total increase of 88% in Champions League Prize Money. As regards investment in CEV Cup and Challenge Cup, there was a slight increase, whereas in European Championships and European League there was a significant increase, the latter amounting to nearly € 1,000,000.

The CEV Treasurer highlighted the following investment items in Volleyball events, promotion and communication:

- Social media activities
- Rebranding of the CEV corporate identity (new logo)
- New design and structure of CEV website
- Support for co-organising National Federations
- TV production
- Seminars
- Champions League Forum
- Promotional activities
- Support for the travel costs and per diem of referees for Golden and Silver European League
- Snow Volleyball promotion
- Development activities.

As regards development activities, Mr MUTLUGIL mentioned the following:

- Support for National Federations organising and participating in under-age events
- Financial support for Zonal Associations
- Sport structure, aid and education programmes
- Extraordinary development support for NF category I and II
- Special fund for coaches
- School project
- Education and e-learning
- Coaches Convention.

Before asking for the approval of the 2018 Budget and 2019 Budget Proposal, Mr MUTLUGIL referred to the revenue items, and indicated the following trends:

- Starting with 2018, the FIVB no longer contributes financially to the Confederations
- Ongoing income from ITCs
- Champions League and Cups participation fees and inscriptions – change of the competition format and introduction of equality between the men and women teams
- European Championship organiser fees – aiming to increase the fees based on the cooperation with local authorities
- Marketing and TV rights – ongoing contracts with Mikasa, Sberbank, Infront, SportRadar
- Looking for potential sponsors and partners.

The Financial Report presentation, including Accounts 2017 as well as Updated Budget 2018 and Budget Proposal 2019 can be found annexed to these minutes.

8.6 APPROVAL OF 2019 BUDGET PROPOSAL

DECISION

In the absence of any questions or comments, the updated 2018 budget & the proposed 2019 Budget were unanimously approved and adopted by the CEV General Assembly.

9. Activity Reports Congress Handbook

9.1 ACTIVITY REPORTS

Mr BRINK referred to the 2018 CEV Congress Handbook, which contained all of the Activity Reports and had been sent to all National Federations prior to the CEV General Assembly.

9.2 COMMENTS AND QUESTIONS

Mr BRINK informed the General Assembly that there had been no comments or questions received by the CEV within the feedback deadline.

9.3 CONFIRMATION OF REPORTS

DECISION

In the absence of any questions or comments, the 2018 CEV Congress Handbook Activity Reports were unanimously approved and adopted by the CEV General Assembly.

10. Re-branding of European Volleyball

Mr BRINK introduced a branding expert, Mr Michael ROBINSON, the Strategy Director of Alphabet, a Manchester-based Design Agency, and invited him to take the floor and present the new logo of the CEV.

Mr ROBINSON thanked the CEV for the invitation to the CEV General Assembly. He mentioned the 2019 EuroVolley Logo Launch event in Budapest two weeks prior to the Congress which had been very positively received. In order to provide some background for the new logo concept, he spoke about the changing digital channels in sports, dynamic content delivered to fans and players, shifting trends and the necessity to be flexible in order to constantly adapt and keep up. He pointed out the fact that sports were constantly competing for investments, for fans, for players, for new people coming in, which was quite hard to keep up with. Nevertheless, he noted that it was time for Volleyball to move forward, to rethink and evolve in order not to stay behind other sports on the market. He saw Volleyball as powerful and very entertaining but in need of a bold move to make itself more attractive and more modern.

Mr ROBINSON said that the Alphabet team, in cooperation with the staff at the CEV Office, had designed the new CEV Logo with players and fans at the very core to symbolise and celebrate progressiveness, inclusivity and togetherness. The starting point and the inspiration for the design came from the flags of the 56 National Federations: the many details, angles and colours. The team worked on combining the individual identities together with the colours of the CEV, producing a new CEV flag,

a new CEV identity. The bold colours, bold images and photography was to give it a more vibrant look, making it easily recognisable.

