



INTERNATIONAL TABLE TENNIS FEDERATION

Development and Continental Council

MINUTES of the International Table Tennis Federation Development and Continental Council Meeting (hereafter referred as DCC), held on the 14th of December 2012 at 13h00 at the Westin Mindspace Hotel, Hyderabad, India.

Before the start of the meeting the Agreement of Understanding for the 2013-2016 Development Program between ITTF and the following Continental entities were signed: Africa, North America, Latin America and Oceania. In the case of Africa and Oceania also the new contracts for Continental Development Officers on respective continents were signed.

1 **President's welcome and opening remarks**

The President welcomed the DCC members to the meeting and thanked them for their attendance.

2 **Roll call**

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| Adham SHARARA | President |
| Melecio RIVERA | Executive Vice-President – Development |
| Khaled EL-SALHY | African President |
| Tony YUE | Asian Representative (and Junior Commission Chairman) |
| Jean-Francois KAHN | European Representative |
| Osvaldo BORGES | Latin American President |
| Michael CAVANAUGH | North American President |
| Patrick GILLMANN | Oceania President |

In attendance

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| Petra SÖRLING | Executive Vice-President, responsible for Global Junior Program & Women Program |
| Judit FARAGO | CEO and Executive Director-Competitions |
| Glenn TEPPER | Deputy CEO and Executive Director-Development |
| Mikael ANDERSSON | Executive Director-Education & Training |
| Steve DAINTON | Marketing Director |
| Raul CALIN | Global Junior Program Director |
| Leandro OLVECH | Deputy Executive Director-Development |
| Polona CEHOVIN SUSIN | Deputy Executive Director- Education & Training |

Apologies

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| CAI Zenhua | Asian President |
| Stefano BOSI | European President |
| Vladimir SAMSONOV | Athletes Commission |

3 **Approval of Agenda**

There were no additions to the agenda; therefore the DCC approved the agenda as presented.

4 Minutes

4.1 Approval of Minutes of previous meeting

The minutes of the meeting held on 18 November 2011, in Bahrain, were approved.

4.2 Business arising from the Minutes (not covered by Agenda)

There was no other business arising from the minutes not covered by the agenda.

5 Continental Updates and Proposals

Jean-Francois Kahn (EUROPE):

- The ETTU continues working hard in the field of development, whereby the targeted group of all activities is youth, mainly through an increased number of training camps being organized, but also coach education in the form of seminars and conferences and women's development are set as focus areas.
- It was decided not to help senior players through the Development Program, as this is thought to be the responsibility of the National Associations.
- The ETTU is pleased with the work of Lilamani de Soysa, the continental Development Officer, who follows the agreed program and is very efficient with its implementation.

Patrick Gillmann (OCEANIA):

- Oceania is proud to report that the first ever world event was held on the continent – the 2012 World Cadet Challenge in Guam which was a major success, congratulations to the Hosts, who proved that also small Associations can organize big international events.
- The contract with the new Development Officer, Michael Brown, was renewed for two more years, which assures a smooth continuation of the Development Program implementation that envisions 12 courses per year for the 24 member Associations.
- The new ITTF-Oceania logo works better for marketing as it has an impact on the strength of the brand and thus enhances the promotion, in particular in relation to sponsorships and TV rights.
- The first tangible outcome is DHS becoming Oceania sponsor and the Oceania Cup a very relevant continental event.
- At the biennial general meeting held in Fiji in June 2012, a new continental marketing coordinator was nominated.

Oswaldo Borges (LATIN AMERICA):

- The sport of Table Tennis is growing and developing steadily in Latin America and the membership is also unifying; the increased participation at continental events and the results in the international arena are the first indications of an even brighter future.
- Event organization is improving also– Puerto Rico & Costa Rica excelled as hosts, especially considering they are small Associations. El Salvador and Dominican Republic will organize continental events in 2013, hopefully with the same success. All the events are in the calendar, which all affiliated members are familiar with.
- The Development Program is being implemented in all regions of the continent, whereby smaller and less developed Associations have a special consideration. Women's Courses are also highly attended and the same applies to course for umpires, referees and coaches, which implies much progress.
- A note of thank you goes to ITTF, the Executive Vice-President responsible for Development and the ITTF Development Team for their continuous support, which will hopefully result in the gap between Latin America and the most developed continents to be minimized soon.

