



# INTERNATIONAL TABLE TENNIS FEDERATION

## Development and Continental Council

**MINUTES** of the International Table Tennis Federation Development and Continental Council Meeting, held on the 10<sup>th</sup> of December 2010 at 10:30 at the Bratislava Hotel, Bratislava, Slovak Republic.

### 1. President's welcome and opening remarks

The President warmly welcomed all members to the meeting and explained that due to another meeting being scheduled at the same time himself, Ms. Farago and Mr. Weikert will not be able to fully attend and entrusted Mr. Tepper to chair the meeting in his absence.

### 2. Roll call

Adham SHARARA	Chairman (partly present)
Melecio RIVERA	Executive Vice-President – Development
Khaled EL-SALHY	African President
Tony YUE	Asian Representative and Junior Commission Chairman
Lilamani DE SOYSA	European Representative
Jairo PAEZ	Latin American President
Michael CAVANAUGH	North American President
Patrick GILLMANN	Oceania President

#### In attendance

Thomas WEIKERT	Executive Vice-President (partly present)
Judit FARAGO	Executive Director-Competitions (partly present)
Glenn TEPPER	Executive Director-Development (co-chair of the meeting)
Mikael ANDERSSON	Executive Director-Education & Training
Raul CALIN	Global Junior Program Director (partly present)
Polona CEHOVIN SUSIN	Departments' Program Manager

#### Apologies for absence

Petra SORLING	Executive Vice-President – Global Junior Program & Women
CAI Zenhua	Asian President
Stefano BOSI	European President

### 3. Approval of Agenda

The Development and Continental Council added the following item:

11.1 Membership & Subscription to the item Any other business.

The agenda was approved with the above amendment.

### 4. Minutes

- 4.1 The minutes of the meeting held on 11 December 2009 in Cartagena de Indias were approved.
- 4.2 There was no other business from the minutes not covered by the agenda.

## 5. Continental Updates and Proposals

Mr. Glenn Tepper thanked the continental Presidents for the close cooperation underlining that the development program is running smoothly – in 2010 more than 110 courses and 30 assistance packages were allocated worldwide.

Latin America:

- in spite of the fact that Latin America has a new continental president and technical director the development program is running smoothly and according to the plan;
- the fruitful cooperation and support of Mr. Tepper and Mr. Olvech are much appreciated.

North America:

- the continent is still on a learning curve
- the ITTF Coach Accreditation System is being introduced in USA and the ITTF-PTT Level 1 Coaching and ITTF-PTT Level 1 Course Conductor training Course, staged in September 2010, by Glenn Tepper, was a good investment;
- NATTU is close to the conclusion of a marketing deal with ITTF-TMS.

Asia:

- there was a delay in the signing of the Agreement of Understanding due to the elections of the continental President being held late in 2009
- as there was no agreement for 2009, it was agreed to have annual agreements until 2012 after which Asia would join the other continents with 4 year agreements
- the continent is doing very well in regard to the delivery of equipment and a successful scholarship program was put in place, which was organized in connection with training camps for talented players – in 2010 two camps were held, one in China and one in Japan;

Africa:

- the development program in Africa operates on rotation basis, which is well accepted and the member Associations are familiar with it;
- communication continues to be the biggest problem of the continent, which results also in reallocation of development activities in order not to lose opportunities for the continent;
- the bar was set high by the former President but there is still place to improvement especially in relation to communication, cooperation among Associations, participation on continental events etc.

Oceania:

- 2010 was a successful year for Oceania, especially due to the great work of Mr. Houston, the Continental Development Manager, who is active also in the field of marketing;
- 12 courses were held in 2010, which means that 50% of the member Associations benefited from the program;
- from 2010 the continental championships, so far organized for seniors and youth, will be split, thus there will be one continental event per year as both are biannual; this act should result also in creating a better opportunity to organize continental events for small/smaller Associations;
- ITTF, i.e. table tennis was the first sport to come to the island of Tokelau. OTTF's target is to have 100% membership and with Wallis & Fortuna as new member, after receiving the approval of France it will be achieved;
- OTTF nominated a new coordinator for the Women's Working Group, Ms. Ashleigh Stevenson from Australia, who is doing an excellent job;

Europe:

- Ms. Lilamani De Soysa started to work for ETTU in March therefore a delay in implementing the action plan occurred

- The continental development plan will undergo several changes; the majority of the budget will be invested in young players (reinforced Eurokids project), more opportunities will be created for the education of coaches, however, plans for 2011 are still under discussion;
- the wish is to have the Development officer employed on full-time basis from 2011 on.

