



Annual Report 2019

# President's Report

2019 promised a lot and did not fail to deliver! Whether it was top level competition, unrivalled sportsmanship or setting new records – this year had it all in abundance.

Of course the highlight of the year was the Global Games in Brisbane. Perhaps one of the most anticipated events in the history of the organisation, these Games delivered both on and off the field of play with incredible venues and volunteers mixing with passionate athletes and teams – all broadcast to the world via livestream.

No one could be failed to be moved by the quality of competition, the true sportsmanship of our athletes and the emotion as record after record was set.

So what better time to launch our new brand which was designed to place our athlete and organisational values foremost. Virtus represents character, excellence, courage and integrity – the characteristics that define every athlete within our family – and our role to promote, advocate, govern and organise sport for people with an intellectual impairment. The Virtus brand has immediately been embraced across the membership and beyond as a symbol of our growing influence and responsibility within the para-sport world.

When I was elected as President in 2017 I said that the “membership *was* the movement” and I am proud that every year we see ever greater numbers of people with an intellectual impairment having the chance to enjoy sport, to participate in events and perform at the highest level. Your support to Virtus and the event programme is incredible and I thank everyone involved across the world who make it happen.

We finish 2019 in an unprecedented position – a fantastic event programme, strong governance and a modern, dynamic new brand. We want to build on this in the year ahead and will be investing in our staff team and launching new development projects.

2020 will also see us working with our membership and committees to begin the process of writing our new strategic plan – a chance to identify new priorities and our next targets – and I call on all our membership have your say on what this looks like.

As always, I would also like to thank all committee members, fellow Governing Board members, staff and volunteers for their efforts and support over the year. I am proud to lead Virtus at such an exciting time in our history and welcome your feedback at any time.

Marc Truffaut

President



# About Virtus

The organisation was founded in 1986 as INAS - the International Federation for Athletes with Intellectual Impairments. In 2019 the organisation adopted a new, modern and striking brand: Virtus. As a member of the Paralympic family, it is responsible for the management of the Global Games and world and regional Championships in Paralympic and non-Paralympic sports for athletes with an intellectual impairment.

**Our vision is that athletes with an intellectual impairment across the world have the opportunity to achieve excellence in sport and high-level competition**

The Virtus membership comprises more than 80 nations, two International Federations and the Virtus Regions. We receive no government or sports lottery support and so each year must raise all the funds required to meet the ever-growing need for support and development.

Virtus changes attitudes, creates opportunities and develops pathways in sport to ensure that athletes with an intellectual impairment can progress to elite competition and perform at the highest possible level.

Our strategic priorities (2017-2020) are:

- To increase eligible classes to create fairer and more equitable competition
- To be a global organisation
- To deliver excellence in sport
- To be the global leader in athlete eligibility
- To increase income

Often the costs of maintaining the organisation are, by necessity, passed onto our member organisations, and too often, onto the athletes themselves.

Virtus benefits from a large team of international volunteers - sports experts, psychologists, anti-doping and medical professionals, sports managers and administrators - all of whom have a passion and commitment for ensuring athletes with an intellectual impairment can compete at the highest possible level and be the best that they can be.

The organisation is led by its Governing Board and supported by a number of sub-committees covering each sport, eligibility, medical and anti-doping specialisms.





# Report on Activities

## Competition

The competition calendar began with a new and novel event – the Indoor Rowing Cyber Championships – with rowers from around the world going head to head by submitting their entry via video. We know that the cost of travel can be prohibitive but we can overcome this by taking advantage of technology and the event proved to be a very popular format and one we will repeat in future years as we try to find innovative ways to grow participation.

Meanwhile skiers took to the slopes in France at the World Skiing Championships. There was an additional incentive for Nordic skiers as, in partnership with the International Paralympic Committee, we facilitated additional training and competition opportunities in anticipation of future inclusion on the winter Paralympic Games programme.

Athletes pursued European titles at the Indoor Championships in Turkey – one of the last competitive opportunities to gain times for the Global Games.

