



ANNUAL REPORT

2023

VIRTUS PRESIDENT'S REPORT

Dear Virtus family and friends,
I am delighted to share our annual report for 2023 – the year of the 6th Virtus Global Games.

Before we reflect on that incredible event, I want to begin by going back to the start of the year which saw the 2023 World Skiing Championships taking place in Seefeld, Austria. This was the 3rd attempt, after being forced to cancel the event in 2021 and 2022, but it was more than worth the wait as our largest entry ever saw a fantastic competition in the beautiful Tirolean mountains. Not only was the event of huge importance to the athletes, but also to our organisation which has been calling for inclusion in the Winter Paralympic Games for many years. The event in Austria would provide the springboard to reignite our efforts, working in partnership with FIS (the International Federation for para-ski) and the International Paralympic Committee.

Frustratingly our request for inclusion in the 2026 Winter Paralympic Games was not supported, but our attention moved immediately to the 2030 Games, with the bid due in early 2024. As a Governing Board we are unanimous in our view that it is time to end the exclusion of athletes with an intellectual impairment from the Games and committed to growing our efforts to achieve success as the year went on.

The devastating earthquake in Turkey meant the cancellation, at short notice, of the 2023 World & European Indoor Athletics and so attention turned to the 6th Global Games taking place in Vichy – France in June.

The months leading up to this event were incredibly busy as it soon became clear that with the largest number of sports and the largest medal programme ever delivered, the Games would be attended by the largest number of athletes ever. Eventually close to 1000 athletes would join the event which was attended by Geneviève Darrieussecq - Minister Delegate to the Minister of Solidarity, Autonomy and Persons with Disabilities, Andrew Parson- President of International Paralympic Committee, Frederic Aquileira, the Mayor of Vichy along with other dignitaries from the region.

Over the following 7 days, we witnessed incredible competition across the venues with fierce rivalry on the field of play equalled by incredible friendship, sportsmanship and camaraderie from athletes who epitomise the Virtus values. As the head of the organising committee I remember the hard work, determination and commitment of the staff and volunteer team – but also the wonderful sense of achievement that followed. I want to pay tribute to everyone who made the Games possible and an experience that I will never forget.

The event calendar ended with the World & European Cross Country Championships and the Open European Half Marathon & 10km Championships in Poland and Portugal respectively. As always I would like to thank everyone who hosted an event in 2023, or committed to hosting a future competition, without whom we simply could not deliver such an outstanding programme.

Away from the field of play, our organisation continues to grow as we welcomed new members organisations, saw the athlete membership continue to rise, and our reach and impact globally hit an all-time high. **Thank you to my colleagues on the Governing Board, our staff team and our many committee members. Together you drive the organisation forward to reach ever higher goals and ambitions.**

Most importantly however, in this Global Games year, I want to pay tribute to the hundreds of thousands of athletes we support each year. You are all role models for your sport and no-one can be failed to be moved by your passion and commitment.

Thank you to all of you – whatever your sport – for making this another incredible year and we look forward to the next chapter as we head into 2024.



Marc Truffaut, President



President – Marc Truffaut (FRA)



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 85 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 (2021-2024) are:

- 🕒 To deliver Exceptional Services.
- 🕒 To maximise Influence and Reach.
- 🕒 To strengthen Organisational Health.

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.

COMPETITION





STRATEGIC PLANNING

Early in 2021, the Governing Board met to begin strategic planning process that will define our aims, activities and priorities in the years ahead. Following the success of the Global Games and a far-reaching re-brand in 2019, expectations and ambitions were high and the Board were determined to maintain the momentum created as we go forward and build on the platform we have created.

Over two days, the Board looked at a range of ideas and innovative programmes that will take Virtus forward before an organisation-wide consultation was undertaken to test these thoughts and to hear from members, athletes and supporters.

