



Prot. N°015

## WKSF President - Report 2017 - 2022



Dear friends!

Almost 5 years have passed since we founded WKSF. In this Report I have told in simple words everything we have done. Enjoy the reading. We have achieved important milestones for growth of our organization and of Kettlebell Sport in general, I want to mention some of these achievements: we have joined TAFISA and we are international member, ISNO international member, SRE international member, we are in the process of joining GAISF and WADA. We have carried out a project to organize sporting events in high quality with all predefined requirements, we have achieved the World Record payment in the Elite category, World Record registration in the Master categories, successfully carried out the development of the Judges commission in which we are 131 distributed over 5 continents, the two years of the pandemic, have not given the opportunity to carry out projects in collaboration with international universities, we have achieved a lot but we still have a lot of work to carry out our realities, all together we will succeed!

## STRATEGIC PLAN FOR THE DEVELOPMENT OF KETTLEBELL SPORT WORLDWIDE

### INTRODUCTION

The World Kettlebell Sport Federation is the international leading board of all the federations of kettlebell sport from each affiliated country, managing and organizing the relationships and international competitions among them. Furthermore, the World Kettlebell Sport Federation regulates and develops the international sport events, training programs for practitioners and technicians, in addition to promoting national federations. The World Kettlebell Sport Federation believes in the values of democracy, solidarity and equality, and condemns any discrimination of gender, nationality, social background, political and religious views. The World Kettlebell Sport Federation promotes the recognition of sport as a determining factor to improve the individual's personal growth. The World Kettlebell Sport Federation opposes all forms of corruption or conflicts of interest and encourages transparency in decisions and processes. The World Kettlebell Sport Federation prevents and restricts the use of substances altering natural physical performance of athletes and reinforces the current anti-doping laws.

### VISION

To promote and regulate Kettlebell Sport, in order to develop the values and culture of this sport, alongside national federations and sport associations. The World Kettlebell Sport Federation considers sport as a powerful to promote positive values in terms of general wellbeing and lifestyle. Kettlebell Sport is practiced by professionals and amateurs, who follow some shared values:

- loyalty;
- mutual support;
- physical and moral sacrifice;
- respect for the opponent and compliance with rules;
- attention to social and environmental issues;
- interest for people's health and their general wellbeing;
- understanding and respect for the historical roots of the discipline.

### MISSION

To design a plan of continuous development of the Kettlebell Sport Movement worldwide, in order to improve the qualitative and quantitative standards of the sport as well as the organization. To strengthen cooperation and partnerships between all actors, including sport clubs, associations, federations and leagues, university, school, local communities and decision makers as well as the public and private sectors, and ensure complementarities and to make sport and physical education available to everyone.



## OBJECTIVES

- To promote and develop the Movement, through the increase in the number of members and affiliated national federations worldwide.
- To stimulate the interest of people and media for the sport.
- To promote a wider and thorough expansion of Kettlebell Sport culture at every level of experience.
- To promote Sport as a primary factor for health, education, social, economic and cultural development.
- To implement shared planning and decision making across the board.
- To value relationships with stakeholders.

## ACTIONS

- To improve the organizational governance and promote the coordination across different national federations.
- To encourage the affiliation to the main supranational sports Organizations.
- To improve the structure of competitions and international sport events.
- To promote standardisation of competition equipment, rules and criteria.
- To add value to the national teams.
- To promote continuously higher standards of training for athletes and instructors.
- To develop an advanced plan of communication and marketing.
- To amplify live streaming, media and TV connection for main sport events.
- To increase the fundraising and the search for new sponsorships.
- To promote health and wellbeing for disabled people, taking into account their specific requirements and needs.
- To encourage everybody to practice sport and physical activity, in particular women, young and elderly people.
- To increase the awareness and understanding of Kettlebell Sport in schools and universities.
- To promote active citizenship and encourage volunteering in sport.
- To promote sport projects linking science, health, society and culture, together with the experts in each field of interest.

## THE FOUR PILLARS OF WKSF

The World Kettlebell Sport Federation is based on four main pillars:

- Competitions: through the organization of international championships and games
- Education: through activities aimed at increasing the awareness of the sport and its technical methodologies among people, in collaboration with experts in the academic environment and health professionals
- Social and cultural promotion: through support to projects aimed at promoting the involvement of students, women, young people and vulnerable individuals of society, in partnership with public and private entities and bodies.
- Training: through the organization and improvement of specific courses, workshops and classes for instructors, athletes and amateurs. Noteworthy is the contribute of the International Kettlebell Lifting Training Academy for its commitment to education and specific activities aimed at the personal and professional development of professional athletes.