## 6. Development Program update

### 6.1 Continental Agreements

All Continental Agreements are signed and fully operational.

### 6.2 ITTF Coach Accreditation System

- the Level 1 and Level 2 coaching courses are fully operational and are staged in 4 main languages - English, Arabic, Spanish and French;
- all the course conductors have been trained in the 4 main languages with ITTF-PTT Level 1 Coaching Manual, ITTF Advanced Coaching Manual and ITTF Course Conductor CD being available in the 4 languages;
- in addition to the 4 main languages the coaching manuals are available also in Portuguese, Estonian and the Farsi edition is going to be finished soon;
- the Level 3 coaching courses are envisaged to start in 2012.

### 6.3 Goodwill Projects

- the Development Department is working closely with the Monaco based Peace and Sport and the cooperation proved to be successful with good prospective for a long-lasting partnership based on mutual benefit;
- the Colombia based project "Ping Pong Paz" is ongoing; sustainability and education of local people are in focus;
- a similar project was launched in November in East Timor;
- in relation to Haiti it was noted that cooperation between the National Association and the NOC needed improvement and resulted in a delayed delivery of the collected donations, which is still pending. Several meetings have been held between ITTF, Haiti NOC and Peace and Sport which have assisted greatly in this regard. Mr. Evelio Alvarez conducted a coaching course in Haiti in November. His presence was also intended to further solidify the relationship between HOC and AHTT which was largely achieved. The donations are expected to be delivered in the first quarter of 2011;
- the plan for 2011 includes the following countries/projects in conjunction with Peace and Sport: Congo Democratic, Palestine and a Peace Tournament - symbolic tournament to be staged in Qatar in November with the participation of 12 countries and using the Youth Olympic Games format; the agreements will be signed at the ITTF AGM;
- all the national projects are sponsored by Butterfly and supported by Peace and Sport.

### 6.4 Women's Development

The Development and Continental Council noted the annual report on women's activities, courses/training camps/mini-forums, that were held in 2010 on various continents and was informed about the outcome of the Women's Working Group meeting, held in Kuala Lumpur in September 2010:

- each continents should establish a continental WWG, whereby the chairperson would be the continental representative in the ITTF WWG;
- the WWG would like to reinforce the cooperation with continental Development Officers with the aim to mainstream and integrate gender issues in their daily work;
- continents shall actively work on the grassroots level and also introduce a reporting system in order to monitor and assist the memberships in the best possible way;
- the WWG recommends that continental WWG chairpersons are co-opted into executive bodies of continental Unions/Federations, which would additionally reinforce the mainstreaming.

## 6.5 Ongoing Development

- Ms. Polona Cehovin Susin joined ITTF in April 2010 and started working in 3 departments – Development, Competitions and Education and Training but from 2011 will continue to work with Development and Education and Training only.  
Mr. Glenn Tepper spends 3 months in Lausanne each year and this period is used for meetings with Olympic Solidarity, to cover other events/activities in Europe – competitions, conferences etc. and also for the Development Department's staff meetings.
- the Development Magazine became a biannual publication; its main distribution will be carried out during the World Championships;
- in 2010 very successful marketing courses, conducted by Mr. Dainton, were held in Africa, Latin America and Oceania; the agreement with North America will be finalised soon;
- all the databases published on the website are regularly updated and a new one, for umpires and referees education, has been added;
- once again an ITTF movie, this time the "Ping Pong Paz" was shortlisted for the nomination of the sport movie and TV award at the Peace and Sport conference, which is a great achievement especially since the number and the level of presented products is increasing at a quick pace.

