



WORLD SQUASH FEDERATION
VIRTUAL ANNUAL GENERAL MEETING

MINUTES

Saturday 27 November 2021
12:00 midday UK Time

WORLD SQUASH FEDERATION LIMITED

51st ANNUAL GENERAL MEETING

SATURDAY 27 NOVEMBER 2021

PRESIDENT'S WELCOME

The President welcomed and thanked all for attending. It was unfortunate not to be meeting in person for the second year. She thanked Pakistan for their offer to host and for their planning for a physical AGM. However, circumstances prevented us joining them in Islamabad. As the Conference was unable to go ahead, if the situation allows, one is being considered for April/May as three years is deemed too long to meet again in person, particularly with a new strategy to implement.

A minute's silence was held for quiet reflection to remember departed friends over the last year: Hany Hamouda (Egypt), Philip van der Ven (Netherlands) and Prasad Pillai (Malaysia).

The President noted that despite it being a long agenda, as much time as possible would be given for questions and discussion. She also addressed the current issue of Israel's participation in the Men's World Team Championship. This is not part of today's published agenda and as negotiations are at a critical point, out of respect for all parties the President asked that all conversation on this topic be deferred until after the outcome is known. An outcome and hopefully agreement between parties is expected in the next few days, possibly within the next 48 hrs.

She explained that David Mandel, Chair of Governance and Audit would act as moderator for the meeting to help field any questions. It was noted there would not be an election under item 17 as one of the three member nominees had withdrawn.

The CEO (William Louis-Marie) ran through the Zoom meeting etiquette.

1. APOLOGIES FOR ABSENCE

WSF REGIONAL VICE-PRESIDENT - ASIA	David Mui
WSF REGIONAL VICE-PRESIDENT - EUROPE	Hugo Hannes
FORMER WSF VICE-PRESIDENT	Chris Stahl
PSA	Alex Gough
WSF ETHICS COMMISSION CHAIR	David Howman
NATIONAL FEDERATIONS: Belgium, Mexico, Netherlands, Papua New Guinea	

2. ATTENDANCE & PROCEDURES

a) Members represented and number of votes

MEMBER NATIONS

ARGENTINA*	0(2)	Carlos Mammana*
AUSTRALIA	6	Joanne Brodie
BAHRAIN	1	Ebrahim Kamal
BRAZIL	2	Jose Henrique Lopes
BRITISH VIRGIN ISLANDS	1	Mark Chapman
CANADA	5	Lolly Gillen
CAYMAN ISLANDS	1	Janet Sairsingh
CHINESE TAIPEI*	0(2)	John Ching-Hui Hsu*
COLOMBIA	3	Sergio Becerra

CZECH REPUBLIC	3	Tomas Cvikl
DENMARK	2	Jan Rask
EGYPT	6	Assem Khalifa
ENGLAND	6	Mark Williams
ESTONIA	1	Mari-Liis Stalde
FINLAND	2	Mika Monto
FRANCE	6	Jacques Fontaine
GERMANY	6	Michael Gaede
GUYANA	1	Lorraine Ince
HONG KONG, CHINA	4	Emily Mak
INDIA	6	Cyrus Poncha
IRAN*	0(2)	Masoud Soleimani*
IRELAND	2	Rosie Barry
ISRAEL	1	Maayan Levy
ITALY	2	Davide Babini
JAMAICA*	0(1)	Chris Hind*
JAPAN	2	Noriko Kamiya
KOREA*	0(4)	RyunHeo Koo*
KUWAIT	4	Waleed Al Mazeedi
MACAU, CHINA	1	Armando Amante
MALAYSIA	3	Gerard Monteiro
MAURITIUS	1	Adrian Wehrli
NAMIBIA	1	Rudi Koekemoer
NEW ZEALAND	4	Martin Dowson
NIGERIA	1	Boye Oyerinde
NORWAY	2	Otto Kalvo
PAKISTAN	4	Air Marshall Aamir Masood
PERU	1	Alejandro Ballon
PHILIPPINES	1	Robert E Bachmann
POLAND	3	Maciej Klis
PORTUGAL	1	Luís Ferreira
QATAR*	0(2)	Tariq Darwish Zainal*
RUSSIA	1	Anton Odintsov
SCOTLAND	2	Mark Adderley
SINGAPORE	2	TAN Ming Jen
SOUTH AFRICA	4	Alison Burchell
SPAIN	2	Pablo del Rio Fernandez
SWEDEN	2	Thomas Svensson
SWITZERLAND	3	Ernst Roth
TRINIDAD & TOBAGO	1	Diane Julien
WALES	2	Richard Bennett
ZIMBABWE*	0(1)	Lucky Mlilo*
TOTAL VOTES	115	

