MINUTES
APSO Executive Board Meeting, 9 October 2025

Meeting title	**APSO Executive Board Meeting**
Date	9 October 2025
Time	10:00 – 11:00 CET
Venue	Videocall
Chair	Debbie Alexander, APSO President
Minutes	Sergey Lyzhin, APSO Honorary Secretary General

Attendance List		
Participants	Title	IF
☐ Dr Debbie Alexander (DA)	President	TRI
☐ Mr Steve Loader (SL)	Member	WWR
☐ Mr Richard Perot (RP)	Member	BWF
☐ Mr Jiří Snítil (JS)	Member	WCF
☐ Mr Sergey Lyzhin (SLY)	Honorary Secretary General	APSO
Apologies received		
☐ Ms Charmaine Hooper (CH)	Member	World Abilitysport

Agenda		**Annex**
1	**Welcome from the President**	
2	**Board member introduction**	
3	**Board induction**	
4	**Future Board meetings – frequency**	
5	**Future Member meetings – frequency**	
6	**Other business**	
	IPC GA decision on RUS/BLR	
	APSO governance	
	APSO website migration	
7	**Next Meeting**	

Minutes	
1	**Welcome from the President** The Chair welcomed the Executive Board (EB) members to their first meeting since the election in September 2025. She referenced the many subjects that the EB would need to address in due course and introduced the agenda for the meeting. Charmaine Hooper was excused from attendance.

2	**Board member introduction** The Chair invited the EB members to introduce themselves and suggested that they identify their individual key strengths that could benefit the EB and the wider APSO membership for the purpose of implementing the Strategic Plan. Starting with herself, DA referenced her election manifesto outlining her roles and experience as well as engagements with and leadership positions in other organisations such as Triathlon South Africa, Africa Triathlon and the African Paralympic Committee. Her main strengths were identified as leadership, teamwork, achieving results, and a broad knowledge of the Paralympic Movement. RP highlighted that his journey began with the Olympic Games Organising Committee ahead of the 1992 Winter Games and that he had practiced various sports before competing internationally as a Para Badminton athlete. His knowledge of the Paralympic Movement from an athlete's perspective was noted as one of his main strengths. SL referenced his 30 years of experience in senior leadership roles across various Para sport organisations in Australia. His areas of particular expertise were governance, strategic planning, and sport integrity. JS noted his extensive experience in Sport and Company Event Management. His involvement as a Technical Delegate for both the Olympic and Paralympic Games on several occasions provided him with a unique overview of disabled and non-disabled sport and enabled valuable cross-event learning. He also highlighted his knowledge of Microsoft 365 SharePoint communication tools and expressed his readiness to help implement these solutions for the benefit of APSO and its membership.
3	**Board induction** The Chair introduced the idea of holding a Board Induction session to ensure all members are aligned on APSO's governance, strategy, and responsibilities. It was noted that EB members bring diverse experiences and a structured induction would allow sharing of this collective knowledge. The proposed induction would include: • Governance alignment – understanding APSO's role, governance standards, and expectations compared with IFs and IPC. • Operational context – insights from members' areas such as strategic planning, event delivery, and engagement with IFs, IPC, and OCOGs. • Athlete engagement – clarifying APSO's role and approach in athlete communication and representation. • Safeguarding and wellbeing – reviewing existing safeguarding practices and exploring enhancements in athlete health and mental health, potentially with external expertise. • Legal and classification matters – identifying legal experts within IFs for consultation and understanding emerging classification challenges (e.g., VI classification). The Chair emphasized the need for shared understanding before engaging further with the membership. Each Board member, as well as Chair of the APSO Classification Commission (ACC), will be asked to contribute short presentations within allocated time slots during the induction. SLY and the Chair were **tasked** with scheduling the induction session in due course, allocating presentation topics and time, and considering the invitation of external experts where appropriate.

4	**Future Board meetings – frequency** SLY reminded the EB members that in the past the EB met between one and three times per year, which had been sufficient during the APSO establishment period. Now, with the ambitious Strategic Plan adopted, it seemed necessary to have more regular meetings. The EB members **agreed** that holding bi-monthly meetings, with any additional auxiliary meetings in between to address specific topics, would be appropriate.
5	**Future Member meetings – frequency** SLY informed the EB members that APSO membership currently gathers twice a year – for the Sports Technical Meeting during the summer months and for the General Assembly toward the end of the year. SL suggested that, in order to better represent the interests of the IFs, APSO should hold two additional regular meetings per year, giving members the opportunity to raise topics of common concern. The board **agreed** to his suggestion.
6	**Other business** **IPC GA decision on RUS/BLR** The Chair informed the EB members that she had been approached by several International Federations regarding the potential implications of the IPC General Assembly (GA) decision. SLY was **tasked** with organising a joint meeting between APSO members and the IPC to discuss the matter in more detail. **APSO governance** SL suggested developing an onboarding pack for EB members, which would include a letter of appointment, a non-disclosure agreement, a personal declaration, and other relevant documents, as well as the Executive Board and ACC Charters. The EB **agreed** to his suggestion. **APSO website migration** SLY reminded the EB members that APSO has a sponsorship agreement with Bornan Sport Technologies, under which the latter provides support with the development and hosting of the APSO website. As the current platform on which the APSO website was built is nearing the end of its life cycle, it is necessary to migrate the website to a more modern platform. The EB **tasked** SLY with migrating the APSO website to the most appropriate platform, in partnership with Bornan.
7	**Next Meeting** The EB **agreed** to hold its next meeting on 13 November 2025, from 10:00 to 12:00 CET, in a videoconference format.
	The President thanked everyone for their time and commitment. The meeting was formally closed.