Khaled El-Salhy (AFRICA):

- Nowadays the African continent has reached a membership of 48 Associations, therefore better planning and in particular communication was needed. This has happened also due to the excellent cooperation with the ITTF Development Department; however, there is still room for improvement.

- For the first time ever there was a title sponsor for the Senior Championships, which is huge step forward as far as the organization of continental Championships is concerned and this was made possible also because of the marketing agreement with ITTF and TMS as it makes the sponsorship deal more appealing since providing bigger exposure and promotion for the sponsors.

Tony Yue (ASIA):

- Asia has also been very active in the field of development: an equipment packages had been distributed to various National Associations from different regions; the scholarship program is running smoothly and the training camps for young, talented players from Asia are well attended and highly appreciated.
- A new website of ATTU has been launched, which features also the Asia rankings, has additionally contributed to better communication and provision of information to members.
- The Euro-Asia cooperation is solid and is based on long-term cooperation; the Asian Cup and Championships were very successful and as Asia is hosting many international events, always organized on high level, it contributes also to the success of the ITTF events series.

Mike Cavanaugh (NORTH AMERICA):

- The Hopes Program generated a great momentum on the continent and so did the Hot Spot network, which was created with good motivation and on healthy foundation, in particular considering the specifics and the needs of North America.
- The ITTF Coach Accreditation System is being successfully implemented – the Level 1 education is expanding and the first Level 2 course was successfully held recently in the USA.
- The North America championships concept is working well: an extremely good Para Table Tennis event was organized in San Diego in 2012, which resulted also in the education on 6 new classifiers; on short term basis Canada and the USA are planning to organize one Global Junior Circuit even in each country each year.
- USOC has started “Safe Sport”, a program fighting against sexual/psychological harassment, which has unfortunately become an issue in sport and Table Tennis is joining via USATT.
- The relations with the ITTF are appreciated and highly professional

The President thanked the continental representatives for their reporting and emphasized that the role of the ITTF is to provide opportunities, while the Continents are always free to choose what fits their particular needs and is considered as feasible in their environments. He also made a remark concerning the yearly financial accounting for the development funds – due audit requirements and timelines the ITTF should receive the 2012 final request for payment not later than 31 January 2013, so that final payments could be made by 15 February 2013.

6 Continental Athletes Commissions

The Athletes Commission presented a review for the year 2012 that included also the plan for 2013. The document was circulated before the meeting to all the attendees of the DCC meeting.

The Athletes Commission is requesting the Continental Presidents and Representatives to encourage the establishment of Athletes Commissions on all continents, which would give the athletes the opportunity to have their say within continental Executive bodies.

7 Development Program update

7.1 Continental Agreements-2012 summary and 2013-2016

Glenn Tepper presented the Development Program report for 2012, highlighting also the features that will be implemented in the forthcoming quadrennial:

- Slightly more than 100 courses per year are organized under the umbrella of the ITTF Development Program; this number is sustainable, funding and staff wise.

- Equipment packages are regularly distributed on all Continents; equipment assistance is also enriched by additional incentives (Stag, XIOM, tables from World Championships, Tibhar, ESN etc.).
- For the new Olympic Cycle there will be an increase of 30% in funding of the Development Program, which will result in the budget passing the mark of 1 million US dollars for the first time ever.
- From the 1st of January 2013, also for the first time ever, all 6 continents will have Continental Development Officers.

7.2 Bonus points-US\$20,000 distribution

The distribution of the Bonus has been presented based on the known formula that considers the number of completed Olympic Solidarity Courses, new members, and the completion of the Continental Agreement. Continents were asked to invoice ITTF for Development Bonus, Olympic Allocation and less ITTF Membership Fees accordingly.

7.3 ITTF Coach Accreditation System

The implementation of the Coach Accreditation System has been very successful worldwide and the interest is still growing; the ITTF Level 3 Coach Education course was initiated in late 2012 for full release in 2013.