By September, the final version of the plan was conceived and 3 new Strategic Priorities had emerged:

- 1 DELIVER EXCEPTIONAL SERVICES** - As the world governing body of sport for athletes with an intellectual impairment, we will champion best practice, deliver projects to create lasting change and promote world-leading sport and competition.
- 2 MAXIMISE INFLUENCE AND REACH** - We will substantially grow the Virtus brand, extend membership and maximise strategic partnerships to ensure sport is inclusive of people with an intellectual impairment.
- 3 STRENGTHEN ORGANISATIONAL HEALTH** - We will strengthen the organisation to ensure it can globally drive effective and lasting positive change for athletes with an intellectual impairment.

Taken together, these priorities will help us achieve our refined mission:

“To drive the development of elite sport worldwide for athletes with an intellectual impairment”

The new plan comes into effect from January 2021 and will define our work to beyond the next Global Games.

THE VIRTUS EMBLEM

‘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 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 set-backs 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...



Promote

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.



Govern

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.



Advocate

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.



Organise

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

We were delighted to welcome a number of new organisations into the Virtus family in 2023.

(National Member Organisations)

Namibia

(International Federations)

World Baseball/Softball Confederation

World Dodgeball Federation

(National Federation)

Tanzania Swimming Federation

Above were amongst those joining in 2023 taking total membership to **83 nations** and **94 members** globally.

Meanwhile the number of athletes grew considerably in 2023. Around **1000 new athletes** registered during the year, fuelled by the growing **I12** and **I13** categories **(for athletes with multiple impairment and autism respectively)**.

FINANCE

Statement of Financial Activity

	2023 (£GB) Unrestricted	2023 (£GB) Restricted	2022 (£GB) Unrestricted	2022 (£GB) Restricted
Income				
Fees	97596	0	87280	0
Events & Projects	166813	0	31674	64635
Income Generation	384	0	5	0
Other	0	0	0	0
Total	264793	0	118959	64635
Expenditure				
Governing Board & Committee Costs	23492	0	8807	0
Development Activities	19953	12080	32551	546
Marcomms	33993	6250	19605	0
Income Generation	3168	0	0	0
Memberships	1218	0	1050	0
Office Costs & Administration	1822	0	2097	0
Staffing Costs	66240	24500	66696	0
Staff Travel	2010	0	666	0
Insurance	6073	0	5323	0
Bank, Financial & Management Charges	3240	0	-4361	0
Depreciation	0	0	0	0
Other	1073	0	478	0
Total	162280	42830	133551	546
 Difference	 102514	 -42830	 -14592	 64089
Closing Balance	226773	21259	124259	64089

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 2022 budget included a significant investment from reserves in our activities, though inevitable the worldwide pandemic also impacted finances. A full analysis of our financial performance can be found in the annual accounts published at virtus.sport.

Balance Sheet

	Notes	2023 £GB	2022 £GB
Fixed Assets			
Tangible assets		0	0
Current Assets			
Cash at bank		95842	164147
Debtors		152191	26061
Prepayments		0	0
Total Assets		248033	190208
Current Liabilities			
Creditors & Accruals		0	1858
Loans		0	0
Total Liabilities		0	1858
 Net Current Assets		 248033	 188349
Funds			
Unrestricted Funds		226774	124260
Restricted Funds		21259	64089
Total		248033	188349

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

GOVERNING BOARD, COMMITTEES & STAFF STRUCTURE (AS AT 31.12.2023)

