

FOR A NEW DYNAMIC, PROFESSIONAL AND TRANSPARENT FIVB

AS MEMBERS OF THE VOLLEYBALL FAMILY, AND CONVINCED THAT THE ACTUAL SITUATION OF THE INTERNATIONAL VOLLEYBALL FEDERATION, IS UNACCEPTABLE, WE DECIDED TO PROPOSE AN IMMEDIATE CHANGE, IN FAVOUR OF THE DEVELOPMENT OF OUR SPORT, AND THE TRANSPARENCY OF THE GOVERNING ACTS.

WE PREPARED THE FOLLOWING PROPOSALS TO GIVE TO PLAYERS, NATIONAL FEDERATIONS, SPONSORS, AND EVERYONE INVOLVED IN VOLLEYBALL, THE ENVIRONMENT TO INTEGRATE OUR SPORT, IN THE GUIDES OF THE OLYMPIC CHARTER, THE ETHICS, DEMOCRACY, AND EDUCATION THROUGH SPORTS.

WE INVITE ALL THE NATIONAL FEDERATIONS TO SHARE THE FOLLOWING PRINCIPLES, TO IMPROVE THEM THROUGH YOUR OWN PROPOSALS, AND TO VOTE IN THE NEXT CONGRESS IN TOKYO, FOR A NEW, DYNAMIC, PROFESSIONAL AND TRANSPARENT FIVB.

PROGRAMM

1. INSTITUTION

The Constitution must be updated by taking into account the 21st century. The essential objective of the institution for the decade to come consists in supporting technically, financially and professionally principally the 170 National Federations (category 1, 2, 3 and 4) for the development of Volleyball and Beach Volleyball mainly in their own country, and subsequently at international levels; without abandoning the other 48 countries.

Women will have to be better represented within the Board of Administration, and inside the FIVB's Commissions.

The Confederation representation at the Board must respect the different continental regions.

Financial and logistic solidarity will be the fundamental principle of the development of our sport in favor of youth.

It is aberrant to continue to pride ourselves, of having CHF 140' 000' 000 patrimony in the bank, while we never invest in development at the 218 National Federations, real owners of such fortune.

2. CONSTITUTIONAL AMENDMENTS - NEW PROPOSALS

According to the legal principles applied world wide, the general provisions must appear in the Constitution whereas their implementation and the details should find their place in the various sports and general regulations.

Presidency

Suppression of the individual signature given to the President as well as the too broad competences related to the Presidency. The President of the FIVB should not be responsible for the operations nor for the administration of the FIVB. He is responsible jointly with the Board of Administration for the execution of the Congress decisions and the FIVB representation in the Olympic Movement and in the external environment. He supervises the FIVB and the whole of her activities.

He receives the discharge of the Congress every two years.

Any FIVB's member, who did not reach the 75 year age, who is an Official, member of a Club or a National Federation, can stand for the elections in the Board of Administration and the Presidency of the FIVB, in conformity with the Swiss law applicable to the FIVB.

The elections will be made by secret balloting.

After finishing his 4 years mandate, he can be reelected only for one period more.

In any case he will be in office more than 8 years.

The agreements, the important payments, and each commitment, should be signed collectively by the President and the Managing Director.

General Manager

As in all the multinational companies, the operational and financial responsibilities must be allocated to a CEO who is responsible to carry out the resolutions of the Board of Administration.

The General Director is nominated by the Board of Administration.

He will be responsible of the Administration, the management and the current organization of the FIVB.

The CEO is responsible for the members of the general direction and the secretariat of the FIVB, and reports to the Board of Administration who gives him discharge annually.

The internal directors who report to the CEO must also have operational and financial competences, under previously approved budgets.

Board of Administration

The executive committee should be removed to let only one Board of Administration (the FIVB Executive Committee did not have real competences and constituted an intermediate body with additional meetings and costs whereas the members of the Executive Committee are of right members of the Board of Administration.).

To the current members, elected by the Congress, every four years, two Volleyball players, one of each gender, elected during the World Championships and 2 Beach Volleyball players' representatives elected by the respective players would come to be added.
The number of the Board of Administration members should be reevaluated.

In addition to the 5 Confederation's Presidents , every IOC member who comes from Volleyball or Beach Volleyball family is automatically considered an ex officio Board of Administration member.

The international Volleyball Tribunal which was strongly criticized for its absence of neutrality and independence must be replaced by the Arbitration Court of the Sport (recognized by the IOC and selected by many international Federations).

An Independent Ethic's Commission shall be constituted, elected by the Congress, every 4 years, renewable and composed by recognized personalities external to the FIVB. A Code of Ethic shall be approved by the Congress.

A Volleyball athletes commission and a Beach Volleyball athletes commission must be created with the same working procedure as the other FIVB commissions.

Each FIVB member has the right to express his opinions or his critics, towards the institution or its leaders without being punished, suspended or expelled.