* Did not sign into voting platform roll call, therefore vote could not be included.

b) Observers present

AUSTRALIA	Robert Donaghue
BAHRAIN	Khalid Shaheen
BANGLADESH	Brig Gen G M Quamrul Islam, SPP(R)
BARBADOS	Monty Cumberbatch
BOLIVIA	Alba Gamarra
BRITISH VIRGIN ISLANDS	Adam Murrills
CANADA	Sandra Thompson

CHINESE TAIPEI
EGYPT
ESF
FRANCE
GERMANY
HUNGARY
IRAN
IRELAND
ISRAEL
ITALY
JAMAICA
NEPAL
NEPAL
NEW ZEALAND
NIGERIA
PAKISTAN
PORTUGAL
QATAR
SCOTLAND
SERBIA
SERBIA
SINGAPORE
SOUTH AFRICA
SPAIN
TRINIDAD & TOBAGO
TURKEY
WALES

Ms. Sylvia, Pei-Chun Wu
Mona Fawzy
Marcel Borst
Julien Muller
Alexander Korsch
Péter Hoffmann
Masoud Gharehziaeddini
Anne Costello
Aviv Bushinsky, Ori Elimelech, Shai Cohen
Antonella Granata
Douglas Beckford
Kishore K Maharjan
Suresh Gurung
Kyle Pontifex
CSP Yakubu Mailafiya
Sqd Ldr Rana M Adnan
Luís Carvalho
Mohammad ElSaid
Maggie Still
Branimir Caric
Nebojsa Conic
Alex Wan
Kyle Potgieter
Jonas Gernerup
Ryan Jagessar
Guven Karakus
David Evans

c) Others present:

i. By right

WSF PRESIDENT
WSF VICE PRESIDENT
WSF VICE PRESIDENT
WSF VICE PRESIDENT
WSF VICE PRESIDENT
WSF REGIONAL VICE PRESIDENT - AFRICA
WSF REGIONAL VICE PRESIDENT - EUROPE
WSF REGIONAL VICE PRESIDENT - OCEANIA
WSF REGIONAL VICE PRESIDENT – PAN-AM

Zena Wooldridge OBE
Sarah Fitz-Gerald
Pablo Serna
Karim Darwish
Debendranath Sarangi
Present representing Zimbabwe
Represented by Thomas Troedsson
Jim O’Grady
Francisco Paradisi

ii. By invitation

WSF CHIEF EXECUTIVE
WSF OPERATIONS MANAGER
WSF ADMINISTRATIVE COORDINATOR
WSF CHAMPIONSHIP COORDINATOR
MODERATOR
SCRUTINEERS

VOTING PLATFORM
CCO OF PSA
WSF RULES COMMISSION CHAIR
WSF COURTS & EQUIPMENT COMM. CHAIR
WSF SQUASH 57

William Louis-Marie
Carol Hackett
Sean Warden
Charlie Houlton
David Mandel
Gar Holohan
Steven Indig
John Caprez
Tommy Berden
Mike Collins
Tom Oldroyd
Patrick Osborn

WSF JUNIOR COMMISSION CHAIR	Jackie Robinson
WSF MEDICAL COMMISSION CHAIR	Anne Smith
WSF COMMUNICATION COMM.CHAIR	Julie Marks
WSF ATHLETES COMMISSION CHAIR	Sarah-Jane Perry
WSF ETHICS COMMISSION MEMBER	Jim Hay

d) Voting Procedures

The President explained the percentages required by the different type of motions and that abstentions do not count towards the outcomes.