Furthermore, Mr ROBINSON demonstrated to the General Assembly the adaptability of the graphic, which made it possible to have various variations for different categories and different events. He used the example of 2019 CEV EuroVolley, which had been launched during the 2018 CEV Volleyball Gala in Budapest two weeks prior to the CEV Congress, where the promotional logo was adapted to symbolise the four host nations, bringing in a colour variation for each host nation – a truly tailored identity incorporating four signature colours. He then briefly mentioned the planned design for the CEV Champions League as well as the Beach and Snow Volleyball European Championship events.

Finally, Mr ROBINSON invited everyone to watch a short video developed by Alphabet explaining the evolution of the new CEV Logo, particularly for the 2019 CEV EuroVolley.

11. Best Practice by National Federations

11.1 2018 CEV SNOW VOLLEYBALL EUROPEAN CHAMPIONSHIP IN AUSTRIA (GERNOT LEITNER, AUT NF PRESIDENT)

Mr Gernot LEITNER, congratulated the CEV on the re-branding, and said he really liked it and was pleased with the changes and the direction. He briefly introduced himself as he had been only recently elected as President of the Austrian Volleyball Federation. Then he spoke about Snow Volleyball, the beginnings of it, its evolution, and the opportunities and possibilities it offered. In his view, the world of winter sports was a multi-billion dollar business worth exploring, and he saw it as a great platform for the further development and promotion of Volleyball. He pointed out the fact that Snow Volleyball could potentially become the first sport discipline to be played in both winter and summer Olympics, raising the interest of many countries which so far could only compete in the summer.

Mr LEITNER enumerated the milestones achieved in Snow Volleyball over the last decade, from the first amateur tournaments in Austria in 2009 to the 2018 CEV European Championship. He mentioned that the Snow Volleyball Department had been created in the Austrian Volleyball Federation back in 2012, followed by the CEV in 2015. The FIVB first opened discussions on the topic in June 2016, reaching a memorandum of understanding for the first World Tour in the future, signed in 2018 in Rio between the main promoter of the Snow Volleyball European Tour and the FIVB.

As regards the success of the 2018 CEV Snow Volleyball European Championship in Austria, Mr LEITNER commented on the fact that entering touristic resorts of the European Alps had proven the right way to go, and the collaboration with highly professional winter tourism agencies was fantastic and helped bring media attention to the event. Moreover, he noted that it had been broadcast live in Austria and re-live on Eurosport, with about four hours of live coverage and quite decent viewer ratings. Having held the championship on top of a mountain plateau with a fully packed stadium, a huge crowd, lots of snow, après-ski, and fun and leisure industry, all raised the attractiveness of the game.

Mr LEITNER informed the General Assembly that for 2019 the Austrian Volleyball Federation had already fixed with the CEV the stops in Austria for the Snow Volleyball European Tour and that they were also planning to apply to be the first host of the FIVB World Championship in 2021. He finished his presentation, thanking the CEV President for his support. There was then a short video clip showing the milestones and highlights of Snow Volleyball.

11.2 UNIQUE EVENT CONCEPT: 2018 CEV DELA BEACH VOLLEYBALL EUROPEAN CHAMPIONSHIP, 2018 CEV U20 VOLLEYBALL EUROPEAN CHAMPIONSHIP AND 2018 SITTING VOLLEYBALL WORLD CHAMPIONSHIP IN THE NETHERLANDS (MICHEL EVERAERT, NED NF SECRETARY GENERAL)

Mr Michel EVERAERT said he was impressed with the achievements in Snow Volleyball and admired the way the Austrian Volleyball Federation had managed to make the discipline really attractive, making it more and more popular.

Following a short video showcasing some of the greatest moments of the unique event in The Netherlands combining three Olympic disciplines of Volleyball: 2018 CEV DELA Beach Volleyball European Championship, 2018 CEV U20 Volleyball European Championship and 2018 Sitting Volleyball World Championship, Mr EVERAERT explained the concept and strategy behind the event. One of the most important points was that the Dutch Volleyball Federation wanted people to experience Volleyball through events as they seemed to have a huge impact not only on the Volleyball community but also on society as such.

