

ANNEXURE B1

WORLD SQUASH ANNUAL REPORT 2021-2022

©WSF SEPTEMBER 2022

**WORLD
SQUASH**

WSF

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MESSAGE FROM THE PRESIDENT



I concluded last year's President's message by saying "I think we can be optimistic that 2022 will be a year of recovery and celebration with many exciting global events to showcase the best of squash". I am delighted that prophecy has largely materialised, even though not all corners of the world are yet fully re-open for global sporting events.

Certainly, WSF Championships and major multi-sport games have returned with a vengeance over the last 6 months. It has been wonderful to witness the evident relief and delight of players, coaches and National Federations to be back to international competition. I would like to convey our sincere thanks to the hosts of WSF Championships this year who accepted the challenges of hosting at short notice and under continuing uncertainties to deliver successful events: to Scottish Squash and Glasgow for hosting World Doubles

Championships; to the French Federation and Nancy for hosting World Junior Championships; and to Hasta La Vista in Wroclaw Poland for hosting World Masters Championships. It is wonderful to see squash bounce back so strongly after the 2-year hiatus.

It has also been fabulous to see our referee community return, including some longstanding friends and colleagues and some new faces too. It is particularly good to see more female referees appointed in response to this taking much higher priority in our strategy. The World Squash Officiating platform is a critical tool to transform our refereeing at all levels and requires more work from all parties to capitalise on the opportunity it presents. This will be one of WSF's priorities in the year ahead.

Alongside a busy Championships and multi-sport games programme, the WSF office and commissions have been busy delivering on the WSF strategy. The Board report which follows will reflect the extent of that activity. Our first WSF conference for 3 years in Chennai will focus on progress and plans for key aspects of the strategy, help determine priorities for 2023 and how we best co-ordinate our collective efforts to ensure the sport grows and thrives globally.

One of the objectives for 2022 was to review and where required, restructure WSF Commissions. This exercise isn't quite complete, though we have made considerable progress and will soon be contacting Member Federations to help with the recruitment of specific expertise to support this process, as our Commissions are vital to our ability to deliver an ambitious strategy.

WSF's relatively new coaching commission has produced a coaching strategy to support the WSF strategy. Critical to the development of any sport, we are keen to ensure all nations who don't have their own coach education system have access to WSF coaching programmes and for coaches to become part of a more engaged global coaching community. An emerging new feature of the coach education programmes is a Squash57 module to support one of WSF's newest, most active and ambitious commissions.

We expect a relatively short AGM this year following an extensive agenda last year. Of significance is the seamless transition of the registration and Members from old (Isle of Man) to new UK company following last year's motion. We are anticipating some significant motions for next year's AGM, which require more detailed review, preparation and consultation with Members during the first half of 2023.

Finally, a sincere thank you to all who have contributed to WSF's activities over the last year, especially those who so willingly give their time entirely voluntarily. To the 4 WSF Vice-Presidents and the Continental Presidents, Athlete Commission Chairs, WSF commission chairs and members, National Federations, coaches, referees and the many volunteers, all of whom help to ensure our sport thrives.

To our PSA colleagues and other valuable partners with whom collaboration is critical to our strategic ambitions. Finally, to our small WSF Office team who have worked consistently long hours behind the scenes over the last 6 months to ensure WSF supports and responds to the various activities, enquiries and deadlines. This is a report on your collective achievements, which we greatly appreciate.

I am pleased to present this report to the 2022 AGM and to answer any questions you may have.

Sincerely



Zena Wooldridge OBE
President



**WORLD
SQUASH**



WSF

WORLD SQUASH FEDERATION

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Continental Vice-Presidents

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Jim O'Grady

Pan-America Francisco Paradisi

PSA Representative

Alex Gough

Athletes' Representatives

Sarah-Jane Perry

Saurav Ghosal

EXECUTIVE STAFF

Chief Executive Officer

William Louis-Marie

Operations Manager

Carol Hackett

Administration Coordinator

Sean Warden

Administrative Assistant (Part-time)

Rebecca Greaves

FINANCIAL REPORT 2021 – 2022

Please reference Annexure J1 for the Audited Accounts

OPERATIONS

The overall operational deficit of £24,363 is principally due to the following combination of factors; i) larger than expected cost of the VAT review, ii) legal advice for relocating the company registration to the UK; iii) unexpected cost for the transfer of the SPIN database back to Visual Reality; iv) the impact of the pandemic continuing to severely limit potential to generate sponsorship income; v) the WSO platform taking longer than anticipated to generate the anticipated level of fee-paying registrations, and vi) a significant increase in the cost of anti-doping services via the International Testing Authority (ITA).