The Operations Manager was invited to explain the voting process. All voting delegates were informed to sign into the roll call on the voting platform otherwise the votes would not be registered. At the start of the meeting at 12.00 GMT there were 31 Voting Delegates signed into the roll call representing 82 votes, on the Zoom platform 39 MNF delegates, 32 observers and 17 by invitation. Voting delegates were asked to refresh the page if experiencing difficulties. After the reminder to sign into the roll call there were 39 countries representing 103 votes. A test vote was then held to ensure the voting delegates understood the voting procedure. It was explained that the roll call would be closed ahead of the test vote and all subsequent motion votes. It would be re-opened after each motion and the quorum and total votes announced when and if further voting delegates logged into the roll call. Scrutineers would be asked to confirm they are happy with each voting process before publishing the outcome of each vote.

e) Appointment of Scrutineers

Gar Holohan (Ireland, Former WSF VP) and Steven Indig (Governance and Audit Commission) were appointed as scrutineers.

3. APPLICATIONS FOR FULL MEMBERSHIP

None received

It was confirmed that 42 Voting Delegates were now registered representing 113 Votes

4. APPROVAL OF THE MINUTES OF THE ANNUAL GENERAL MEETING

Held on 5 December 2020, virtual meeting

[Annexure A](#)

Simple majority required to be approved

Voting Credentials Active:	113
Valid Votes:	98
Abstentions (Including Blank Votes):	15
Yes	98
No	0

Motion Passed: 100% in favour

5. REPORTS OF THE EXECUTIVE BOARD & EXECUTIVE COMMITTEE 2020-2021 ([Annexures B & C](#))

There were two reports presented this year as the Executive Committee (ExCo) report was presented separately to the usual Executive Board (EB) report.

The President presented the ExCo report first. The Board has communicated more effectively with Regional Presidents and Executive Committee this year, holding three formal ExCo meetings and several informal meetings with Regional Presidents on specific matters. The ExCo has proved an invaluable source of feedback and advice to the Board, highlighting the importance of effective collaboration between the Board, Regional Presidents and PSA.

The Board report was longer and more detailed, consistent with previous practice and format. The Board met monthly for two to three hours via Zoom (due to time zone differences across Board members) and as and when needed to discuss specific matters. It was noted that this works well for day-to-day business but not for business such as strategic planning. 2021 had not been the year of recovery as expected and COVID has affected our members in different ways. Most commissions remained active, and the President thanked all Commissions for their hard work despite the challenging circumstances. The launch of World Squash Officiating and the virtual Coaching Skills Platform were greatly welcomed as were the creation of two new Commissions: the Coaching Commission focusing on coaching strategy and a Diversity and Inclusion Group.

Governance and Audit Commission has been particularly busy this year with the review of various processes and policies including the revision and updating of the articles covered under Item 7.

The President also thanked all those who contributed to shaping and refining the Strategy (covered under item 6). Finally, sincere thanks were expressed to the WSF Vice Presidents, WSF Office staff, Regional Presidents, Commission Chairs and members, PSA colleagues, National Federations, Coaches, Referees and the many volunteers and partners who are so critical to ensuring squash thrives.

No questions were raised.

6. TO PRESENT THE WSF STRATEGY 2022-2025

[*Annexure D*](#)

The strategy had been circulated following wide consultation including Town Hall sessions with Member Federations during October. The CEO explained the different processes that had led to the version distributed with the agenda. The strategy's success is dependent on support from across the squash community and various partners. The President gave a short presentation on the key features of the strategy prior to the CEO briefly explaining next steps. It was explained that the strategy would have been the main focus of this year's conference where WSF could engage Members in plans for prioritisation and implementation. Sadly, available time and virtual meeting format is not ideal for further discussion today. However, the President and CEO welcomed any further comments or questions following the AGM and would gladly set up meetings to discuss. An interim conference in April/May would be helpful if circumstances allow.

7. MOTIONS TO RELOCATE THE WSF COUNTRY OF INCORPORATION FROM THE ISLE OF MAN TO THE UK.

The President gave a short introduction to the five motions and the relevance of their order. The CEO went through the rationale for the first four motions and questions were invited on the overall proposal prior to proceeding to each motion in sequence, when questions would be invited for each one. The cost of the relocation was estimated to be similar to one year's operating costs in the Isle of Man, hence a net saving from year two is expected.

General questions related to these motions were then invited. A question was received from Russia on whether the UK is the best option bearing in mind exchange rate costs. David Mandel (Chair of Governance & Audit) explained that other options were considered, that corporate administration costs are low in the UK and the conversion costs exist already so were not considered a material factor in this particular decision. Time zone and language were also considered.