He explained how the federation took time to talk to the cities and provinces and to listen to them, finding out that all of them wanted sports and healthy life style, hence e.g. the food programme which enhanced the marketing value of the event. He noted that they took the goals of their partners very seriously, also paying attention to the sometimes hidden implications.

Mr EVERAERT spoke about how the Dutch had been organising many events in recent years, which had been a great learning process. They had managed to gather great numbers of volunteers over the years as well as develop solid working relations with various partners and agencies for the things that were not their daily business, i.e. logistics, marketing, traffic management. Moreover, they collaborated closely with the cities, involving them in the promotion and side events, as well as with sponsors to get their support for the entire organisation. He noted that with so many stakeholders, they all had to be flexible and prepared to yield in and let go of certain ideas and expectations in order to focus on the common goal and push things forward.

As regards the challenges, Mr EVERAERT admitted that because of the magnitude of the event, the Dutch Federation had not been always able to deliver to the expected level and quality. Furthermore, he said that working with so many different partners had presented many a challenge but at the same time it was an interesting experience from which they would take many lessons for the future.

As for achievements, he noted a lot of TV and media attention, including eight days live on the public channel with very good ratings. Moreover, he said that because of the multiple venues used in the cities, the involvement of people was incredible, with kids even playing Volleyball in the streets, which Mr EVERAERT said made him very proud and happy. He specifically pointed out the following numbers:

- 72,800 spectators
- Media reach over 200,000,000

Finally, he asked Mr Peter SPRENGER, the President of the Dutch Volleyball Federation, if he thought that the experience was worth repeating, to which he received a very enthusiastic affirmative answer, thereby finishing the presentation.

The Unique event concept 2018 EuroVolley Festival The Netherlands presentation can be found annexed to these minutes.

11.3 SPECTATOR'S ATTENDANCE & POPULARITY OF THE SPORT (PASI SYDÄNLAMMI, FIN NF PRESIDENT)

Mr Pasi SYDÄNLAMMI, the President of the Finnish Volleyball Federation, thanked for the opportunity to talk about his country's experience of bringing Finnish Volleyball fans to matches in Finland and abroad. He noted that there were great fans of Volleyball everywhere in Europe, which contributed to the great atmosphere of Volleyball events and was good for the sport.

He presented the structure of the Finnish Volleyball Association, indicating two important departments:

- Time Travels – a travel agency collaborating with the association on travel arrangements, not just for players and officials but also for fans
- Fin Fan Team – the Official Fan Club.

He noted that the interest of Finnish fans started growing after the European Championships in Moscow 11 years back, when around 300 people from Finland travelled to Moscow and followed the games. After that the Finnish Volleyball Team had a growing crowd of fans following them to the various European and World Championships throughout the years. Mr SYDÄNLAMMI mentioned that after each of such events, the Finnish Volleyball Association organised after-parties to give the fans an opportunity to celebrate and mingle with the teams, which was very important for the whole experience. He estimated that about 20,000-30,000 Finnish fans had participated in events in recent years in total.

The Finnish President said he had enjoyed the presentation on the re-branding of European Volleyball and that he thought the topic of Volleyball fans went hand in hand with the rebranding. He stressed the fact that fans were extremely important for the evolution of Volleyball and its image, apart from a broader media coverage, TV, internet, mobile devices, etc. He expressed his hope and wish for more countries to follow suit and join their National Teams on their tours.

The Spectator's Attendance & Popularity of the Sport presentation can be found annexed to these minutes.

12. Future Projects

12.1 2019 EUROVOLLEY EVENTS (FRA, SLO, NED, BEL & TUR, POL, HUN, SVK)

Mr BRINK invited the representatives of the four Volleyball Federations organising the 2019 Women's EuroVolley onto the stage, i.e. Mr Martin KRASCENIC, the President of the Slovak Volleyball Federation, Ms Ayse Nihan Salikaya, a Board Member of the Turkish Volleyball Federation, Mr Tomasz KARASINSKI, the Secretary General of the Polish Volleyball Federation and Mr Ferenc KOVAC, the President of the Hungarian Volleyball Federation.