What is increasingly noticeable at Virtus events is the continual improvement not just in the performance standards of athletes, but in the high-quality delivery of the events themselves. Exceptional venues and the introduction of livestream technology mean that we are creating competitive opportunities of the highest standard – and just as importantly – we are sharing this live with the world.



## Brisbane 2019

The event on everyone's mind in 2019 was the 5<sup>th</sup> Global Games taking place in Brisbane, Australia. Expectations were high and this was reflected by the fact that the Games attracted more athletes from the more nations than ever before (almost 1000 athletes from more than 40 nations).

The importance of these Games – the pinnacle of the Virtus calendar and the worlds biggest sporting competition for elite athletes with an intellectual impairment – was further enhanced when the event won formal recognition from World Para Athletics and World Para Swimming but also – for the first time – the International Table Tennis Federation and International Tennis Federation.

After an incredible opening ceremony, the scene was set for an unforgettable event and we were not disappointed as the 7-day competition became a celebration and showcase of the very best that sport for athletes with an intellectual impairment has to offer.

Taking place across the city of Brisbane, the Games featured more sports than ever before with Taekwondo being added to the medal programme. The Virtus World Cricket Series was also timed to take place alongside the Games.

### MEDAL TALLY



#	COUNTRY	GOLD	SILVER	BRONZE	TOTAL
1	AUSTRALIA	45	54	53	152
2	RUSSIA	31	14	7	52
3	FRANCE	29	20	23	72
4	SPAIN	29	13	10	52
5	ECUADOR	11	3	5	19
6	HONG KONG	10	12	8	30
7	UNITED KINGDOM	10	9	1	20
8	JAPAN	9	12	15	36
9	COLOMBIA	7	2	2	11
10	ITALY	6	5	8	19
11	BRAZIL	5	3	8	16
12	PORTUGAL	3	7	3	13
13	REPUBLIC OF KOREA	2	4	7	13
14	THAILAND	2	1	0	3
15	EGYPT	2	0	4	6
16	USA	1	7	6	14
17	POLAND	1	4	1	6
18	SWEDEN	1	3	0	4
19	INDONESIA	1	2	2	5
20	ESTONIA	1	1	3	5
21	HUNGARY	1	1	0	2
22	CAPE VERDE	1	0	2	3
23	MALAYSIA	1	0	1	2
24	CHILE	1	0	0	1
25	SRI LANKA	0	2	2	4
26	BELGIUM	0	1	0	1
27	KINGDOM OF SAUDI ARABIA	0	1	0	1
28	INDIA	0	0	3	3
29	CZECH REPUBLIC	0	0	1	1
31	FINLAND	0	0	1	1
31	MACAU	0	0	1	1
32	MEXICO	0	0	1	1
33	NORWAY	0	0	1	1
34	PEOPLE'S REPUBLIC OF CHINA	0	0	1	1
	TOTAL	210	181	180	571



## A new brand

But it wasn't just competition that 2019 will be remembered for. Behind the scenes there was extensive work being undertaken to create a new, world-leading identity and on 19<sup>th</sup> October 2019 'Virtus' became our new organisational brand name perfectly reflecting our role and values.

'Virtus' - a Latin word which was first used in ancient Rome - perfectly captures the spirit of athletes with intellectual impairments who live our new values through their sporting performances and achievements.

The new Virtus emblem combines these elements representing:

### Four elements that represent the characteristics of all athletes with intellectual impairments...

- *Character* - Athletes display incredible strength of character both on and off the field of play. They work hard, overcome setbacks and *never* give-up. They are important ambassadors for sport for people with intellectual impairments, showing others what can be achieved and breaking down barriers.
- *Excellence* - Athletes strive to reach the top of the podium, to improve themselves and their performances with every sprint, swim, throw, shot and move. Through this they change perceptions and push the boundaries of what was previously thought possible.
- *Courage* - It takes great courage to train and perform, to put yourself and your body on the line to reach the best in your sport. With their immense achievements, athletes change perceptions.
- *Integrity* - Athletes with integrity play honestly and fairly, always respecting the rules and results.