Questions were then invited specifically to Motion 7a. There were none.

It was confirmed that 44 Voting Delegates were registered representing 115 Votes

- a) **To authorise the Board to register a new company, limited by guarantee, (with the same name, purpose and objectives as the World Squash Federation Limited, incorporated in the Isle of Man) in the UK.**

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	105
Abstentions (including blank votes):	10
Yes	104
No	1

Motion Passed: 99.05% in favour

- b) **To approve the new (and updated) Articles of Association aligned to the 2006 Companies Acts (UK) as attached in annexure E, for the new to be registered UK company, which allow all the existing members of the Company to retain all their rights of membership in the new UK company.**

Questions were invited for Motion 7b: South Africa asked whether further revisions to the articles would be considered. The President confirmed that the articles should be continuously reviewed and updated when required. Although WSF now has a more modern set of articles, further revisions will still be necessary.

Annexure E

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	101
Abstentions (including blank votes):	14
Yes	101
No	0

Motion Passed: 100% in favour

- c) **To authorise the Directors to transfer all the assets and liabilities of the Company to the newly incorporated company in the UK, as a gift, for nominal or any other value.**

No questions were raised

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	100
Abstentions (including blank votes):	15
Yes	100
No	0

Motion Passed: 100% in favour

- d) **To authorise the Directors to do all things necessary to dissolve the World Squash Federation Ltd (registered in the Isle of Man) as soon as is practicable after all the prior necessary actions have been completed.**

No questions were raised

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	101
Abstentions (Including Blank Votes):	14
Yes	101
No	0

Motion Passed: 100% in favour

- e) **To consider, and if passed, authorise the directors to amend the new Articles of Association in Annexure E, by replacing all references to “Regions” with “Continents”.**

The CEO gave the rationale behind motion 7e. No questions were raised.

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	94
Abstentions (Including Blank Votes):	21
Yes	93
No	1

Motion Passed: 98.94% in favour

8. MOTIONS TO AMEND REGULATIONS GOVERNING WORLD CHAMPIONSHIPS

None received

9. MOTIONS TO AMEND THE RULES OF HARDBALL DOUBLES SQUASH

- a) **To amend the WSF Rules of International Hardball Doubles Squash as set out in Annexure F to the Agenda with effect from 1 January 2022.**

Motion: Canada and USA

[Annexure F](#)

Lolly Gillen (Canada) explained the rationale behind the changes to the Hardball Doubles Rules. No questions were received.

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	100
Abstentions (Including Blank Votes):	15
Yes	100
No	0

Motion Passed: 100% in favour

10. MOTIONS TO AMEND THE RULES OF INTERNATIONAL DOUBLES SQUASH

- a) **To amend the WSF Rules of International Doubles Squash as set out in Annexure G to the Agenda with effect from 1 January 2022.**

Motion: Executive Board on behalf of the WSF Rules Commission

[Annexure G](#)

The President introduced Mike Collins, Chair of the Rules Commission and thanked Mike and his Commission members for their work in keeping rules up to date. Mike explained the proposed changes. No questions were raised.

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	93
Abstentions (Including Blank Votes):	22
Yes	93
No	0

Motion Passed: 100% in favour

11. MOTIONS TO AMEND THE RULES OF SQUASH

Motion: Executive Board at the request of the Rules Commission

Mike Collins explained that a small subclause had been inadvertently missed out of the wording at the 2020 AGM Motion and this corrected the omission (Wording highlighted in red below). No questions were received.

a) Update sub-clause 14.4.1 from Rule 14: Illness, Injury & Bleeding as follows

14.4.1 Self-inflicted: where the *Blood Injury* is caused by a player's own action or condition, such as a fall, lunge, dive, crowding, nosebleed or similar, the player is permitted 5 minutes to stem the flow of blood and cover the bleeding. The referee is in charge of starting the timer, which will start from when the injured player's treatment begins. If the injured player is not ready to resume play after 5 minutes has elapsed, the player must concede the game and take the game interval, if available, for further recovery.

If the same *Blood Injury* reoccurs, no further recovery time is permitted, and the injured player must concede the game and take the next game interval, if available, for further recovery.

If the same Blood Injury reoccurs and is caused by both players' actions (see 14.4.2 Contributed) the injured player shall have further reasonable time to address the Blood Injury.