Mr KRASCENIC spoke on behalf of the four organisers, and said that they were very proud to be organising the European Championship in 2019. He noted that since most of the countries were close neighbours, they were already cooperating intensively, having met in Budapest and Istanbul, and already planning their next meeting in Bratislava. He was confident that the event would be another step forward for Top Volleyball Events, following the example of the FIVB Volleyball World Championships in Italy and Bulgaria, and also in Japan. He invited all to watch a short video presentation promoting the event scheduled in 2019 in Turkey, Poland, Slovakia and Hungary.

Afterwards, Mr Brink invited the the four Volleyball Federations organising the 2019 Women's EuroVolley onto the stage, i.e. Mr Eric TANGUY, the President of the French Volleyball Federation, Mr Gregor HUMERCA, Secretary General of the Slovenian Volleyball Federation, Mr Guy JUWET, the President of the Belgian Volleyball Federation and Mr Peter SPRENGER, the President of the Dutch Volleyball Federation.

Mr TANGUY spoke on behalf of the four organisers, and said that they were very enthusiastic to be organising the European Championship in 2019. He reported about the various activities and the aim to organise a European Event, starting with the DOL in January 2019 in the European Capital Brussels, continuing via Rotterdam, Amsterdam, Ljubljana and finishing in the beautiful French capital Paris. He invited all National Federation to be part of the event, to help promoting it and to visit the matches in the nine cities across the four countries.

The complete 2019 EuroVolley events presentation can be found annexed to these minutes.

12.2 2019 EUROBEACHVOLLEY (RUS)

Mr BRINK invited Mr Stanislav SHEVCHENKO, the President of the Russian Volleyball Federation, onto the stage to speak about the 2019 EuroBeachVolley event in Russia.

Mr SHEVCHENKO thanked the CEV on behalf of the Russian Volleyball Federation for their trust and assistance and said he was confident that with the confirmed support of the mayor of Moscow, Mr Sergey SOBYANIN, the Russian Federation would deliver a truly magnificent Beach Volleyball European Championship in 2019. He then asked Mr Roman STANISLAVOV, Russian Volleyball Federation Associate, to present further details of the event.

Mr STANISLAVOV noted that the city of Moscow had become quite a popular city in terms of the organisation of major sport events, including football, ice-hockey, etc. He referred to the sport arena chosen for the 2019 EuroBeachVolley, Luzhniki Sports Complex, one of the largest sport arenas in the world, and said it was renowned for having hosted a large number of international competitions. Being located in the centre of the city of Moscow, the grounds of the arena provided the perfect setting for the Beach Volleyball event in August 2019, with the courts situated between the Moscow River and the main building of the arena.

In order to provide for a complete and unique experience for both players and fans, the event would be accompanied by entertainment acts such as flash mobs, cheerleading, live music, DJ, food courts, etc. Mr STANISLAVOV said that there would also be a VIP and B2B platform where special guests and celebrities from politics and sports could enjoy the best view of the centre court. As regards marketing and promotion, he noted that it would be similar to the promotion used for the FIVB Beach Volleyball World Tour in 2018, with big banners on main roads, public ads, TV, radio and social media announcements, with particular attention on the latter to catch the interest of the younger generations.

The complete 2019 EuroBeachVolley presentation can be found annexed to these minutes.

12.3 2021 EUROVOLLEY

Mr BORIČIĆ told the General Assembly about the commitment of the CEV Management to start preparing European Top Events more in advance than it used to be done in the past. He noted that this gave both the organiser and the CEV more time to communicate and collaborate and to negotiate support from local authorities and sponsors. He informed everyone that the CEV had already signed a contract with the following three countries for the organisation of 2021 EuroVolley Women: Serbia,

Bulgaria and Romania. He also added that there would be a fourth country joining and negotiations were ongoing.

As for the 2021 EuroVolley Men, the CEV were also already in discussions with candidates, and the CEV President said he was very pleased with the amount of interest and applications the events were attracting. He congratulated the hosts of the 2019 and 2021 EuroVolley for their initiative and commitment and advised them that the events in their hands were the signature events for European Volleyball and that he wished for them to become even bigger and better. He commented on the fact that many National Federations in Europe still did not have enough respect for the European Championships, seeing the FIVB events as more valuable and more prestigious, and he asserted his strong desire for that to change in the future.