The World Kettlebell Sport Federation recognizes that international sport has the power to bring nations as well as individuals together and it can serve as a guide to an engaged and inclusive society. Through this brief strategic plan, the World Kettlebell Sport Federation provides the roadmap and the main initiatives to convert the main challenges in great opportunities for the long term growth of our sport and for the enjoyment of many people within the Kettlebell Sport family!

## CONCLUSIONS

Finally, please find below the program statement of World Kettlebell Sport Federation as developed, during the inauguration ceremony, by the President of WKSF Oleh Ilika:

Dear Friends!

World Kettlebell Sport Federation (WKSF) has been founded on October 15th 2017 in Greece and on November 22nd 2017 in Milan. Because of the recent bent and deviant politics, I felt the need to build up a new federation voted for the ethical development of our sport. Following a mutual though, I wish to incorporate all the nations that want to move together towards a common goal. Sponsorship of Kettlebell Sport is our mutual aim and we want to achieve it through practical demonstration in all over the world and within the country member: the main purpose is to raise the level of the organization of our events not only in the elite championship but also in the amateur and students level. We are laying the foundations for a huge and complex project with clear, defined and ethical guide lines for all the members of the WKSF: everyone of us will have the opportunity to work with a purpose and to collaborate to make



this process effective. One of the most delicate spot to face with is the economical management. This is the starting point for comply the big project we are building up from the better quality of the organization of championship to the improvement of the facilities for our athletes, trainers and members. For that reason, it is vital to create a marketing plan, in and out the federation.

Here following, there are all the key points summarized:

- Realize WKSF identity
- Affiliate to CIO organizations
- Affiliate to WADA
- Organize world and national championship
- Organize continental championship and cup
- Organize and develop challenge for disabled people
- Organize and develop challenge for students
- Standardize challenge equipment and parameters
- Extend and research new sponsorship
- Amplify live streaming and tv connection for main events
- Optimize electronics devices to help the WKSF management

As president, I am responsible for doing all that is necessary to reach and obtain all we are working for.

My dear friends, I give you all my best wishes. Future is built only together!

Oleh Ilika, WKSF President”

## **WKSF INTENT TO BECOME A GAISF MEMBER**

The World Kettlebell Sport Federation (WKSF) was founded at 22 November of 2017, in Milan - Italy. Under 24 nations raising arm to create a new organization, the WKSF was created with 3 members on our Direction Board, an Executive Committee with 7 members and several Commissions to work with several departments.

Why create a new organization? Why 24 nations decided to vote “Yes” to create a new and fresh organization to represent our sport, Kettlebell Sport?

Several of our members on Direction Board, EC, Commissions and also as Representatives are inside our sport since the beginnings of Kettlebell Sport. Some lived the situation under Ex-Soviet Union political dictature, lived the dismemberment of USSR and emergence of “new” countries. This situation also affected the sport and the first organization of Kettlebell Sport split in two. As a sport created under USSR political dictatorship, many athletes and coaches lived tough times. However, it was possible to bring our sport to the world when some athletes (as our president) went to live to democratic countries and started teaching Kettlebells and present Kettlebell Sport to the World.

Some Russian athletes also started to promote courses, workshops and get athletes to compete and represent own nations to Europeans and World Championships. However, when democratic nations arrived to organizations that promoted Kettlebell Sport, it was difficult to understand the standards, no one spoke English, the events were very poor and several felt just pay the competition and during all year didn't have any support by those organizations (as IUKL or IGSF). We know that some nations needed support to promote the sport inside borders, needed recognition and only have contact during competitions paying there to register athletes and nothing more.

After several years trying to change paradigma of our sport, our president was Vice-President of IGSF, our Vice-President is a World Recordist and an icon on our Sport recognized by all world, it was difficult to make the change that all wanted to do. More democracy, transparency, communication and help to all wanted to promote the sport. In 2017 it was possible and WKSF borned to bring a new and fresh air. Since first day the WKSF decided to make all representatives, athletes and coaches an important part of our organizations.