The WSF has reserves of £10,000 in its liquidity account.

INCOME

The Federation's turnover for the year was £402,066. This was 8.2% less than budget but 13.8% greater than previous year. The major categories of income and their variances against budget were:

Membership Fees	£145,249	- down 1.5% on budget
Accreditation	£168,984	- up 0.4% on budget
SPIN Registration	£16,210	- up 60% on budget
Championship Rights Fees	£21,547	- down 26% on budget (cancellation of 2 events)

MEMBERSHIP FEES

The WSF's invoice from membership fees closed at £145,249 for the year, the slight reduction due to one member reducing from 4 vote to 2 vote category. The reduction will be redressed by the addition of three associate members who have applied for full one vote membership and one member re-joining after suspension ended in July.

ACCREDITATION & APPROVAL SCHEMES

WSF Accreditation, Approval and Certification fees for the year totalled £168,984. The WSF gratefully acknowledges the continued support of all companies who are part of the programme:

Companies with WSF Accredited, Approved and/or Certified Products:

Aacer Flooring	I-Mask
A Best Enterprises Inc.	Junckers Industrier A/S
Action Floor Systems LLC	Karakal UK
Armourcoat Ltd	Oliver Sports & Squash GMBH
ASB Systembau Horst Babinsky GmbH	Perfly (formerly Opfeel/Artengo)
Bauwerk Group (formerly Boen AS)	P360 (Protec)
CGG (GuoGuang Squash)	Prestige Sports Systems
Courtcraft Ltd	MR Price Sports
Courtwall GmbH	Prospec Ltd
CT Management GmbH (formerly CourtTech)	Rebound
Dunlop International Europe. Ltd	Ria Eyewear
Fiberesin Industries Inc.	Salming
Fu-Jen Chemical Co Ltd (Taiball)	Syncotts International
GSG B.V. (Glas Specialisme Gooiland)	Tarkett France
Hamberger Flooring GmbH & Co. KG	Tecnofibre
Harrow	Teuton
Head Sport AG	The Court Company
Huashen Rubber Co Ltd	Victor International GmbH
	Visual Reality

GRANTS & SPONSORSHIP INCOME

The International Olympic Committee contributes a Programme Development Grant of \$32,000, as part of its support for IOC Recognised International Federations. One third must be used in support of the WSF's Anti-Doping programme, the remainder used as match-funding for squash development. The WSF is grateful to receive all such support.

SQUASH PERSONAL IDENTIFICATION NUMBER

Squash Personal Identification Number (SPIN) Registration total income was £16,210. There was a significant increase in new registrations towards the end of the financial year coinciding with entries for World Junior and Masters Championships.

CHAMPIONSHIPS RIGHTS FEES

There was £21,547 Rights Fee income during the year, 26% down on budget due to the loss of two events in the first half of the financial year due to cancellation. Championships resumed second half of the year.

ACKNOWLEDGEMENT

The WSF gratefully acknowledges the indirect contributions made to its operations by Officers, Commission members and other volunteers. The President, Vice-Presidents and many Commission members make an indirect resource contribution to the WSF by committing many hours to pro bono work and using their personal telephone and email or those of their National Federation and/or private companies, which greatly assists the WSF's finances.

EXPENDITURE

Expenditure for the year totalled £426,429, down 2.3% against budget. The major categories of expenditure and their variances against budget were:

Salaries	£51,052	- down 10% against budget
Administration Overheads	£35,462	- down 27.4% against budget
WSF Commission/Activities	£97,221	- down 8.2% against budget
Professional Fees	£44,034	- up 53.7% against budget
Consultancy Fees	£93,012	- up 1.1% against budget

SALARIES

The salary line was reduced as a result of moving the CEO pension cost to the consultancy fee line as it did not form part of the payroll. The salaries total was then increased due to a part-time Administration Assistant being employed since February 2022, funded from the release of the Championship Coordinator consultant role.

ESTABLISHMENT COSTS

Establishment costs, which includes rent, rates, light, heat, repairs to property and depreciation of tangible assets totalled £9,470 in line with budget.