If the injured player cannot resume play within the permitted time allowed, the referee will award the match to the injured player's opponent.

If the same *Blood Injury* reoccurs, due to an action solely by the injured player, the player shall have no further time to address the *Blood Injury* and must concede the game and take the game interval, if available, for further recovery. If the injured player cannot then resume play within the reasonable time or extended periods allowed, the referee will award the match to the injured player's opponent.

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	93
Abstentions (Including Blank Votes):	22
Yes	93
No	0

Motion Passed: 100% in favour

b) To amend APPENDIX 8 - SPECIFICATIONS OF SQUASH BALLS

Motion: Executive Board at the request of Courts & Equipment Commission

Tom Oldroyd, Chair of Courts and Equipment Commission explained the rationale behind the squash ball classification. The new wording more accurately represents the current classification of balls in order of speed and rebound resilience. The white dot ball is no longer in production and should be removed. The green dot (high altitude) ball is the slowest ball in production and should be moved to the super slow section.

No questions were raised.

APPENDIX 8 - SPECIFICATIONS OF SQUASH BALLS Section Notes 2 – Speed of balls to be amended as follows:

The speed of balls is currently indicated as follows:

Super slow - Yellow Dot (Single or Double)
Slow - White Dot or Green Dot
Medium - Red Dot
Fast - Blue Dot

Wording to now read:

Super slow - double yellow dot & green dot (high altitude ball)

Slow - single yellow dot

Medium - red dot (this ball can be larger than 40mm diameter)

Fast - blue dot (this ball can be larger than 40mm diameter)

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	101
Abstentions (Including Blank Votes):	14
Yes	101
No	0

Motion Passed: 100% in favour

12. MOTIONS TO AMEND THE RULES OF SQUASH57

- a) **To amend the WSF Squash57 Standard Rules as set out in Annexure H with effect from 1 January 2022.**

Motion: Executive Board at the request of the Squash57 Commission [Annexure H](#)

Patrick Osborn, Chair of Squash57 Commission was introduced to explain the changes to the Squash57 Rules. No questions were received.

75%+ of votes required for approval

Voting Credentials Active:	115
Valid Votes:	91
Abstentions (Including Blank Votes):	24
Yes	91
No	0

Motion Passed: 100% in favour

13. MOTIONS GENERAL

- a) **To seek (retrospective) approval for annual SPIN payments, registered from January 2019**

Motion: Executive Committee

The CEO explained that this is a retrospective request for endorsement of a decision which the Regional Presidents believed should have been sought at the 2018 AGM prior to its implementation in January 2019. With the recent re-launching of SPIN, the Executive Committee proposed that the continuation of annual SPIN payments is presented for approval by the AGM. SPINs registered prior to January 2019 would remain unchanged.

Simple Majority of votes required for approval

Voting Credentials Active:	115
Valid Votes:	87
Abstentions (Including Blank Votes):	28
Yes	80
No	7

Motion Passed: 91.95% in favour

13:56 GMT: A FIVE-MINUTE BREAK WAS HELD AT THIS POINT

14. WORLD CHAMPIONSHIPS

To update Members on progress made in assigning World Championships in the last year and receive expressions of interest to host future events:

As of 1 September 2021

	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Men's Team	MALAYSIA	-----	TBC	-----
Women's Team	-----	EGYPT	-----	AVAILABLE (C)
Women's World	PSA	PSA	PSA	PSA
Men's World Championship	PSA	PSA	PSA	PSA
Men's & Women's Junior	CANCELLED	RUSSIA	AVAILABLE (C)	AVAILABLE (C)
Women's Junior Team	CANCELLED	-----	AVAILABLE (C)	-----
Men's Junior Team	-----	RUSSIA	-----	AVAILABLE (C)
World Masters	-----	POLAND	-----	AVAILABLE (C)
International Doubles	TBC (B)	-----	-----	-----
Hardball Doubles	NOT HELD	-----	AVAILABLE	-----

Note: Tenders are required by 31 December two years ahead of the Championship e.g., for events in 2024, tenders must be submitted by 31 December 2021.

- (A) Played before the Junior Team Championship held concurrently with it.
- (B) Postponed to 2022 due to Coronavirus.
- (C) Tender closes 31 December 2021.