### Four elements that represent our organisational role and purpose...

- *Promotes* - We strive to ensure that as many people as possible know about high performance sports for athletes with intellectual impairments and the opportunities that exist to compete at an international level. We also aim to ensure that everyone knows about the amazing achievements of the athletes, so that they can enjoy better support and recognition.
- *Advocates* - We ensure that the rights of athletes with intellectual impairments are recognised and considered in the global sports landscape. We also work with sports governing bodies to ensure athletes with intellectual impairments have the opportunity to compete under their banner.
- *Governs* - We oversee the development and growth of elite sport for people with intellectual impairments at the highest level. This includes setting rules and ensuring fair play in areas such as anti-doping.
- *Organises* - We work with our member countries to organise major international events for athletes with intellectual impairments such as world and regional Championships in 14 sports, supported by global governing bodies. This ensures athletes can compete regularly at the highest levels against the best in the world.

## Membership

Once again our membership grew in 2019 and we were delighted to welcome new national organisations - in Costa Rica and Nepal - and our second International Federation - World Sailing - to the Virtus family.

We finished 2019 with the largest membership in our history with 84 nations, 2 Regions and 2 International Organisations in affiliation. Taken together this represents more than 500,000 athletes worldwide giving us an incredible opportunity and responsibility to create positive change worldwide.

## Athlete Eligibility

With a growing event programme and growing membership, it is inevitable that there was growth also in the area of athlete eligibility. In 2019 we processed 720 new applications including 109 in the new I12 and I13 eligibility groups.

This places significant pressure on our voluntary Eligibility Panel, but is a positive tangible indication of the growing reach of Virtus worldwide.

Throughout the year we continued to conduct research into the I12 eligibility group and we remain on course to expand the eligibility criteria in 2020. As part of this preparation, the group was elevated to full-medal status ahead of the Global Games and I am delighted at the fairer, more inclusive competition structure that we are now delivering.

## Projects

Virtus is proud to be a partner in a European-wide project funded by Erasmus to promote sport for athletes with an intellectual impairment. As we move into 2020 a number of new resources and promotional videos will become available through the project.

Meanwhile we delivered eligibility workshops in Puerto Rico, Costa Rica and Hong Kong as part of our efforts to grow awareness of the athlete eligibility process.

And finally, we completed the governance review project initiated in 2018 with updated policy documents, sub-committee structures and membership categories.







# The 2019 Virtus Awards

Every two years Virtus recognises the outstanding achievements of athletes and the contribution of coaches and volunteers. In 2019, for the first time, the Best Team award was presented and occasion formed part of the Global Games closing ceremony.

## Best Female Athlete



Valeria Shabalina,  
Russia

Valeria made her international competitive debut in 2014. As well as taking multiple World Championships titles in 2018, she claimed an incredible ten gold medals at the 2018 INAS European Summer Games and is hoping for Paralympic qualification in 2020.

## Best Male Athlete



Sandro Baessa (POR)

Born in Cape Verde, Sandro made his international debut in 2017. In 2018, at the World Para Athletics European Championships, he took two gold medals in the 400m and 800m T20, whilst in the INAS European Summer Games in Paris, he claimed further medals in the hurdles, relays and 400m.

## Best Team



Portuguese Basketball

After finishing second at the 2017 World Championships, Portugal went one better in 2018 becoming European champions, winning by a single point, and consolidating this with Gold at the 2019 Global Games in Brisbane.

## Unsung Hero



Mario Dias (POR)

Mario has dedicated nearly 30 years to sport for athletes with an intellectual impairment. A founding member of ANDDEM in Portugal, he became their President in 1991 – a position he held until 2004 supporting Paralympic, world and regional medallists and a huge number of talented competitors

## Hall of Fame



Zenon Jacszur (POL)

As a volunteer for the Virtus member in Poland, Sprawni-Razem for more than 30 years, Zenon has been instrumental in ensuring that athletes can compete at the highest levels. He has served on the Governing Board and has made great contributions during his tenure and helped build Virtus into the organisation it is today.