ADMINISTRATIVE OVERHEADS

Administrative overheads totalled £25,908, which includes items such as staff and office travel and expenses, membership subscriptions to international sporting organisation, AGM costs and IT support. The savings against budget is attributed to travel restrictions due to the pandemic and the reduced costs of holding the 2021 AGM virtually for which WSF sourced a much cheaper voting platform.

WSF COMMISSION EXPENDITURE

WSF Commission expenditure was £97,221; this slight decrease is mainly due to several initiatives being delayed until the next financial year due to COVID-19.

PROFESSIONAL FEES

Professional fees including Audit, Accountancy, Legal and Corporate Management (£44,034) was significantly over budget due to unexpectedly higher fees for the VAT review, legal advice on the company relocation and unanticipated fees for employment consultants (necessary for compliance).

CONSULTANCY FEES

This category was created to include consultants such as William Louis-Marie (CEO) and Charles Houlton (Championships Coordinator), as neither were salaried as they are not UK residents. Charles Houlton left the position in January 2022 and the CEO contract will become salaried from October 2022 on the advice of the auditor and employment consultants.

FINANCIAL CONTROL

WSF finances are handled from the Office, using XERO software, (changing from SAGE software on 1 January). An external bookkeeper was engaged from August 2021. Monthly management reports are produced for Board review to ensure overall control and performance against budget. The Governance & Audit Commission also review the monthly management reports. Azets the WSF's accountants provided financial advice and payroll services during the period, as well as assistance with the 2022 year-end process. A separate team carried out the Federation's annual audit in 2022.

PERFORMANCE AGAINST TARGETS 2021/2022

- a) Managed the WSF's accounting software, including transferring from Sage to Xero from January 2022.
- b) Sought continued and new funding from the International Olympic Committee (IOC), the Association of IOC Recognised Sports Federations (ARISF), sponsors and any other sources
- c) Expanded and improved marketing and sponsorship activities via strengthened commercial management of the CEO
- d) Improved quality and consistency of monthly financial reporting to the Board
- e) Reviewed contractual basis of CEO contract (from consultant to employee)

WSF BOARD REPORT 2021/2022

1. PERIOD OF THE REPORT

- 1.1. This report** covers the period between the 2021 and 2022 Annual General Meetings. However, due to publication timings, the report only includes information since the last report up to 31 August 2022. The WSF's financial year is 1 July to 30 June and the membership year is 1 January to 31 December.

2. WSF OFFICE & ADMINISTRATION

- 2.1. World Squash Federation Limited** continues to trade as a limited liability company in the Isle of Man (Company Number 079771C) following its incorporation on 1 July 1996.

- 2.2. Registrations.** There were no new Officers elected at the 2021 Annual General Meeting to be registered via Dixcart, the WSF's Isle of Man Management Company. Dixcart were provided with copies of the Annual General Meeting Minutes and the Audited Accounts for their records.

- 2.3. Premises.** The WSF continues to maintain its Administrative Office at 25 Russell Street, Hastings, East Sussex TN34 1QU.

- 2.4. Staff.** William Louis-Marie continued in the role of CEO.

Carol Hackett continued in the role of Operations Manager.

Sean Warden continued in the role of Administration Coordinator, also taking on the role of Championship Coordinator from February 2022.

Rebecca Greaves was employed as Operations Assistant, two days a week (Tuesday and Wednesday) from February 2022, funded from the previous Championships Coordinator role.

- 2.5. Data Protection.** The General Data Protection Regulations (GDPR) came into effect on 25 May 2018, defining how organisations must collect, handle and store personal information. These rules apply regardless of whether data is stored electronically, on paper or on other materials. To comply with the law, personal information must be collected and used fairly, stored safely and not disclosed unlawfully. The WSF maintains Data Protection, Data Breach, Lawful Basis for Processing Data, and Website and Cookie policies along with website Terms of Reference.

Everyone who works for or with WSF has some responsibility for ensuring data is collected, stored and handled appropriately. Each group or individual that handles or processes personal data must ensure it fully complies with this policy and data protection principles.

3. MEMBERSHIP

- 3.1 Membership Levels** of the WSF remained at 155 during the period, comprising 82 Full Members, 40 Associate Members and 33 Squash Links. Three associate members have applied to become full members at the 2022 AGM. Continental Federations are encouraged to make every effort to increase their membership, as this is an indicator of the health of the sport and its universality.

- 3.2 Continental Federations** continue to make a vital contribution to the growth and welfare of squash and the WSF Office maintains close contact with each of them. All five Continental Presidents serve on the Executive Committee. Following the lift of Covid-19 restrictions in many parts of the world, most of them have been able to hold their Continental Championships.