The complete 2021 EuroVolley presentation can be found annexed to these minutes.

12.4 SPECIAL PROJECTS COMMISSION: COACHES CONVENTION (PHILIPPE BLAIN, ECOC PRESIDENT)

Mr Philippe BLAIN, the President of the European Coaches Commission addressed the General Assembly saying that the idea for the Coaches Convention, which was scheduled to take place in 2019, had been one of the first and most important projects of the Coaches Commission. He saw it as a good opportunity for coaches and teachers to get together, learn, share best practice and spread ideas.

Mr BLAIN mentioned the School Project, which was an integral part of the Coaches Convention, as the future of Volleyball, and pointed out teachers as crucial tools in the shaping of future Volleyball players. He advised that, apart from experts and officials, five best teachers/coaches from each National Federation implementing the School Project would be invited to join the Convention, as well as two teachers/coaches from National Federations with similar development initiatives. He then mentioned the aims and goals of the convention, which included:

- Better network and communication between coaches and teachers
- Investment in future – we need a large basis of players, kids who choose to play Volleyball
- Facilitation of the transition from entry level to regular Volleyball
- Enhanced Volleyball knowledge of the teachers
- More engagement and excitement with more kids playing Volleyball.

The Coaches Convention was to take place in Kranjska Gora (SLO) in June 2019, lasting three days from the 21st till the 23rd, with an estimated number of participants at 100. Before finalising his presentation, Mr BLAIN asserted his wish for more federations to join the School Project in the future.

The complete Coaches Convention presentation can be found annexed to these minutes.

12.5 SCHOOL PROJECT (HANNO PEVKUR, CEV VICE-PRESIDENT IN CHARGE OF DEVELOPMENT ACTIVITIES/ VUK KARANOVIC, DEVELOPMENT MANAGER)

Mr Hanno PEVKUR, CEV Executive Committee Member in charge of Development Activities, referred to the growing need of the CEV to have more resources focussed on development, which had been recognised by the CEV Management. He then invited the participants of the General Assembly to watch a short video on CEV Development Activities.

After the video, he referred to the CEV School Project as the central project of the CEV Development team focused on kids and youth all around Europe. He assured every one of the commitment and devotion of the CEV Management to development activities, and he also mentioned the involvement of and the cooperation with the FIVB on development. He invited all National Federations to recognise the importance and the magnitude of the School Project, saying that the only way to popularise Volleyball and successfully inspire children to play Volleyball and join Volleyball clubs was through a sense of togetherness and joint effort, urging everyone to be active and grow together as a Volleyball family. He also added that he was very pleased and proud of the work of the CEV Development team, before inviting Mr Vuk KARANOVIC, CEV Development Manager, to come up on stage and share more details of the CEV School Project.

Mr KARANOVIC commented on the fact that most Volleyball players and lovers became attached to the sport through their enthusiastic teachers who inspired them and instilled interest in the game. Therefore, he said he was happy that the importance of schools and their part in creating future Volleyball stars and fans was finally recognised. With the support of the CEV Leadership, the CEV was now able to offer National Federations a useful development product, supported by the European Commission, the Erasmus+ Programme. He noted that all the material developed in the framework of this project would be available to all 56 CEV National Federations via various channels, even though for the moment only eight National Federations had signed a contract with the CEV for the School Project, ensuring the bright future for Volleyball and facilitating the work of the school teachers introducing Volleyball at entry level as well as transitioning from entry to professional level.

He then moved on to talk about the CEV Campus, which had already been used for CEV Development Activities for three years, its content being regularly updated in order to provide current and relevant information, covering the following modules:

- Referees
- CEV Volleyball Cups
- Business concept for Beach Volleyball Club
- Beach Volleyball Organisers
- Coaches Platform
- Media – facilitating the work of externals working for the CEV.