For the first time, our sport started to be represented with a Commission in Central & North America, in South America, in Asia and in Oceania. It was possible to have several athletes that represent their countries at WKSF also work directly with us, as Coordinators of Commissions, as Youth Commissions, Scientific Commissions, Rank & Records Commissions and others. In addition, we brought to our Executive Committee representatives from several



countries as Ireland, Sweden, Belarus, Ukraine, Italy and Scotland and this makes every decision very clear to all our community.

Also, the Direction Board started working with several international organizations and already in our first year more was achieved than in the previous 30 years. As you know, in 2018 the WKSF was present at WKSF Info-Day in Lausanne, we also had meetings with Olympic Capital, in 2019 we were recognized by TAFISA and accepted to organize an event during the TAFISA WORLD GAMES 2020 (unfortunately Virtual in 2021 by Pandemic situation), also recognized by ISNO and SportREcognized.

Our sport and events went to a new level, with very high standard and recognized by all. With micro-cameras we record all sets and our Discipline Commission can accept each protest to review and make the effort of each athlete fair during our events. The Staff started to be paid during working in each event, the judges also started to receive payments to judge and with high standard bring each repetition count and bring more justice and truth to our competitions. The venues started to become a great show of colors, with lights, structures, banners, treadmills and carpets, great medals, trophies, souvenirs, also all big events were broadcast live to all world, registrations started to be online, all in English, social media started to become very active to all members and all wanted to follow WKSF. It was hard, but we did a great job to promote our sport and we know that other organizations needed to grow and start running to follow WKSF, with that we know that IUKL only in 2017 bring candidature to GAISF, until there.....

The WKSF decided to recognize sport merits and started recognizing World Records. The decision and without any financial support or governmental support brought a new stamina to athletes and World Recordist are contemplated with a price money. We would like to remember all our budget comes from members fees and athletes registrations. All our money returns to our sport to make in grow every year.

Since 2017 we have been promoting our sport all over the world, we did events every year in each continent. Until now we did Continental Cups, European Championships, World Championships and we did for first time in history of Kettlebell Sport an Asian Championship. Unfortunately in 2020 all events were cancelled or postponed and it was necessary to bring a new way to all athletes continue training and competing. It was decided to create international competitions Online and was the way to maintain the sport alive during this global situation.

As GAISF may know, the WKSF sent several information about our events. To bring more transparency, all our General Meeting were also broadcast alive to all over the world. Our members had possibility to follow each decision, what we discuss to our future, etc...

In 2021, it was possible to host in Italy under governmental security and health guidelines for Covid-19, a green light to organize our World Championship and during 16 to 18 of July we had 14 nations with 140 registrations bringing some hope to our future, lifting together and restart the atmosphere of our sport. WKSF always listen all wanted to work together, as GAISF may know, our organizations sent to you letters of communication between us and other organizations. The WKSF only doesn't accept any situation that may brings our sport to 30 years back, have monopolizations, doesn't listen members, doesn't have the ambitious to bring our sport to high levels thinking on the main core of our sport, the athletes! Since our foundation with 24 nations, we are now represented in all continents with 62 countries. We believe at end of 2023 it's possible to achieve 70 members and have our sport even more spread around the World.

It's one of WKSF priority to work together with high level and international organizations. The possibility to bring our sport to a recognition of IOC is one of our main goals as an international organization with responsibilities in Kettlebell Sport. The voice and wish of all our representatives, federations, associations, clubs, athletes is a priority to WKSF.

Being recognized by GAISF, have the possibility to understand how it's possible to grow under the guidelines of GAISF, become every year a better organizations, have the capacity to create great events and show to all athletes that Kettlebell Sport is a great sport to be healthy and first of all, show that WKSF brings transparency, honesty and friendship to all wants to grow together.