4. EXECUTIVE BOARD

4.1 Executive Board. WSF President Zena Wooldridge OBE and Vice-Presidents Karim Darwish, Sarah Fitzgerald, Debendranath Sarangi, and Pablo Serna served during the period.

4.2 Meetings. Due to continuous lockdown in some parts of the world and the inability of the Executive Board to travel, the Board held monthly e-Meetings, with additional meetings to address specific topics or urgent matters. A two-day hybrid meeting was held alongside the World Doubles in Glasgow, Scotland, April 2022.

4.3 Board Priorities. The Board's work and priorities have been largely driven by a) the 2022-25 WSF Strategy presented as part of the 2021 AGM agenda; and b) circumstances arising during the year which required timely Board actions. In that context, key areas of business covered by the Board during the year included the following:

4.4 Key Board Activities 2021/2022:

In addition to the Board's standard business activities such as monitoring finances, ensuring good governance, etc, the following are some of the key activities of the Board:

- a) Maintained the stability of the WSF in conjunction with Continents and Nations, providing support and ensuring a robust and sustainable staff structure
- b) Creation of an implementation plan to determine actions and priorities for the WSF strategy and monitor progress (owned by the CEO, monitored by the Board)
- c) Reviewed Commission structure and composition to ensure alignment with the WSF strategy. This is work in progress and due for completion in Q2 2022.
- d) Monitored the process for the relocation of the company registration from Isle of Man to UK
- e) Advised on the continuing discussions with PSA on the WSF-PSA partnership
- f) Addressed various questions and challenges associated with the hosting of Championships, including the cancellation of the 2021 Men's World Team Championships and the relocation of the World Doubles and World Junior Championships.
- g) Consideration of the reinstatement of the World Cup and introduction of a World Under 23 Championships, including proposed structure, format and timing
- h) Agreement in principle to investigate introduction of a World Under 17 Championship. Logistics still to be worked out and presented to the Board and Ex-Co
- i) Agreement to commission Onside to carry out a detailed analysis of the marketing and sponsorship potential of WSF Championships (completed June/July 2022)
- j) Consideration of how to best support the continuation of squash in existing multi-sport games and gaining entry into others. In that respect, WSF met with the CGF to input to its strategy on future Commonwealth Games, supported ASF in its bid to reinstate squash in the 2023 African Games and ESF with regard to the European Games. At the time of this report squash is also in discussions with the Los Angeles 2028 Games team.
- k) WSF Board and Office presence at all WSF World Championships, at The World Games and Commonwealth Games during 2022
- l) Decision made in conjunction with PSA, Athletes' Commission and European Squash Federation regarding Russian and Belarusian teams and players taking part in WSF and PSA events following the conflict with Ukraine.
- m) Met formally with the Executive Committee and 3 times informally with Continental Presidents to address items of mutual interest
- n) Monitored progress of the World Squash Officiating project in its first year of operation and considered solutions to early challenges, taking these forward into discussions with PSA to improve the effectiveness and efficiency of WSO
- o) Agreed partnership with Squash Levels to create the first world ratings system for squash
- p) Appointment of a part-time bookkeeper to prepare improved monthly monitoring reports alongside a move to a more appropriate financial management system
- q) Monitoring of the WSF risk register and actions required to mitigate risk
- r) Consideration of a major review of SPIN, to be carried forward into 2023
- s) Decision to set up task group to consider review of WSF voting structure (following up the 2018-19 review)

- t) Reviewed tender evaluation criteria and processes for WSF conference and Championships ~ more detailed review of championship tender processes to be undertaken post 2022 AGM
- u) Partnership signed with the Olympic Channel to offer exposure to our Championships onto the Olympic platform
- v) Consideration of the re-activation of Friends of World Squash