# Finance

As a not-for-profit organisation, Virtus is entirely reliant on the income it receives from fees, events, fundraising and voluntary donations to promote sport for athletes with an intellectual impairment. The Global Games year is a very healthy year for the organisation financially and enables us to maintain investment in projects and activities across the four-year cycle where event income might be lower. A full analysis of our financial performance can be found in the annual accounts published at [virtus.sport](http://virtus.sport).

## Statement of Financial Activity

## Balance Sheet

	2019 £GB (USD)	2018 £GB (USD)		£GB (USD)	£GB (USD)
<b>Income</b>			<b>Assets</b>		
Fees	92,161 (122,275)	86,305 (110,125)	Fixed Assets	1,798 (2,385)	2,559 (3,265)
Events & Projects	147,028 (195,069)	88,412 (112,814)	Cash and bank balances	248,980 (330,334)	173,699 (221,640)
Grants & Donations	10,363 (13,749)	4,943 (6,307)	Debtors & Prepayments	7,425 (9,851)	15,405 (19,657)
Other (including bank interest)	2,873 (3,812)	3,625 (4,626)	Total	258,203 (342,571)	191,663 (244,562)
Total	252,425 (334,905)	183,285 (233,872)			
<b>Expenditure</b>			<b>Liabilities</b>		
Governing Board Costs	1,629 (2,161)	2,194 (2,800)	Creditors and accruals	10,550 (13,997)	15,971 (20,379)
Committee Costs	1,430 (1,897)	700 (893)	Deferred grant income	10,000 (13,268)	26,572 (33,906)
Development Activities and Project Costs	46,742 (62,015)	38,349 (48,933)	Net Assets	237,652 (315,305)	149,120 (190,277)
Promotion	21,523 (28,556)	446 (569)			
Fundraising	0 (0)	115 (147)	<b>Breakdown of Funds</b>		
Memberships	526 (698)	497 (634)	Unrestricted Funds	228,977 (303,795)	137,422 (175,350)
Office Costs & Administration	1,630 (2,163)	1,178 (1,503)	Restricted Funds	8,675 (11,510)	11,698 (14,927)
Staffing Costs	71,190 (94,451)	72,525 (92,542)	Total	237,652 (315,305)	149,120 (190,277)
Staff Travel	2,278 (3,022)	1,706 (2,177)			
Insurance	3,490 (4,630)	3,751 (4,786)			
Bank, Financial & M'gmt Charges	619 (821)	-1,407 (-1,795)			
Depreciation	0000000 ( )	563 (718)			
Other	859 (1,140)	364 (364)			
Total	153,893 (204,178)	120,801 (154,142)			
Difference	98,532 (130,727)	62,484 (79,730)			
Deferred grant income	-10,000 (-13,268)	-26,572 (-33,906)			
Closing Balance	237,652 (315,305)	149,120 (190,277)			

You can help athletes to achieve their dreams and show generations of young athletes, their families, and the world that an intellectual impairment is no barrier to sporting excellence by making a monthly or one-off donation at [virtus.sport](http://virtus.sport)

# Governing Board, committees and staff structure (as at 31.12.2019)

## Governing Board

President – Marc Truffaut (FRA)  
Vice President - Robyn Smith (AUS)  
Secretary General - Barry Holman (USA)  
Members at Large – Linnea Bjorndahl (SWE), Fausto Pereira (POR), Amal Mobada (EGY), Patrick Chan (HKG),  
Co-opted Member - Prof. Jan Burns MBE (GBR)

## Management Team

Executive Director - Nick Parr

## Anti-Doping Committee

Chairperson - Trudi Jackson (USA)  
Dr Bahman Zand (IRA), Andrea Jacusiel (BRA),  
Matsontso Mathebula (RSA), Juliana Soares (BRA),  
Moni Wekesa (KEN), Justin Lessard (CAN)

## Finance Committee

Chairperson - Karon Nicol (Treasurer)  
Paul Charnvit (THA), Rob Peak (AUS)