## **WKSF EVENTS, JUDGES PERFORMANCE and COMMUNICATION**

### **WKSF EVENTS**

The WKSF events are the high standard quality and dynamics it's possible to have on Kettlebell Sport. After our 1<sup>st</sup> competition (with more than 400 registrations) we realized that other organizations ran very fast to achieve our



standards (it's possible to check on videos before 2018), and WKSF without any financial support, only private money and budget from registrations (in 2018 the WKSF didn't charge any member fee). To present to you our high standards we would like you to read our examples and documentation, as:

- . WKSF Presentation
- . Requirements Application Organize European and World Championship  
The WKSF never let any Member organize a Championship without check all requirements to keep the high standard quality of our events. In a short resume, we would like to enumerate a few examples, as:
  - . Each Championship the Kettlebells are standard and all sport/merit recognition is possible with the official Kettlebells of WKSF. We believe all athletes must be at same conditions, with same Kettlebells.
  - . Is required standard plataforms.
  - . Live-streaming is required and we have it since our 1st Championship.
  - . Little Banners of WKSF and allusive to the event are also required as possibility to have carpet and not have a open floor.
  - . Live Screen if possible and Structure with background banner
  - . Plants, flowers and dynamic on our events are also required to bring a very nice atmosphere
  - . The Registrations are all Online and Team Leader get all credential on Check In.
  - . All delegations receive an Event Application Form with all details of Transport, Hotels, Airport, etc..
  - . All staff with dresscode receive Delegations at Check In/Weigh In Day
  - . All delegations receive at least 15 days before event, a check list of all registrations and as possible is published online the event program, with schedule sets, awards ceremony, opening ceremony, general meeting, etc..
  - . Also, all delegations receive a General Assembly Convocatory with all discussion on program.

### **JUDGES EDUCATION, EVALUATION and PERFORMANCE**

The WKSF as specific program to certify new judges. Our Judge Commission, led by Enrique Sanchez from Spain are very specific when "open" a new course. Only WKSF are allowed to run a Judge Course, the WKSF support and give all tools to each country join synergies to have National Judges and Representatives working together to bring a high level of judges to own competitions and also to WKSF competitions. As possible to check at our "WKSF Presentation Form", the WKSF recognize merit to our judges as they get more experience every time they judge at National Championships/Open Cups/Championships. Also, the WKSF created a new low level (Judge 1st Category) to those want to become judge but doesn't have any experience judging before or if WKSF need to check quality of judging after our courses. To achieve the category of International Judge is required several years of experience or, WKSF recognize it, have this "degree" by other organization recognized by WKSF. WKSF provides several Tutorial Videos (it was uploaded to you) explaining all technique of each discipline and with all didatic and pedagogy to all judges, coaches and athletes bring a high quality of execution and judgments. Also, in each competition day, the Judge Coordinator gather all the judges (as if necessary Team Leaders) to explain the execution of movements of that day and also to warn critical points of each discipline. To minimize protests and injustices among sets/athletes, the WKSF Discipline Commission provides microcameras to film each platform/set and if necessary review each set. All our Judges have a DressCode and receive for each day working at our events. It's very important for us have our Judges recognized by the great work they do at each event.

### **COMMUNICATION & SOLIDARITY**

Since our 1st day of 2018 (our website was online at 1st January of 2018 at 00:01UK), we have been working hard on our Communication with a great synergy between Direction Board/Secretary General/Communication Commission. We have our network spread in several fields as: YouTube, Instagram, Website and Facebook, Facebook is the most popular and we have also several pages to each Continent where we let each Continent Coordinator work with our Direction Board and Secretary. We believe is very important funnel the information to specific audience and not allow to mix information all over the world. Also, we have several groups of discussion on Facebook, for Executive Commission, to Members Team leaders and also an open group where WKSF share several information to arrive to all our followers. On Instagram, we realized that young lifters and students are more dynamic and interact very well



with all our informations and communication. During Championships, the WKSF Organization give to the youngest athlete a Diploma as to oldest as well. It's very important to us have the new generation and experienced generation together and announce it to all our community. Remember always that this is a great effort and work of all Members promoting the sport inside borders. Since our foundations, several Members and supported by WKSF promoted Charity Events, we remember the Earthquake in Italy and one of clubs of our Italian Member did a Charity event and also during last year of 2020 our Portuguese Member created an Online Charity event. WKSF is always very sensitive to special needs and social questions knowing that a tremendous work must be done as social needs.