3. FINANCIAL SOLIDARITY AND DEVELOPMENT

While the majority of the National Federations are suffering financial constraints, are unable to pay the participation in international competitions, and to hire technicians for spreading our sport, thus lowering the number of licensed players; the FIVB prides itself of being one of the richest International Sports Federations.

A logistical and technological support must be developed in favor and in collaboration with the 170 less developed National Federations. This support must be the subject to a partnership and development agreement with each National Volleyball Federation.

Concerning the 48 richest National Volleyball Federations, the support will be more oriented towards the FIVB international competitions organization and their communication and promotion (production of TV highlights, media and VIP invitations, programs and translation, transport and lodging aid, website etc.).

According to the above defined strategy the income of the main International competitions, and the allocations coming from the IOC after the Olympic Games shall be shared in a proportion to be fixed by the New Board of Administration, in 4 parts:

- a) Organizing Country
- b) Participating Teams
- c) The other Countries that did not qualify, to be used in development
- d) The FIVB Budget.

The high level FIVB coaches work with their own tools (statistical, drives, analyzes, etc). The FIVB must provide the Universities, the coaches and the Masters of physical education with its competences: methodology material for the training, posters for the schools, music, Volleyball and Beach Volleyball material, videos, etc.

4. FINANCE AND ACCOUNTING PRESENTATION

From now on the accounts should be presented respecting, like the FIFA and the IOC, the IFRS standard (International Financial Reporting Standards). Being one of the three richest International Sports Federations, the FIVB must be a reference for its clean, respectful and transparent commercial and TV partnerships.

The commissions' system for sponsorship and TV agreements' successful negotiation should be maintained for all the members and the employees except for the President, Board of Administration Members and General Manager.

The commission can be paid only when the capital linked to the signed agreement will have been cashed by FIVB.

A decent salary should be paid to the President, decided by the Board of Administration

The expenses and allowances for all the FIVB members can only be paid on the basis of official financial statements.

The Finance Commission will have full access to all documentation, and control the fulfillment of approved budgets.

The functions of internal auditors and controller must be removed. Control and inputs must be done by responsible accounting professionals, and the audits by an external and independent fiduciary company.

5. BEACH VOLLEYBALL

The policy of investment on Beach Volleyball must be improved in order to face the competition with the new "fun" sports. A special attention and listening must be carried to the Beach Volleyball players.

Each National Federation must create a national Beach Volleyball Circuit and integrate in their structure and programs the Beach Volleyball players like the Volleyball players. A member of the Executive Committee of each National Federation will be responsible for Beach Volleyball in his country.

The National Federations will allocate part of its budget for communication and promotion of Beach Volleyball in her country.

The National Federations must in the short run organize an FIVB Beach Volleyball Satellite Tournament and Beach Volleyball Continental Competition. The responsibility for the organization of FIVB Beach Volleyball competitions must be assumed by the National Federation.

A Beach Volleyball commission must be created in addition to the Beach Volleyball World Council which gathers the organizers as well as the Representatives of the Sponsors and the TV.

The FIVB Beach Volleyball World Championships will take place every 4 years and each time in a different continent, and during them the two Representatives to the Board shall be elected.

6. VOLLEYBALL

The FIVB Volleyball World Championships will take place every 4 years and each time in a different continent.

The FIVB Clubs World Championships, the FIVB Juniors Men and Women and the FIVB World Cups, must be organized every 4 years and each time in a different continent, through a bidding and transparent process.

For the appointment of the Organizers a bidding and transparent process will be developed.

The World League and the World Grand Prix will foresee qualifications tournaments organized at the Continental level and inviting all the National Federations that are able to meet the requirements, to take part.

A Volleyball Sport Organization commission shall be recreated to establish and supervise the Rules of each Competition and the Calendars. A Volleyball Players Commission shall be created in addition to the Volleyball key competitions World Councils which gather the Organizers as well as the Representatives of the Sponsors and the TV.

7. COMMUNICATION AND PROMOTION

It is nonsense that such a rich Institution does not dedicate his resources to promote Volleyball and Beach Volleyball worldwide, through the media and televisions.

Football, tennis and track and field have stars. Our stars unfortunately are known internally but not enough externally. .

It is the priority responsibility of the FIVB to promote its players-stars with Promotional and communication programs and awards ceremonies(see IOC, FIFA).

To associate our "stars" to the great world events, for instance the support of humanitarian campaigns.

To nominate a true Head of Communication responsible for the internal and external communication who will organize the press-communication department professionally.

To ensure a permanent and transparent communication with the international communication agencies, and the key daily newspapers of the world. To invite the athletes and the active members of our National Federations to better communicate.

To support more intensely the persons in charge for press and communication in each Confederation and National Federation.

Montreux, Switzerland, 20th May 2006

STEERING COMMITTEE

Jean-Pierre Seppey

Idriss Adiker

Mario Goijman

Didier Chauvigny

Charles Panou

Luis Moreno