## 6.6 Bonus points-US\$20,000 distribution

The concept of the bonus points is to encourage continents to actively work in the field of Olympic Courses allocation, scouting for new members and the completion of continental agreements and thus offer them a special bonus. The incentive works well and gives a good picture of the overall development of continents. The overview of the distribution was included in the meeting's documentation.

## 6.7 2010 Courses-Equipment Assistance

A detailed overview of held courses and delivered equipment packages was presented to the Development and Continental Council before the meeting. The numbers, around 110 courses/training camps and 30 packages, show that 2010 will be a record year again. The courses and the schedule are regularly updated and always available also on ITTF' website.

## 7. Education and Training Update

### 7.1 Programmes and priorities

The Education & Training Department is a new one therefore the programs and projects are still being set up. By having Ms. Cehovin onboard the link with the Development Department is reinforced.

It is thoroughly being working on the brand recognition of the programs/projects that are run under the Department – ITTF Hopes, World Hopes Team as talent identification programs, the Hello Future Conference, the newly introduced Hot Spots Network as part of Athletes' Development Model etc. in order to shape the future with a vision, encompassed by pride and passion.

The goal that brings together all the programs/projects is to find a balance on a global level: creation of a global reach at a high level playing field, assuring quality coaching, being a difference by ultimately improving also the overall management aspects.

The cooperation with the Global Junior Program remains a top priority too, especially through the management of athletes and scholarship or other incentives.

### 7.2 ITTF Academies - ITC's

The vision is to have a network of centers, able to stage a number of diversified activities: players' exchange, organization of training camps, events and other activities related to World Hopes, held on global, continental and also regional/national level. The program is still in its early stage therefore the tangible input of ITTF, utilization/maximization of private investments, continents' development aspects etc., still have to be discussed and agreed upon.

The call for application created a lot of interest as 28 applications were received from 18 Associations. The next step is to develop strong guidelines, containing objectives, targeted groups, ITTF recognition procedures, evolution of the program and ultimately the stipulation of agreements.

The program needs to be activity based; the initial input might be rather small but quality communication and good planning could bring valuable benefits for all the stakeholders.

### 7.3 World Hopes Team

It was noted that the program will be slightly modified in 2011 and further changes will be implemented in the years to come offering more transparency toward the activities of individual Associations and giving them more options and opportunities: the application is available online through the website; a major change is the introduction of a global training/try-out camp followed by a competition as a small Hopes Challenge.

It is expected to have 25-30 players, who will be evaluated according to excellence criteria, based on points, finally resulting in a show case team. The Talent ID component remains in the focus but the universality concept will also be strongly present.

The first phase is planned to be carried out on continental basis like a filtering process but from 2012 on it will be completely in the hands of the National Associations, which will comply with the goal of educating the National Associations on how to run Talent ID programs.

A sponsorship contract has been signed with Butterfly for 6 years assuring about 50% of the programs' budget.

### 7.4 Racket Control Education

The Department is analyzing the possibility to cooperate in the field of online education with a well established international service provider, which would offer access to modern channels of communication and effective education tools.

The same option is taken into consideration also for the Anti-Doping education and could be implemented for other areas too – online examination of umpires etc.

## 8. Global Junior Program Update

### 8.1 World Junior Circuit

A detailed report about the participation statistics was presented in the documentation:

- in 2010 24 events on 5 continents were organized and 96 or 45.71% of all member Associations took part in the Circuit;
- 1662 players participated on at least one event (the percentage of girls was 41,47%) and there were 3137 participations/entries (55,9% by boys and 44,1% by girls);
- the average number of Associations participating on each event was 17,33.

Plans and changes for the Circuit in 2011:

- 30 events are confirmed – 19 regular and 11 premium events;
- there will be 5 new organizers and 3 back comers;
- stricter conditions will apply for Premium events;
- the sport specific information will be released shortly and the plan is also the issue guidelines for organizers as a number of best practises have accumulated.