The CEO advised that announcement of the host for the 2023 Men's World Team Championship was imminent. The WSF tender documents are under review and would be circulated shortly. The tender evaluation document had been reviewed to clarify the process for the Tender Evaluation Panel and hosts.

The CEO also mentioned at this point that three tenders for the WSF AGM 2022 are currently being evaluated and a result would be announced by the end of the year.

Canada asked if there would be a complete review of the awarding process. This was confirmed by the President.

At this point there was a query raised in the Q&A from European Squash Federation whether it is correct that abstentions should not count towards the result. The President clarified that legal advice has recently confirmed that abstentions do not count as part of the vote, only yes and no votes.

15. GENERAL BUSINESS

- a) To present the Forward Plan of the WSF for 2020/2021.

[Annexure I](#)

The President thanked the Commissions for their contribution to the Forward Plan. The Board and office would need to liaise with Commissions to ensure this plan is aligned to the Strategic Plan. Greater collaboration between Commissions is expected in future as they had previously tended to work separately.

No questions were raised.

- b) To present reports from WSF Regional Presidents:
- i. Africa
 - ii. Asia
 - iii. Europe
 - iv. Oceania
 - v. Pan-America

[Annexure J](#)

[Annexure K](#)

[Annexure L](#)

[Annexure M](#)

[Annexure N](#)

The President thanked the five Regional Presidents and their Boards for their reports. Since their submission there were several events worthy of mention. The President mentioned that squash is likely to be included in the 2023 African Games in Ghana and she thanked Lucky Mlilo and Richmond Quarcoo from the Squash Federation of Africa for their hard work to achieve this. The Junior PanAm Games are currently taking place in Cali, Colombia and FPS President Francisco Paradisi was joining from there today.

There were no questions raised.

c) To update Members on the World Squash Officiating platform.

This was a joint venture between WSF and PSA, with significant financial contributions two years ago from the European Squash Federation and England Squash. This project aims to transform the quality and quantity of referees across all regions and nations.

The WSF CEO (WLM) and Tommy Berden (TB), representing PSA, were invited to give a short update on WSO. WLM reported that since the launch last April several nations had already signed up their referee programme to this platform. The WSO Team is working hard to increase the take-up across the globe. Levels 4 and 5 were yet to be completed and launched. He thanked the whole team for their work. The development of female officials is extremely important to address the gender imbalance. TB did not add any further comment.

No questions were raised.

d) To present the proposed terms of reference for an Independent Nominations Panel for consideration by the membership.

[Annexure O](#)

The President explained this was a response to the 2020 WSF AGM motion presented by Squash Canada, which received a 50.38% majority (66 in favour, 65 against, 21 abstentions) mandating the new Board to produce a terms of reference to present to the Members. The closeness of the vote and high number of abstentions suggested a high degree of uncertainty which the terms of reference may help to clarify. It was not a motion and therefore no vote, but comments were invited to help guide the Board on the next course of action.

In summary, the purpose of the Panel would be:

- i. To identify the mix of skills, experience and diversity required for an effective WSF Board and assess gaps in the current Board coverage;
- ii. Carry out an appropriate search for suitable candidates, based on a clear mandate to fill specific Board vacancies to achieve the required balance;
- iii. Undertake an appropriate screening of candidates to ensure candidates pass a 'fit and proper persons' test (e.g., identifying conflicts of interest) and match the needs of the role;
- iv. Ensure clarity around election campaigning to ensure a fair process for all candidates whilst properly informing voting Members.

The following questions and comments were raised:

France (Jacques Fontaine) expressed concern over the proposed appointment of panel members by the Board and instead proposed election by the Members. He believed that democratically the MNFs should have final say on the composition of the panel, the criteria and process of determining Board candidates as well as their election.

Ireland (Rosie Barry) asked whether the INP is intended to be complementary or instead of MNFs nominating candidates. The President confirmed that under these terms of reference the intention would be to complement the existing process of MNF nominations.

FPS (Francisco Paradisi) expressed concern about an INP filtering out candidates nominated by MNFs.

Canada (Lolly Gillen) commented that the right to choose who is elected would solely remain the right of the MNFs via the elective process. The fact that not enough candidates had been nominated to elect the Ethics Commission highlighted the role an INP would play in ensuring sufficient candidates with relevant skills and experience. Canada would have no objection to the Executive Committee nominating rather than the Board.