5. STRATEGY & COMMISSION STRUCTURE

- 5.1 Strategy.** Following the adoption of the new 2022-2025 Strategic Plan and the development of its implementation plan, the WSF has been able to launch different initiatives in addition to host the World Doubles, the World Juniors and the World Masters and participate to the World Games and the Commonwealth Games. The Continental Presidents have been deeply involved in the activities of the WSF as members of the Executive Committee. Our partnership with PSA has been instrumental to further develop WSO and gained the support of numerous member nations across the world. With less restrictions around the world, the Board is confident in the WSF capacity to successfully deliver its Strategic Plan
- 5.2 The structure of WSF Commissions** has been reviewed in recent months to fully align with the Strategic Plan. The implementation of the changes is not yet complete. Different working groups have also been established to address specific issues under a strict timescale.
- 5.3 Operational Outline for Commissions.** Each Commission Chair (normally a specialist in the field) reports to the Board via the Board appointed liaison on the Commission (the WSF President, a Vice President or the CEO) and the WSF Office. Commission members are proposed by the Chair, Continental Federations and/or the WSF Office for review by the Board. Chairs are required to submit reports to the Board twice a year as a minimum.
- 5.4 Selection of Chairs & Members.** The WSF plans to ask Member Nations to submit nominations for new members based on the particular capabilities and expertise specified in each commission's terms of reference. Commission membership will be reviewed every two years.
- 5.5 Commission Chairs' Responsibilities:**
- Proactively manage their Commission's activities
 - Provide six-monthly reports to the Executive Board for their consideration
 - Attend the WSF Conference (either in person or virtually), if required to do so, to present their activities from the past year
 - Provide a report for the Board's annual report to the AGM
 - Identify areas of action for the Commission and recommend strategy and plans to the Board
 - Provide an outline of, and budget for, the following year's anticipated activities
- 5.6 Commission Meetings.** Routine business is carried out by email, although all Commission Chairs are encouraged to hold an e-meeting at least once a year.
- 5.7 Performance against Targets 2021/2022**
- a) Secured vacant/new Commission Chairs when needed ~ work in progress
 - b) Monitored the work of WSF Commissions
 - c) Consulted on relevant business items
 - d) Reviewed Commissions structure to ensure a better alignment with our Strategic Plan (to be completed in 2022 Q4)

COMMISSION ACTIVITIES

1. ANTI-DOPING

- a) **WSF's Anti-Doping Commission** was disbanded in 2020 and the ITA now undertakes all aspects of anti-doping. Dr Anne Smith, Chair of Medical Commission is the WSF liaison with ITA.

The following is the summary report for 2021 produced for WSF by ITA

The International Testing Agency (ITA) has implemented a comprehensive intelligence-led and risk-based testing program on behalf of the WSF throughout 2021. The ITA coordinated 35 out-of-competition (OOC) test attempts, collecting 29 urine and 11 blood passport samples.

Of the 35 OOC test attempts, six resulted in an unsuccessful attempt; accounting for 17% of the WSF's OOC testing program. It is worth mentioning that the unsuccessful attempt rate is higher than other international federations which have delegated their testing program to the ITA. Whilst the higher unsuccessful attempt rate may be a result of lower test numbers under World Squash's testing authority, the ITA recommends to further reiterate across all testing pool athletes, the importance of submitting and updating accurate and reliable whereabouts information to enable no advance notice testing.

The COVID-19 pandemic had a significant impact on the international squash calendar; therefore, the majority of in-competition testing was coordinated at PSA events such as the World Championships, British Open, and Black Ball. In total, 40 urine samples and 2 blood serum samples were collected in competition under the testing authority of World Squash. Furthermore, WSF met all mandatory minimum level of analysis requirements of the Technical Document for Sport Specific Analysis (TDSSA) in 2021.

Since the start of the COVID-19 pandemic, the ITA has adopted additional safety measures in line with WADA's updated COVID-19 guidelines to protect the health of athletes whilst maintaining an effective anti-doping program on behalf of WSF. Despite the ever-adapting healthcare guidelines in specific countries during 2021, the ITA is pleased to highlight that testing activity increased from 2020 to 2021 to pre-pandemic levels.

In 2021, the ITA's primary focus was the successful transition of all anti-doping activities from the WSF to the ITA, including the implementation of the in-competition testing program, testing pool management, education activities, therapeutic use exemption management, and the development of the WSF risk assessment. The ITA has also forged a successful partnership with the Professional Squash Association to ensure that doping control is well-organised at events under World Squash's testing authority. ITA is pleased by the current collaboration with the WSF and PSA, by the additional resources available for the 2022 in-competition testing program, which can only benefit clean sport in squash.