Governing Board President – Marc Truffaut (FRA) Vice President - Vacancy Secretary General - Barry Holman (USA) Members at Large – Birol Aydin (TUR), Yossi Romano (ISR) Amal Mobadda (EGY), Patrick Chan (HKG), Aaron Benjamin (IND) Co-opted Member - Prof. Jan Burns (GBR), Ian Conyers (USA) Robyn Smith (AUS) Virtus would like to thank Fausto Pereira (POR) and Hiro Taniguchi (JPN) for their extensive service to the Governing Board.
Management Team Executive Director - Nick Parr Event & Partnerships Advisor – Nithi Suppiah (consultant) Communication & Marketing Officer – Mousumi Mazumdar (consultant) Virtus Academy – Debbie Van Biesen (consultant) Anti-Doping Advisor – Juliana Soares (consultant)
Anti-Doping Committee Chairperson - Trudi Jackson (USA), Matsontso Mathebula (RSA), Juliana Soares (BRA), Marcelo Patricio (BRA), Caio Medauar (BRA)
Finance Committee Chairperson - Karon Nicol (GBR), Paul Charnvit (THA)
Games Committee Chairperson – Barry Holman (Governing Board) Patrick Chan (Governing Board), Robyn Smith (Governing Board), Alex Figueroa (COL), Richard Robert (USA)
Eligibility Committee Chairperson - Prof Jan Burns MBE (GBR) Members: Catherine Fayollet (FRA), Kirsten Van Heerden (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), Daniel Kriz (USA), Suzie Lemmey (GBR), Ana Garduno (MEX), Jade Redfearn (GBR), Anthony Follino (CAN)
Medical Committee Chairperson - Catherine Fayollet (FRA), Ralph Belig (FRA), Piera Marchettoni (ITA)
Elections Committee Chairperson - vacancy Aimee Ng (HKG),
Athletics Committee Sport Director & Europe - José Costa Pereira (POR) Akihiro Inoue (JPN), Kenny Kubayi (RSA), Richard Robert (USA) Pauline Awange (KEN)

Basketball Committee Sport Director – Tony Guihot, Richard Magnette (FRA), Naoki Ogawa (JPN), Simon Robinson (AUS), Emma De La Cruz (MEX)
Cricket Committee Sport Director – Ian Martin (GBR), Aaron Dragwidge (AUS), Eugene Jacobs (RSA), Alphonse Benjamin (IND)
Cycling Committee Sport Director – Rinus Verboom (NED), Philippe Com (FRA), Louise Jones (AUS), Avtar Singh (IND)
Equestrian Committee Chairperson - Uta Rindfleisch (CHT) Mary Longden (AUS), Amanda Heath (GBR), Ulrich Nickel (GER), Sondra Marshall (USA)
Football/Futsal Committee Sport Director – John Ball (GBR) Gustavo Caik (ARG), Goran Engström (SWE), Joseph Matlakala (RSA), Herve Dewaele (FRA), Naoki Tsushima (JPN)
Judo Committee Chairperson - Kerry Tansey (GBR) Kerry Tansey (GBR) – Sport Director Tomoo Hamana (JPN), Wofgang Janko (GER), Johan Orrbo (SWE) Xavier Barker (AUS), Aviv Raguean (ISR), Rudi Verhagen (NLD)
Rowing Committee Chairperson - Nuno Santa Rita (POR) Simon Goody (GBR), Chris Farrell (GBR), Nuno Santa Rita (POR), Julie Holman (USA)

Skiing Committee Riccardo De Infanti (ITA) – Sport Director Alpine Skiing Hideki Arai (JPN) – Sport Director Nordic Skiing Paula Scherl (AUT), Christian Gianese (FRE)
Swimming Steering Group Dave Harman (GBR) Supported by representatives from **
Table Tennis Committee Chairperson – Victor Lee (BRA) Committee pending
Tennis Committee Lesley Whitehead (GBR) – Sport Director Andrea Sneed (USA), Kris Vanden Boer (BEL), Dr Danielle Gescheit (AUS), Mohamed Abdelsattar (EGY), Dina Temirgaliyeva (KAZ)
Many thanks to those people who stepped down during the period: Noellen Dix, Camilla Aldeco



MEMBER OF THE
**INTERNATIONAL
PARALYMPIC
COMMITTEE**

www.virtus.sport



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@virtus.sport

Virtus is the brand name of the International Sports Federation for athletes with an intellectual impairment and is a recognised member of the International Paralympic Committee. Registered as a Charitable Incorporated Organisation in the UK (1173901)