7.4 Dream Building

Leandro Olvech presented the activities of the program, which has been set up by the Marketing Division to serve as an umbrella program for all the projects and programs in which Table Tennis is used as a vehicle for a positive, long term and sustainable change:

- Over the years ITTF has set up very fruitful cooperation with a number of partners, i.e. the "Peace and Sport" organization, the UN Office on Sport for Development and Peace, the Foundation for Global Sports Development and finally with the International Paralympic Committee.
- The core projects of a humanitarian nature are "Table Tennis for Peace", with Peace & Sport, which are running in Colombia, East Timor and Burundi-Congo Democratic; the Nittaku Dream Building in El Salvador; and the Haiti post-earthquake rebuilding, in which the entire international community also took part. ITTF also took an active role in the United Nations "Camps for Youth Leaders", organized by UNOSDP that proved to be very successful and a strong motivation for future leaders.
- In 2012 ITTF's efforts in the area of social responsibility were recognized also with several awards: winner of the Sport Accord's Spirit of Sport Awards (Women's Development Program), winner of the SportBusiness International's Making the Difference (Ping Pong Paix), nominated and finally second place for the FICTS – Sport Movies & TV Festival Awards (ITTF Peace & Sport Cup) and selected for showing for the same awards (ITTF Dream Building, Nittaku Dream Building in El Salvador, Ping Pong Paix).

7.5 Women's Development

Polona Cehovin Susin reported about the activities that were carried out within the Women's Development Program and as part of Continental Development Programs. The attendance of women coaches and the percentage of female participation at regular courses is steadily increasing, however, there's less interest for education related to umpiring and refereeing.

The Women's Working Group met again at the World Championships in Dortmund, where also a well-attended and very informative Open Session was held.

Finally the Women's Working Group is addressing the Continental Federations again with the request of creating Continental Women's Groups, which would hopefully be effective also in targeting potential female candidates for different leadership position at the 2013 elections and as committee members and chairs.

8 Education and Training Update (PCS)

8.1 ITTF Hot Spots

8.2 Online Learning

8.3 Hopes Program

(All items presented together.)

Polona Cehovin Susin presented the Program 2012 review and 2013 preview as follows:

- The Hopes Program continues to grow (78 National Associations activated their flags in 2012), a number of With the Future in Mind scholarship holders qualified for the 2012 London Olympic Games and finally also the Hot Spot Network registered an increased number of activities – either as part of the above programs or on self-funded initiatives.
- The Olympic Cycle will be divided into 2 micro-cycles, with the focus set on the Youth Olympic Games with the Road to Nanjing program, and in the last 2 years having the Rio de Janeiro Olympic Games under the spotlight.
- It is planned that in the future Education and Training programs will continue playing a fundamental role in improving the sport of table tennis by securing sound and constructive pathways for athlete's development, by providing opportunities for athletes and coaches, whereby more ownership and a share commitment is expected by National Associations.

9 Global Junior Program Update

9.1 World Junior Circuit

Raul Calin presented the 2012 Circuit summary and the highlights for 2013:

- 31 events were organized on all 6 continents, while 97 National Associations, which equals to 44,7% of the ITTF membership, participated in at least 1 event.
- The number of National Associations organizing Global Junior Circuit events (for 2013 it is foreseen to have the record number of 32 events, at least 1 on each continent) and also the number of participating events is increasing year by year. Equally satisfying is to see that participation by gender is very balanced.

9.2 World Junior Championships

Due to the late cancellation of South Africa, India, originally allocated to host the event in 2013 expressed the possibility to advance the hosting for 2012. In a relatively short period of time (8 months) they were ready and the so far collected feedback about the ongoing Championships was extremely positive.

Judit Farago also expressed her satisfaction with the organization of the event: the Table Tennis Federation of India with the enormous support of the local state government exceeded all the expectations. It is also important to emphasize the role of Raul Calin, who by performing 2 inspection visits in a relatively short period of time and his online and onsite support is a great asset for the Hosts. Another highlight of the event was great interest of the media and the extensive TV coverage – 10 hours daily were broadcasted on regional TV and additional 29 countries were taking the signal.

9.3 ITTF Cadet Challenge

The Hosts of the 2012 World Cadet Challenge, the Guam National Association with the great support of the Guam Government, did a remarkable job with the organization of the event. The conditions, playing hall, hospitality and accommodation services and also the warm hospitality by the locals, set high standards for this premium event for the best U-15 players.

Judit Farago added that the new bid was for the years 2013 and 2014 with a deadline of mid January 2013. The motivation was to increase the stability and planning of the event, whereby the preference of keeping continental rotation was announced as preferred.