ESF (Thomas Troedsson) explained how a nomination panel/committee works in the Nordic countries. The panel is elected by the members rather than be appointed.

South Africa (Alison Burchell) commented on the risk of not having a proper due diligence process in place for screening candidates. Various International Federations and the IOC all have nominations committees/panels for this process. South Africa expressed their faith and support in the Board to nominate for election at the AGM or appoint. The Board had been elected by the MNFs and are held accountable when things go wrong and acknowledged when things go right.

France (Jacques Fontaine) reiterated that the MNFs should hold the decisions and it was not necessary to add another layer of governance.

The President thanked delegates for their comments and invited any further thoughts to be submitted to the Board after the AGM.

16. WSF FINANCE

- a) To present the audited accounts for the financial year 2020/2021.

David Mandel (Chair of Governance & Audit) gave a brief explanation of an important change in WSF's accounting policy whereby WSO expenditure had been capitalised and now appeared as an intangible asset. This resulted in the financial outturn changing from a deficit to a surplus for 2020-21. The expenditure had otherwise been well managed, and the balance sheet is slowly moving in the right direction. The President commented that it had been a very challenging period and it had not been easy to get finances balanced for the WSF nor its members in these difficult times.

Questions were invited: ESF enquired about the investment ESF had made to the WSO project and was it now part of the intangible assets. David Mandel confirmed that was correct. The ESF contribution via WSF had been capitalised as part of the overall investment in WSO.

- b) To authorise the Board to appoint and fix the remuneration of the auditors.

Voting delegates were reminded to refresh their voting platform screen if they had connection problems before or during the vote.

Simple Majority of votes required for approval

Voting Credentials Active:	115
Valid Votes:	75
Abstentions (Including Blank Votes):	40
Yes	75
No	0

Motion Passed: 100% in favour

- c) To present the Budget for the financial year 2021/2022.

The President thanked the Operations Manager and CEO for their work on the budget. The process would be started earlier in future and with a three-year projection.

No questions were raised.

d) MOTION – WSF EXECUTIVE BOARD

That the Membership Fees of the WSF, for the calendar year 2022, shall be increased by 5% at:

Full Member - 6 votes	(1501 courts and over)	£7,571
Full Member - 5 votes	(1001 - 1500 courts)	£5,528
Full Member - 4 votes	(751 - 1000 courts)	£4,515
Full Member - 3 votes	(501 - 750 courts)	£2,478
Full Member - 2 votes	(51 - 500 courts)	£1,407
Full Member - 1 vote	(1 - 50 courts)	£452
Associate Member		£38
Affiliate Member		£620

The CEO explained the rationale detailed in the agenda, principally that WSF's costs had increased at a far greater rate than the average 1.3% increase in membership fees over the last 10 years, making it extremely difficult to achieve a balanced budget.

The following questions and comments were raised:

OSF (Jim O'Grady) asked why the budget for anti-doping had increased so much. *The CEO explained this was because following the departure of Lorraine Harding, ITA now undertakes the Anti-Doping Programme and Education.*

Portugal (Luís Ferreira) questioned firstly why it was not one member, one vote and secondly the rationale behind the 5% increase. *The President answered that the voting structure review undertaken three years ago is now back on the Executive Committee agenda for consideration. Both the President and CEO reiterated the reasons for the need for the increase. It was also added that the capitalisation of the WSO, though results in a surplus for 2020-21 will add cost and pressure to the budget over the next five years.* Portugal requested clarification of what the increase would be specifically used for and the added value to members to agree the increase.

Scotland (Mark Adderley) and Mauritius (Adrien Wehrli) asked via the Q&A if a reduction had been considered. *The President emphasised that the budget was extremely tight with only basic essentials covered. Existing staff and resources are already stretched to the limit due to increases in various essential costs, and very difficult decisions would have to be made to reduce WSF's activities if the increase was not agreed.*

France (Jacques Fontaine) pointed out that funding is required to realise strategy but relying on membership fee increases is not the solution and a full review is required, and new revenue should be prioritised. He asked if PSA was prepared to help. *The President responded that PSA had already produced their strategy and WSF and PSA need to align these and consider where the genuine synergy lies. As an example, the World Cup could be a self funding or revenue generating event. The WSF business model does need review and the strategy would hopefully address this in the longer term but would not solve the immediate challenge of balancing this year's budget. The CEO reiterated that the support of the Regions and Nations is critically important for the success of the strategy moving forward.*

Canada (Lolly Gillen) spoke in support of the increase of the fees to implement the strategy, which she also commended the Board for their collaboration with stakeholders.