## Fundraising & Marketing Board

Antony Davies (GBR), Kevin Elliott (GBR), Mark Smith (GBR), Andy Wright (GBR), Karon Nicol (GBR)

## Global Games Committee

Chairperson – Barry Holman (Governing Board)  
Rui Marques (BRA), Gemma Nunnerley (GBR), Patrick Chan (Governing Board), Dave Harman (ECU)

## Legal Advisor

Asha Antony (RSA)

## Eligibility Committee

Chairperson - Prof Jan Burns MBE (Governing Board)  
Members: Catherine Fayollet (FRA), Kirsten Van Heerdon (RSA), Mohammad Vaez (IRA), Oili Sauna Aho (FIN)

## Eligibility Panel

Linda Chen (CHT), Daniele Parker (GBR), David Eley (GBR), Dr. Michelle Gilpin (CAN), Helen Glossop (GBR), Peter Baker (GBR), Jennifer Maris (GBR), Jo Mueller (GBR), Jo Webber (GBR), Kate Ferrara (GBR), Kyongmee Chung (MAC), Laura Vidal (ARG), Mark Hancock (GBR), Patricia Giampa (BRA), Patsie Leaning (GBR), Shinichi Miyazaki (JPN), Doris Chan (CHT), Tim Williams (GBR), Claudia Albuquerque (BRA), Emma Booker (GBR), Tom Crossland (GBR), Nial Devlin (GBR), Dabiel Kriz (USA), Suzie Lemmey (GBR), Ana Garduno (MEX), Jade Redfearn (GBR),

## Medical Committee

Chairperson - Catherine Fayollet (FRA)  
Ralph Belig (FRA), Piera Marchettoni (ITA)

## Elections Committee

Chairperson - Tracey McCillen (GBR)  
Aimee Ng (HKG), Yossi Romano (ISR)

## Athletics Committee

Chairperson & Europe - José Costa Pereira (POR)  
Camila Aldeco (ARG), Akihiro Inoue (JPN), Michael Thomson (AUS), Kenny Kubayi (RSA)

## Basketball Committee

Chairperson - vacancy  
Eren Yildirim (TUR), Naoki Ogawa (JPN)

## Cricket Committee

Chairperson & Africa - vacancy)  
Aaron Dragwidge (AUS), Ian Martin (GBR), Eugene Jacobs (RSA), Alphonse Benjamin (IND)

## Cycling Committee

Sport Director – Rinus Verboom (NED)

## Football/Futsal Committee

Chairperson – John Ball (GBR)  
Gustavo Caik (ARG), Thomas Gräsberg (SWE), D Lindsmyr (SWE), Goran Engström (SWE), Joseph Matlakala (RSA), Herve Dewaele (FRA)

## Skiing Committee

Alpine Skiing - Riccardo De Infanti (ITA)  
Nordic Skiing - Hideki Arai (JPN)  
Fred-Gunnar Alun (SWE), Hugo Mackowitz (AUT),  
Ken Shimura (JPN), Antonin Govitand (FRA)

## Swimming Committee

Chairperson – Dave Harman (ECU)  
Celeste Sychterz (USA), Ivan Volosach (RUS)

## Table Tennis Committee

Chairperson – vacancy  
Victor Lee (BRA), Cristian Lillieroos (USA), Wisanu Wattayawong (THA)

## Tennis Committee

Chairperson – Lesley Whitehead (GBR)  
Jon Sarosiek (USA), Linda Goffings (BEL), Jay Schuback (AUS), Mohamed Abdelsattar (EGY)

## Rowing Committee

Chairperson - Paola Grizetti (ITA)  
Lutz Buhnert (GER), Natalie Campbell (GBR), Kim Fay Ho (HKG), Patrick Johnson (USA), Nuno Santa Rita (BRA)

Many thanks to those people who stepped down during 2019: Lucy Dominy (staff) and Paul Charnvit (Governing Board)



Virtus: World Intellectual Impairment Sport is the brand name of the International Federation for athletes with intellectual impairments and is a recognised member of the International Paralympic Committee. Registered as a Charitable Incorporated Organisation in the UK (1173901)