## **WKSF STUDENTS AND JUNIORS PROMOTION**

The World Kettlebell Sport Federation has been working hard to promote our sport among Juniors and Students. Every competition WKSF promote include competition among Juniors and Students. Our Student and Youth Commission has been sharing information with our representatives to promote each year the Kettlebells as a healthy and general physic preparation. Even at our Continental Open Cups we have a great promotion of Juniors and Students, one of our high number of young athletes were at South America Open Cup in Chile with a great work made by our official representative of Chile. Also, to promote high performance between Juniors and since young age and as the Female Regulations on our sport have been changing fast (inclusion of 2x24kg Kettlebells for females at discipline of Two Arms Long Cycle and inclusion of Biathlon since our foundation), the Juniors do not lift on discipline of One Arm Long Cycle and only are allowed to compete on Two Arms Long Cycle. Following the wish of Women's to go on direction of a normalization of our sport between Man's and Women's, the WKSF decided start since young age, those want to compete, start lifting 2 kettlebells at Long Cycle discipline and wait in future have this normalization. Working hard to include all ages, cultures, countries, cities and people, the WKSF were recognized by TAFISA as official member. During 2019 TAFISA General Assembly it was confirmed that WKSF will present, promote and include our sport at World Games. As a non-profit organization and promoting Kettlebells as a physical activity and way to stay healthy, we always embrace the opportunity to contribute with our experience and heart.

## **WKSF MAIN GOALS AFTER FOUNDATION**

WKSF would like to explain with details all commitment and mission in 3 important goals of WKSF:

- . Muslim Female Athletes vs Clothing
- . Disable Athletes vs Competition
- . Coordinators

As you can check, on our first year (2018) it was created a specific protocol to Muslim Female Athletes to allow the use of specific clothes during the competitions. On our rules, one of the specific items is the judge have clear visibility to see the elbows and knees blocked. Knowing and respecting the Muslim culture, it was accepted the use of specific clothing for Muslim Females (please check our "Muslim Athlete Protocol from 16 June of 2018").

The second goal for WKSF was to include the Disable athletes to our competitions. After our Disable Commission led by Mr. Cossu Matteo (a disable athlete) present a specific protocol, the WKSF created and approved in 23rd June 2018 a new protocol for Disabled athletes. The Protocol presents 5 Main Categories divided by: Standing (with 4 categories), Visual Impairment, Sitting (with 3 categories), Intellectual Impairment and Les Autres. Some with several disciplines allowing the athletes to choose (please, check our "Disable Rules Protocol of 23rd June 2018"). Since our foundation, we have on protocols we have more than 10 registrations and athletes from England, India and Brazil (3 continents).

Our 3rd goal was the promotion of our sport all around world and creation of Coordinator to share responsibilities and include all our members. With 18 Commissions, we have in 2021 more than 50 persons working together divided by: Continental Commissions (6), Scientific (2 works presented by 2 female athletes), Anti-Doping, Records, Youth Activities, Student Sports, Disable, Judges, Disciplinary, Countries Additions, General Secretary, Finance, Sport Justice.



## **WKSF STRATEGY (Judges Courses, Instructors)**

### **JUDGES**

WKSF would like to present all our strategy to bring our sport to high standard level of our judges, coaches and our partners that participate on this great effort of all Commissions. The WKSF has own Commission to train and educate new judges. As you can follow on our document "WKSF Presentation" on item "JUDGES" there is all process to become a WKSF National Judge and how to become International Judge. As a global Kettlebell Sport organization and recognizing all other organizations, the WKSF accept experience judges from other organizations to become new WKSF Official Judges. Officially, the WKSF has 131 Judges:

- . 38 First Category Judges (new category to get experience)
- . 80 National Judges
- . 13 International Judges

Also, we would like to sensitize the huge grow of Females on our Judge staff with more than 40% of our Judge Staff at World Championship 2021 were Females.

### **INSTRUCTORS**

The Education on WKSF is very important and we have been working every years with our partnerships. We have been working with International Kettlebell Lifting Academy as a high standard school education for new Kettlebell Instructors.

As you can find on attach documents uploaded, the WKSF work with other international organizations and high quality education universities to promote our sport and new coaches have opportunity to get a certificate.

The Progress Studies University in partnership with Athens University is one of our partners with a protocol to have WKSF into Sport Camps to manage Instructor Courses.

With ISNO (International Sport Network Organization) the WKSF has a protocol to led new Kettlebell Sport Instructor Courses.

## **GENDER**

### **The practice of Kettlebell Sport**

Everyone has the right to practice sports in healthy environments that guarantee human dignity. Women and men of different ages and different social and cultural backgrounds must have the same opportunities to practice kettlebell sports. Sports organizations and institutions must be responsible for the implementation of gender equality policies and must find useful tools to promote the participation of women in kettlebell sport, at all levels.