Mr KARANOVIC spoke about the future development projects of the CEV, which included:

- Support for coaches of category I and II National Federations
- Beach Volleyball Development strategy 2022
- Harmonising the development vision, mission and goals with the FIVB
- Closer cooperation with National Federations willing to apply for the FIVB Development Fund to help them prepare applications
- Collaborating with non-Volleyball stakeholders on sport integrity, raising the awareness regarding match fixing and match manipulation
- Working on exploiting the funds from the various EU fund projects, e.g. Dual Career (what to do after finishing the Volleyball career), Women in Sport, Cross-border cooperation (covering the collaboration of various countries on the organisation of future European Championships).

The complete School Project presentation can be found annexed to these minutes.

12.6 DIGITAL APPROACH & NEW WEBSITE (FEDERICO FERRARO, PRESS OFFICER)

Mr Federico FERRARO, CEV Press Officer, addressed the General Assembly referring to the presentation of Mr ROBINSON on re-branding and noted two major upcoming projects of the CEV Communications Department. i.e. the OTT platform and the CEV website.

He indicated that the revolution with the CEV website was coming soon, a project which was very demanding, and said he was happy with the collaboration with the agency of Alphabet, which he saw as a very forward-thinking partner capable of helping the CEV to change their online and digital appearance. He spoke about the workshop organised at the CEV Office which included all the different parties involved in the project, with the CEV Communications Department leading the way, during which they discussed the workflow and the timeline of the project.

Mr FERRARO noted that his presentation was to a great extent a reflection of the rebranding of the CEV. He emphasised the fact that the new CEV website was being designed with fans in mind, to make it easy for them to find the information that they were looking for. He said he was hoping that the content delivered would be enjoyable on all possible devices used by the fans. He added that the CEV were going to create a Match Centre with all the key information on the CEV competitions as they unfold in real time. He asserted that the new website would offer a new way to engage with fans, and being a reflection of the new branding it was going to be engaging, modern and clean. In line with the strategic vision of CEV leadership, the athletes, both the established stars as well as the stars-to-be, were to take the centre stage, sharing with the fans both their experience on the court as well as off the court. The aim was for them to shine not just because of their sportive results and achievements but also to inspire the next generation of Volleyball players.

Mr FERRARO went on to inform the delegates that the first new online CEV competition resource to be launched was the 2019 EuroVolley holding page for both men and women, followed by the 2019 EuroBeachVolley holding page for the Beach Volleyball event taking place in Moscow. He noted that there would be some sites in each of the national languages of the host countries in order to facilitate the communication with the local fans, while the main communication was still to be done in English. Moreover, the holding page for EuroSnowVolley was to be made available in 2020, coinciding with the competition itself. As regards the launch of the new CEV website, the first version was to be made available in May 2019. Mr FERRARO admitted that the whole project was an exciting journey requiring a lot of work and effort but he was confident that, having the right people on board, the CEV were ready to revolutionise their digital appearance.

Finally, he also announced that the CEV were on the final countdown to the launch of the OTT platform called EuroVolley.tv, an online platform managed by the CEV and designed for all Volleyball fans, including all videos and streaming for CEV competitions. He asserted that it would be a kind of an online video library where people could enjoy the very best of Volleyball. He asked all Congress participants to spread the news to make sure as many as possible Volleyball fans could register on the platform and enjoy this digital revolution.

At the end of his presentation, Mr FERRARO invited everyone to watch a short video called "This is European Volleyball" depicting the highlights of 2018 Champions League Finals in Kazan (RUS).

The complete Digital Approach & New Website presentation can be found annexed to these minutes.

13. Proposals from National Federations

Mr BRINK noted that there had been no proposals from CEV National Federations, who, in line with the Statutes, had been requested to submit them by 14 July 2018.

14. Framework - Proposals

Mr Alain FISCHBACHER, the President of the European Legal Commission, came up on stage to talk about the CEV Regulations and noted that there were three proposals to vote on. He referred everyone to the Handbook for more details of the proposals as well as explanations.

The first proposal concerned the submission of candidatures for CEV Working Groups to the CEV Board of Administration, meant to make a clear distinction between Commissions and Working Groups, with the two having different character and competences. The proposal was that the CEV President could present the candidatures directly to the Board of Administration, which would facilitate the start of the work of such Working Groups, in line with their intended purpose and nature.