ANNUAL ACCOUNTS TO 31st DECEMBER 2023

Virtus, Mailbox 13 Alison Business Centre, 39 Alison Crescent, Sheffield, S2 1AS
t) +44 845 600 9890 e) enquiries@virtus.sport w) virtus.sport

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity number	1173901	
Registered office	Mailbox 13 Alison Business Centre 39 Alison Crescent Sheffield S2 1AS Great Britain	
Bankers	Yorkshire Bank Fargate Sheffield S1 1LL Great Britain	
Directors (at 31.12.2023)	President Vice President Secretary General Member at Large Member at Large Member at Large Member at Large Member At Large Member At Large Co-Opted Member Co-Opted Member Co-Opted Member	Marc Truffaut Chevalier de la légion d'honneur (FRA) Vacant Barry Holman (USA) Birol Aydin (TUR) Yossi Romano (ISR) Patrick Chan MH (HKG) Amal Mobadda (EGY) Humberto Ferreira (BRA) Aaron Benjamin (IND) Prof. Jan Burns MBE (GBR) Ian Conyers (USA) Robyn Smith OAM (AUS)
Principal Officer	Executive Director	Nick Parr (GBR)
Independent Examiner	Norma Martin (GBR)	

TRUSTEES REPORT

On behalf of the Governing Board, I am delighted to present our annual accounts for the year to 31st December 2023.

This is an important year on the field of play, with the Global Games taking place in Vichy, but also important for the organisation off the field of play.

Unrestricted Income for the year was £265k whilst costs were £162k – overcoming the deficits caused largely by the impact of the global pandemic in recent years and giving Virtus the opportunity to invest in services and projects as move into 2024.

We were pleased to once again support our member organisations by discounting the annual membership fee and for a full overview of our activities throughout the year and how we invested funds, the organisations annual report will be available online from April.

I would like to thank everyone who supported the organisation over the year and look forward to a successful year ahead.

Mr Marc Truffaut

A handwritten signature in black ink, appearing to be 'M. Truffaut', written over a horizontal line.

VIRTUS President

INDEPENDENT EXAMINERS REPORT

I report on the accounts of the Organisation for the year ended 31 December 2023, which are set out on pages 6 to 7.

Respective responsibilities of the governing board and examiner

The charity's governing board is responsible for the preparation of the accounts. The charity's governing board considers that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act
- have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Norma Martin

Date:

Statement Of Financial Activities
for 12 months to 31.12.2023

		<u>2023</u>		<u>2022</u>	
		<u>Unrestricted</u> £GB	<u>Restricted</u> £GB	<u>Unrestricted</u> £GB	<u>Restricted</u> £GB
Opening Balance	Notes	<div>124259</div>	<div>64089</div>	<div>138851</div>	<div>0</div>
Income					
Fees	1	97596	0	87280	0
Income Generation		384	0	5	0
Events, Projects & Grants	2	166813	0	31674	64635
Other		0	0	0	0
TOTAL INCOME		<div>264793</div>	<div>0</div>	<div>118959</div>	<div>64635</div>
Expenditure					
Governing Board & Committee Costs	3	23492	0	8807	0
Events, Projects & Development		19953	12080	32551	546
Marcomms		33993	6250	19605	0
Fundraising		3168	0	0	0
Memberships		1218	0	1050	0
Office costs		1822	0	2097	0
Staffing costs	4	66240	24500	66696	0
Staff travel & meetings		2010	0	666	0
Volunteers		0	0	301	0
Insurance		6073	0	5323	0
Professional & management fees		429	0	339	0
Bank charges & exchange rate variances		2811	0	-4361	0
Depreciation		0	0	0	0
Other		1073	0	478	0
TOTAL EXPENDITURE		<div>162280</div>	<div>42830</div>	<div>133551</div>	<div>546</div>
Difference		102514	-42830	-14592	64089
Final Closing Balance		<div>226773</div>	<div>21259</div>	<div>124259</div>	<div>64089</div>