9.4 Junior Commission update

Tony Yue reported about the Junior Commission meeting that was held in Hyderabad:

- The Commission suggests to the ITTF to perform a comprehensive evaluation of the Global Junior Program and in particular its expansion; It is important to assess the success of the Program with the special focus to be put on its effectiveness that can be measured also with the number of junior players that were able to mature into top level seniors. This task has been given to Mikael Andersson.
- The playing format of team events at the WJTTC format was also discussed; the change implemented in 2012 and its impact is followed closely and will be reviewed regularly, whereby also continents should play their role and make sure that for a successful implementation of the principles and of the WJTTC concept the continental quota related to the number of teams per continent should always be reached.
- The introduction of the Hopes team was a good choice since the teams proved to be very competitive. On the other hand the composition of teams, which is of special concern for North America with only 4 member countries needs to be observed and a solution identified.

10 Marketing Update (SD)

10.1 Continental Marketing Agreements

Steve Dainton presented the challenges and the benefits of the partnerships established by the ITTF/TMS and the Continental Federations:

- After 14 years of excellent work on the grassroots level in the area of Development time has come to put marketing in the spotlight. The two main goals are to increase the relevance and the appeal for the media and potential sponsors of the continental events (where new technologies, offering endless opportunities are a big asset) and also to have a link back to international events (for example Continental Cups in relation to the World Cups).
- Oceania was set up as a pilot project and in a relatively short time the events were televised by 2 TV stations, a title sponsor was allocated and Australia agreed to host the event for 3 consecutive years. Pilot project in Oceania
- The other continents that signed marketing agreements, i.e. Africa, North and Latin America, also reported about the positive impact on the marketing potential of continental events: easier access to title sponsors, extended TV coverage was exceptional, contacts with continental cable and satellite services provider and finally improved presentation of events.

The President asked to have all the presentation related to items 7, 8 and 9 published online and circulated to National Associations in order to keep the membership informed about the numerous activities and programs that are run by ITTF and also to make the partners aware of them as they need and deserve to be promoted better.

Separate information regarding the Dream Building fund-raising dinner, which will be held during the World Championships in Paris, should also be included in the worldwide communication.

11 ITTF-Continental Restructure (AS)

11.1 Africa, Latin America, North America, Oceania agreements

Continental Development Agreements were signed with AFR-LA-NA-OCE.

Agreements included a clause confirming to affiliate to ITTF and adopt the ITTF brand name, which together with existing marketing agreements means affiliation by the deadline of February 23, should be completed by these 4 continents and hence accessing full development and marketing funding and assistance.

11.2 Continental Unions ITTF recognition

A document, comprehensively explaining the rationale as well as the criteria, procedures and timelines of the Continental Affiliation was sent to Continental Federations/Unions and their Presidents before the meeting.

The President explained the main purpose of the process is to establish a closer link between ITTF and the Continents, provided the interest is mutual. In addition affiliation

should serve also to protect Continental Federations/Unions. The ITTF President also commented that Continental Federations/Unions needed to be recognized officially within the ITTF structure to justify development and marketing funding and assistance. So far 4 continents met the requirements for affiliation, but according to the suggested timeline there are several more possibilities to comply with the requirements:

- If the applications are formally received by the 23rd of February, the affiliation related benefits, for example the possibility to access the Development Program funds, would be made available retroactively from the 1st of January 2013.
- In case Continents submit formal applications by the 1st of May 2013 (still before the 2013 Annual General Meeting), the benefits will be made available from the 1st of July 2013.

At the moment continental affiliation is optional and so are the separately negotiated marketing agreements. All the Continents are welcome to submit their input to the presented model by the end of January 2013. The DCC will review the criteria every year but the recommendation is to keep the criteria and the procedure simple so that all continents can qualify.

12 ITTF Staff Restructure (AS)

The renewed ITTF staff structure will firstly be implemented in the Development and Education & Training departments/programs as follows: Glenn Tepper taking fully the position of Deputy CEO, Leandro Olvech being promoted to Development Director, Mikael Andersson will take the role of Senior Consultant for both Programs and Polona Cehovin Susin to be promoted to the position of Education & Training Director.

The changes come into effect from the 1st of January 2013.

13 Any other business

No further business was discussed.

14 Adjournment

The meeting adjourned at 16h16.

Meeting Chair, Adham Sharara