It was noted that the relatively low number of spectators on most events is still the weakest point of the circuit. There are cases of good practise, for example Hong Kong, that should be shared with organizers as well.

Moreover, it was noted that organizers should be targeted in order to assure a higher level of organization, and also that participation could be stimulated with scholarships and/or other incentives.

### 8.2 World Junior Championships

Finally, 94 boys and 92 girls participated at the event.

From the technical point of view the organization was running smoothly, having in mind that Slovakia is an experienced organizer of events on all levels. However, there was no added value offered – promotion, number of spectators again being the main downsides.

### 8.3 ITTF Cadet Challenge

The edition in 2010 was organized on a high level by the Indian Association. Another success was the training camp, conducted by Peter Karlsson, which proved that having it integrated in the event was a good decision.

The future format – possibility to split it from the Global Junior Circuit Finals, was discussed at length at the Junior Commission meeting and the outcome presented within the next item of the agenda.

#### 8.4 Junior Commission update

The Development and Continental Council was updated with the Junior Committee's outcome and the proposals of the Committee:

- the name of the Global Cadet Challenge should be changed back to "World" Cadet Challenge, whereby the event would remain a non-world title event (to facilitate the promotion and support from governments of organizing Associations);
- the training camp before the Cadet Challenge, which is mandatory, should be included in the event thus the contribution to the host should be increased;
- the Commission discussed about the possibility to split the Cadet Challenge and the Global Junior Finals (both events are well accepted and mature to become independent, besides it gives the opportunity to add another age category, mini cadets or hopes, and it would be easier to find organizers among smaller Associations as less demanding from the organizational point of view);
- the Committee proposed to keep the number of 20 teams at World Junior Championships but to change the playing system due to scheduling issues; 3 options are supposed to be studied and the proposal shall be submitted to the Executive Committee, the Board of Directors and to the Development and Continental Council.

### 9. ITTF-Continental Restructure

#### 9.1 Africa, Latin America, North America, Oceania agreements

The Development and Continental Council noted that three agreements are already signed – Africa, Latin America and Oceania, while the one with North America will be finalised soon.

The first event to be staged under the new agreement were the African Senior Championships in November 2009 and it was a major success.

Two continents, Africa and Latin America, implemented additional measures toward their members by requesting the participation on continental events to be a prerequisite for the participation at the World Championships. It was noted that 75% of the sports require qualifications to enter the World Championships, whereby ITTF is not thinking of implementing such a requirement in its rules. However, continental unions are free to implement it as long the decision is taken at general meetings.

#### 9.2 Marketing

- equipment sponsors are secured for all continental events on continents with signed agreements;
- in Oceania Fox TV took over the TV coverage, although ITTF continues to contribute for the TV production in case it is estimated that the expenses justify the impact on promotion of the game and maximize the exposure of the sponsors;
- the Marketing Division has secured also a sponsor for the Oceania Cup, whereby the risk is taken by TMS and marketing of such events represents a new challenge for them;
- Total Sport Asia is the new marketing partner for the Pro Tour circuit; the cooperation is supposed to be upgraded with TV sales from 2013 on.

### 10. ITTF Staff Restructure

The Development and Continental council noted that ITTF will continue restructuring its staff: in due time a Chief Executive Officer and a Deputy Chief Executive Officer will be nominated, each of the four Departments will also have assigned a Deputy Executive Director, which should help in stabilizing the staff structure.

Mr. Tony Yue commented that the relationship between staff members and officials, bodies would need to be elaborated in details also due to the planned staff restructure.

**11. Any other business**

11.1 Membership & Subscription

Mr. Tony Yue proposed that ITTF should put in place a mechanism whereby National Associations, which are in arrears with membership subscription payments for several, years should be banned from attending the World Championships or else the task of collecting them should be transferred from continental unions that act as agents on behalf of ITTF, to ITTF.

The proposal should be sent officially by the Asian Union to ITTF.

**12. Adjournment**

There being no further business the meeting was adjourned at 13:15.

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Meeting Chairmen  
Adham Sharara, Glenn Tepper

9 February 2011