DECISION

In the absence of any comments or questions, the proposal of the distinction between the character, competences and candidature submission of the CEV Commissions and CEV Working Groups was approved by the CEV General Assembly.

The second proposal was related to the proposed changes to the FIVB Statutes concerning the election procedure for FIVB Board of Administration Members. If this proposal went through, it would render it necessary for the CEV to change the CEV Statutes to make them in line with the FIVB's ones. The proposal from the European Legal Commission in regard to this was to change only what was strictly necessary in order to respect the FIVB Regulations. These proposed changes would only enter into force if the FIVB General Assembly approved the changes to their statutes first.

DECISION

In the absence of any comments or questions, the proposal to change the CEV Statutes so as to stay in line with the FIVB Statutes, if the proposed changes to the latter were approved by the FIVB General Assembly, was approved by the CEV General Assembly.

The third proposal concerned the term of office of the members of the CEV bodies and was also closely linked to and dependent on the approval of the proposed changes to the FIVB Statutes. According to the proposal, the current CEV bodies would remain in power until the elections of the 2020 CEV General Assembly, which would take place 3-4 months before the elections of the 2020 FIVB Congress.

DECISION

In the absence of any comments or questions, the proposal to change the term of office of the CEV bodies and to hold the General Assembly official elections 3-4 month before the FIVB General Assembly elections was approved by the CEV General Assembly.

The complete list of the proposals to change the CEV Regulatory Framework can be found annexed to these minutes.

15. XL CEV General Assembly

Mr Julius BRINK informed the audience that the 2018 Congress was scheduled to take place on 27 September 2019 in Paris (FRA) in the framework of the 2019 CEV EuroVolley Finals.

16. Miscellaneous

The CEV Senior Vice-President, Mr Renato ARENA, awarded the newly appointed National Federation Presidents on behalf of the CEV with the Golden Pin:

- Mr Gernot LEITNER – The Volleyball Federation of Austria
- Mr Alija FATIĆ – The Volleyball Federation of Bosnia and Herzegovina
- Mr Adam WALKER – The Volleyball Federation of England
- Mr René HECHT – The Volleyball Federation of Germany
- Mr Alvaro LOPES – The Volleyball Federation of Portugal
- Mr Martin KRASCENIC – The Volleyball Federation of Slovakia
- Mr Lennart NEOVIUS – The Volleyball Federation of Sweden.

Mr BRINK reminded the delegates of the CEV Zonal Association meetings scheduled to take place that afternoon at the Convention Center of Hotel Paradisus Cancún, and he also invited everyone to the Mikasa Cocktail Reception at the Gazebo Area of the hotel later in the evening. He then thanked everyone for their attention and invited the CEV President to deliver his closing speech.

17. Closing Speech of the CEV President

Mr BORIČIĆ commented on the short duration of the Congress, but he said he was confident that all the relevant topics had been covered and important decisions taken. He asked the National Federations to communicate with him, with the CEV, on a regular basis rather than just limiting the communication to that one day a year during which the General Assembly was held.

He reaffirmed again his determination to extend and strengthen the partnership with the FIVB. He also reaffirmed his intention to increase cooperation with the European Union. Referring to 2021 as the year when the contract with SportRadar was terminating, he urged the National Federations to be prepared for potential new business relations where the CEV should be the owner of Volleyball rights and decisions. He urged for more investment in social media, particularly with Eurosport.

The CEV President once more stressed the importance of cooperation between the CEV and the National Federations in order to increase the value of Volleyball. He assured everybody of the readiness and the willingness of the CEV to listen to and help all federations which were themselves willing and ready to work hard for Volleyball. He acknowledged the improvements already made in this respect but he was adamant that a lot more could be achieved. He asked the National Federations to come up with clear strategic plans, to define their goals and share them with the CEV. He wanted to see real togetherness, real cooperation and hard work, all in the name of Volleyball.

He then thanked all the participants for their attention and officially closed the 2018 CEV General Assembly.

Wednesday 14 November 2018
CEV GENERAL ASSEMBLY