Despite many successes in 2021, the ITA is constantly working to improve the WSF's testing program. During the WSF meeting on September 21, 2021, the ITA identified a potential gap in testing elite international level squash players, with 22% of the top 20 players in the PSA world rankings not being tested in 2021. With increased testing resources for the 2022 testing program and increased collaboration with NADOs, the ITA hopes to reduce this gap and ensure athletes in the top 20 are rigorously tested as per the World Squash Federation's risk assessment. Furthermore, the ITA has proactively listened to the feedback WSF provided and will ensure that testing is distributed not only based upon performance but also focuses on other risk factors identified as part of the risk assessment.

Finally, the ITA will focus on further developing its relationship with well-established NADOs to optimise the distribution of WSF resources and incorporate intelligence-led testing at WSF and PSA events. The goal will also be to encourage less-established NADOs to consider increasing the levels of testing (and other anti-doping activities such as education) for elite international level athletes.

Performance against Targets 2021/2022

- b) Fully supported webinars organised by ITA and WADA to educate our community on all issues related to anti-doping including during our World Championships
- c) Full support provided by Medical Chair Commission with the production of SOP for all planned events.
- d) Election of Derek Ryan as ITA Ambassador



2. ATHLETES

2.1. The Athletes' Commission, which is managed in partnership with the PSA, is jointly chaired by Sarah-Jane Perry and Saurav Ghosal who replaced Ali Farag. The Commission has been consulted on various questions including the inclusion of Russian athletes, athlete representation on other sporting bodies, transgender inclusion etc. The AC Chairs are members of the WSF Executive Committee.

2.2. Performance against Targets 2021/2022

- a) Provided a forum for athletes' perspective to inform WSF decisions where appropriate
- b) Informed athletes about WSF activities
- c) Supported the WSF with the administration, promotion and development of squash
- d) Considered issues related to athletes and provide advice to the WSF
- e) Engaged with projects that protect and support clean athletes on and off the field of play
- f) Represented the rights and interests of athletes from Grass Roots to Masters
- g) Consulted with athletes in the evaluation of the Rules and Regulations of Squash and provide feedback to the WSF



3. CHAMPIONSHIPS

3.1 Championship Regulations are periodically reviewed and general Championship matters were discussed and decided via email communication amongst members of the Commission.

3.2 World Championships (August 2021 – July 2022)

Due to the continued global impact of the pandemic, world championships scheduled for late 2021 and early 2022, were either postponed or cancelled. As the quarantine requirements of most nations were relaxed in 2022, we started to see a resumption of world events from Q2 of 2022:

- a) WSF Men's World Junior Team Championship 2021 – Egypt (Cancelled)
- b) WSF World Masters Squash Championships 2021 – Poland (Cancelled)
- c) WSF Men's World Team Championship 2021 – Malaysia (Cancelled)
- d) WSF World Doubles Championships – Glasgow, Scotland (5 – 9 April 2022)
- e) World Games – Birmingham, USA (13 – 17 July 2022)
- f) Commonwealth Games – Birmingham, England (28 July – 8 August 2022)

3.3 Performance against Targets 2021/2022

- a) The WSF Office has done well to secure hosts for the postponed 2021 World Doubles and 2022 World Junior Championships during challenging times.
- b) The WSF Office provided tender documentation and liaised with National and Continental Federations regarding the allocation and relocation of Championships.
- c) The WSF Office has worked closely with hosts to ensure the World Doubles Championships, World Games, Commonwealth Games World Junior and World Masters' Championships took place successfully.
- d) The World Calendar continues to be updated on a regular basis, with plans progressing for a more integrated and better co-ordinated global calendar across WSF, Continents and PSA.
- e) Championship Regulations continue to be reviewed.

3.4 Championship Commission Objectives

- a) Maintain, improve and enforce WSF Championship Regulations
- b) Ensure hosts for a full range of WSF World Championships
- c) Review and recommend changes to the tender documentation and process
- d) Provide sound recommendations on WSF Championship tenders
- e) Assist with the efficient planning, marketing and running of all World Championships
- f) Specify standards for the delivery of World Championships
- g) Advise the Board on competitive structures for all events, including Major Games and proposed new events
- h) Advise the Board on player eligibility
- i) Coordinate the World Calendar and support the emerging integrated calendar with PSA
- j) Oversee seeding for all World Championships, in conjunction with Junior and Masters Commissions
- k) Advise the Board on competitive structures and competition formats.
- l) Lead on a programme for the development of existing and potential new Technical Delegates for all World Championships, to enhance the sport's capability and capacity to deliver high quality events.