ESF (Thomas Troedsson) advised that ESF is not increasing membership fees this year due to the effects of COVID. However, they do have a policy in place to increase their fees annually by the inflation rate. He suggested WSF should implement a similar policy. *The President agreed as this had allowed ESF to build reserves to enable them to freeze membership fees, whilst WSF does not have this level of reserves.*

David Mandel (Chair Governance and Audit) felt greater consideration should be given to the lack of increases in previous years. South Africa (Alison Burchell) suggested a Board proposal to next year's AGM for an inflation-linked annual increase in conjunction with the voting structure review; she expressed trust in the Board and whilst appreciating the timing was not ideal would reluctantly support the motion.

Via Q&A a question was raised on the impact of the strategy on small nations. The President advised that smaller MNFs are a specific consideration, such as trying to lower barriers to enable more nations to compete in Championships. The intention is to structure the World Cup to enable more nations to take part. It is hoped WSF could soon share another major project of value to all nations and specifically smaller MNFs.

Although another voting delegate signed onto the voting platform at this point, they did not join the roll call and therefore the quorum did not change.

Simple Majority required to pass	
Voting Credentials Active:	115
Valid Votes:	90
Abstentions (Including Blank Votes):	25
Yes	51
No	39

Motion Passed: 56.67% in favour

The President added that the closeness of this vote would be noted by the Board.

17. ELECTION OF THE ETHICS COMMISSION OF WSF LIMITED

Nominations for the positions in the Ethics Commission of the WSF were correctly submitted under Article 99 as follows:

a) CHAIR (in alphabetical order)

Nominated by New Zealand **DAVID HOWMAN**

b) COMMISSION MEMBERS (in alphabetical order)

Nominated by South Africa **ALISON BURCHELL** (Africa)

Nominated by Scotland ~~**JIM HAY**~~ (Europe)-Withdrew

Nominated by Malaysia **GERARD MONTEIRO** (Asia)

- As the only nominee for Chair, David Howman was declared elected.
- As Jim Hay had withdrawn prior to the AGM both remaining nominees Alison Burchell and Gerard Monteiro were therefore declared elected.
- To ensure the Commission complied with article 91.1.2 (regarding the Commission's composition) the Executive Board would fill the remaining two vacancies by invitation, from people who are not members of the WSF Executive Board, Regional or National Federation Boards as soon as possible.

The President congratulated David, Alison and Gerard and thanked them for standing. She also thanked Jim Hay, Robert Dolman and Debendranath Sarangi for serving on the Ethics Commission for the last four years.

18. ANY OTHER COMPETENT BUSINESS

No other business was raised in accordance with clause 154 of WSF's articles.

19. FUTURE MEETINGS

The CEO confirmed that three tenders had been received to host the 2022 AGM and the successful candidate would be announced by the end of the year.

PRESIDENT'S CLOSING COMMENTS

2021 had proved far more challenging for squash across the globe than anticipated at the start of the year, having a significant impact on competition. However, the time had been spent wisely, strengthening our foundations and strategic direction to enable WSF to take advantage of the opportunities that lay ahead. WSF needed to create and grasp these opportunities and our partners would be very important moving forward. WSF needs to work hard, work smart and work together to achieve this. It was hoped 2022 would be a celebration of recovery, with squash being included in the World Games, Commonwealth Games, Asian Games and hopefully a full programme of WSF Championships. It was exciting to see new hosts included in this Championship programme. The WSF Strategy would start to be rolled out and thanks were extended to all those who contributed to the process so far.

Thanks were given to all those who helped to manage the AGM up front and behind the scenes; the WSF Office staff Carol Hackett and Sean Warden, Charles Houlton for operating the slides, John Caprez the voting platform developer, moderator David Mandel and the two scrutineers Steve Indig and Gar Holohan.

If WSF is able to set up an interim conference in the coming months, the President hoped to see everyone there and finished the meeting by wishing everyone a safe and pleasant weekend.

Meeting concluded 15:37 GMT