### **Recommendations for WKSF affiliated national federations and associations**

- Work for the organizational transformation of federations-associations and place women in various areas and roles.
- Organize activities for different training agencies such as schools, youth centers, sports centers that can encourage girls and women to play kettlebell sports.
- Work for the creation of "women friendly" environments that allow women to combine sport with motherhood.
- Create programs for the development of women's sports practice and seek forms of cooperation with other political subjects (Ministry of Health, Social Affairs, etc.)
- Allocate available financial resources to foster equal participation in sport.
- Allocate sports facilities to different groups on an equal basis.
- Include clear anti-sex clauses in federal regulations.

## **WADA- WKSF CLEAN SPORT REGULATIONS ANTI-DOPING**

### **Principles of WKSF Clean Sport**

WKSF Anti-doping programs are founded on the the values of a sport "From All & To All" with a Fair-Play between all. The spirit of the human being to persuit the excellence must be through the dedicated perfection of each athlete's natural talents. WKSF Anti-doping programs and all guidelines promoted, developed and directed to protect the



health of Athletes and to provide the opportunity for athletes to pursue human excellence without the use of prohibited substances and methods. WKSF Anti-doping programs are founded in the ideology to maintain the integrity of sport in terms of respect for rules, other competitors, fair competition, a level playing field, and the value of clean sport to

the world. We believe that the sport is the celebration of the human spirit, body and mind. It is the essence of Olympism and is reflected in the values we find in and through sport.

The WKSF Anti-doping program is sustained in:

- Health
- Ethics, fair play and honesty
- Rights and Responsibilities
- Education
- Proud and joy
- Dedication with commitment
- Respect for rules and laws

## **RIGHTS & RESPONSABILITIES OF ATHLETES**

### **Mission**

To be informed of and comply with all applicable anti-doping policies and rules.

- ✓ Know the anti-doping rules is fundamental!

### **Responsibilities**

To be informed of and comply with all applicable anti-doping policies and rules.

The athletes must be available for testing. Athlete must be informed and inform personal or club medical staff and be aware to not use prohibited substances and prohibited methods and taking responsibility to ensure that any medical treatment does not violate anti-doping policies and rules.

- ✓ Tell doctors and medics that you are an athlete and cannot use banned substances and/or methods. Check all medication does not contain a banned substance before you take it. Ask for help if you are unsure (you can contact directly the WKSF and WKSF Anti-Doping Commission).
- ✓ Inform the national team board of any doubt to be clarified before athlete preparation training program or competing event. To disclose to the National Anti-Doping Organization (NADO) and WKSF any decision made by an Anti-Doping Organization (ADO) that is not a Code Signatory relating to committing an anti-doping rule violation (ADRV) within the previous ten years.
- ✓ Tell your NADO or WKSF if you have committed an ADRV in the last 10 years. To take responsibility for what you ingest and use
- ✓ Your body, your responsibility.

To cooperate with ADOs investigating ADRVs.

- ✓ Help with an anti-doping investigation when asked to. To disclose the identity of your athlete support personnel to any ADO with authority over you that requests it.
- ✓ Share information about those who support you (coach, physiotherapist, doctor) if asked.



## FINANCIAL

### FINANCIAL 2018

I provide, in full transparency, the summary data for 2018:

Income € 36.630,00

Expense € 38.162,00

(minus € 1.532,00)

### FINANCIAL 2019

I provide, in full transparency, the summary data for 2019:

Income € 42.240,00

Expense € 47.936,00

(minus € 5.696,00)

### FINANCIAL 2020

I provide, in full transparency, the summary data for 2020:

Income € 13.925,00

Expense € 20.586,00

(minus € 6.661,00)

### FINANCIAL 2021

I provide, in full transparency, the summary data for 2021:

Income € 27.350,00

Expense € 36.516,00

(minus € 9.166,00)

### FINANCIAL 2022 (Y.T.D. - May 26)

I provide, in full transparency, the summary data for 2022:

Income € 39.680,00

Expense € 32.917,11

(Plus € 6.762,89 €)

**Debts € 9.166,00 (at 31<sup>st</sup> dec.2021)**

Our main goal is to grow and to have an ever better organization and we will only be able to do it if we all really want to and if we all move in unison to achieve the goals we have agreed upon and which, again, we will define in the future.