Balance Sheet

for 12 months to 31.12.2023

	Notes	<u>2023</u> £GBP	<u>2022</u> £GBP
<u>Fixed Assets</u>			
Tangible assets		0	0
<u>Current Assets</u>			
Cash at bank and in hand		95842	164147
Debtors		152191	26061
Prepayments		0	0
TOTAL ASSETS		<u>248033</u>	<u>190208</u>
<u>Current Liabilities</u>			
Creditors and accruals		0	1858
Loans		0	0
TOTAL LIABILITIES		<u>0</u>	<u>1858</u>
Net Current Assets		<u>248033</u>	<u>188349</u>
<u>Funds</u>			
Unrestricted Funds		226774	124260
Restricted Funds	6	21259	64089
		<u>248033</u>	<u>188349</u>

NOTES TO THE ACCOUNTS

1. Income from membership fees and athlete licensing. Fees are set out in the Schedule of Fees available at virtus.sport.
2. Income from the Virtus event programme and grants towards projects and development.
3. Costs associated with supporting our voluntary governing board and sub-committees. Costs met by member organisations who nominate individuals to committees (ie. in-kind) are not included.
4. Includes salary and on-costs.
5. Represents events income and Virtus confirmed this was received in January 2024.
6. Includes grant income received for specific (restricted) projects.

RESERVES POLICY

The VIRTUS reserves policy allows for reserves equivalent to a maximum of 75% of one years running costs and is intended to secure the continued delivery of projects and activities in the event of an unforeseen fall in income.

VOLUNTARY CONTRIBUTION

Each year VIRTUS benefits from a significant contribution from its many volunteers and member organisations who meet the travel and accommodation of expenses associated with VIRTUS Governing Board and sub-committee meetings. These costs are estimated to be approximately £90,000 each year of in-kind support.



ANNUAL ACCOUNTS TO 31st DECEMBER 2023

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Norma Martin

Date:

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for 12 months to 31.12.2023

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		<u>Unrestricted</u> £GB	<u>Restricted</u> £GB	<u>Unrestricted</u> £GB	<u>Restricted</u> £GB
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Debtors		152191	26061
Prepayments		0	0
TOTAL ASSETS		<u>248033</u>	<u>190208</u>
<u>Current Liabilities</u>			
Creditors and accruals		0	1858
Loans		0	0
TOTAL LIABILITIES		<u>0</u>	<u>1858</u>
Net Current Assets		<u>248033</u>	<u>188349</u>
<u>Funds</u>			
Unrestricted Funds		226774	124260
Restricted Funds	6	21259	64089
		<u>248033</u>	<u>188349</u>

NOTES TO THE ACCOUNTS

1. Income from membership fees and athlete licensing. Fees are set out in the Schedule of Fees available at virtus.sport.
2. Income from the Virtus event programme and grants towards projects and development.
3. Costs associated with supporting our voluntary governing board and sub-committees. Costs met by member organisations who nominate individuals to committees (ie. in-kind) are not included.
4. Includes salary and on-costs.
5. Represents events income and Virtus confirmed this was received in January 2024.
6. Includes grant income received for specific (restricted) projects.

RESERVES POLICY

The VIRTUS reserves policy allows for reserves equivalent to a maximum of 75% of one years running costs and is intended to secure the continued delivery of projects and activities in the event of an unforeseen fall in income.

VOLUNTARY CONTRIBUTION

Each year VIRTUS benefits from a significant contribution from its many volunteers and member organisations who meet the travel and accommodation of expenses associated with VIRTUS Governing Board and sub-committee meetings. These costs are estimated to be approximately £90,000 each year of in-kind support.