4. COMMERCIAL

WSF's Commercial Commission has been reviewed to better align with the WSF 2022-2025 Strategic Plan. New terms of reference will be followed by appointment of a chair and members. Its objectives will be based on assisting the WSF in marketing and commercial matters including sourcing new revenue streams. It will also be asked to consider branding of WSF's assets and how to better capitalise on the value of Championships with the return of a full Championship programme anticipated from 2023.

Despite Doubles, Juniors and Masters' World Championships taking place at short notice and in a period of continued uncertainty, the embryonic partnership with the Olympic Channel has already provided a small but valuable financial contribution in addition to offering great exposure to our sport and its sponsors.



5. COMMUNICATIONS

The Communications Commission WSF has continued to put greater emphasis on the activities of its Member Nation Federations in order to publicise best case studies and give them more visibility on our social media channels

Consequently, the Communication Commission mission will be reviewed and integrated into a marketing Commission in order to ensure a stronger alignment with the 2022-2025 Strategic Plan. However, the WSF Board will consider working with squash experts within our community should we need to address specific Communications matters.



6. COURTS & EQUIPMENT

6.1 Composition. Tom Oldroyd has been in the position of Chair since January 2019. There has been reduced capability to travel in 2021 due to COVID travel restrictions, In 2022 there has been more travel, but not yet unrestricted travel to all regions.

6.2 Technical Queries. The Squash Court Specifications are published on the WSF website and are also included within many National Federation's sites. Technical enquiries usually originate from the website and almost without exception are processed by email, occasionally by further phone calls. Every enquiry received during the year was satisfactorily dealt with by directing the enquirer to an electronic version of the Court Specifications or by referring more complex issues to the Commission Chair.

6.3 Specific topics : technical queries from National Federations and individuals; construction details of new flooring wall panels; new glazed court construction; testing new retro fitted glazed wall panel; new door squash court hardware manufacture; enquiries on wall reflection and lighting levels; enquiries on court markings; assessing new protecting eyewear and looking at consolidating standards from different regions; continuing the testing of squash balls to ensure that the WSF standards are up to date. There has been a site visit to Bratislava for a court inspection. Enquiries originated from all geographic regions including Poland, Kosovo, India, China, Australia, Denmark, Russia, France, US and the UK.

6.4 The Court Specifications. The current court specifications remain unchanged.

6.5 Development. The Commission has been liaising with several companies and pushing forward the development of a new type of temporary squash court to help develop the sport to a wider market. Portable court innovation has progressed this year with the fabrication of several Perspex courts which have been showcased in the Commonwealth Games and other high profile tournaments. WSF has been liaising with companies developing an inflatable court. There has also been liaison with a flooring company to look at partnering with these companies to produce a coherent solution.

6.6 WSF has been liaising with various WSF accredited companies including some Padel companies to develop an affordable and robust external squash court. WSF is also liaising with PSA to ensure that a coordinated strategy is progressing as this is an important arena of innovation.

6.7 WSF has been liaising with other Architects to assist with setting up innovative development ideas for the future of squash court design in future projects. Squash has now been included in the IOC IPC IAKS Architecture Prize for students and young professionals in the upcoming awards. WSF will be involved in this competition and process

6.8 WSF Accredited Products. The Chair has been very active during the year, answering queries from court owners and specifiers regarding WSF accredited products. The WSF only endorses accredited products in the construction or refurbishment of squash courts. The pages on WSF accredited products and companies on the WSF website are amongst the most visited of the site and provide a valuable information resource for all builders and specifiers of squash courts. The list for 2021-22 is as follows:

- Acer Cush I, Acer Cush I Plus, Acer Flex Tri Power, Acer Anchored Power Sleeper System, Acer Channel System
- A Best "Doubleplay" Standard Glass Back Wall and Door
- Action Cush I, Action Cush II, Action Cush II Plus, Action Thrust and Pro-Action Thrust Squash Court Flooring System
- Armourcoat Squash Court Plaster
- Armourcoat Sounding Board System
- ASB All-Glass Court
- ASB Squash System Court Walls & Rainbow Court
- ASB Moveable Walls
- ASB Glass Back Wall
- ASB-Haro Sports Model Melbourne 65 Flooring
- ASB SportsFloor
- ASB LED Squash Court Lighting
- ASB Adjustable Tin
- ASB PermanentGlassWall
- Boflex Squash
- Arenaflex Squash
- Singleflex Squash
- CGG All-Glass Court
- CGG Court Floor
- CGG Court Lighting
- CGG Height Adjustable Tin
- Courtcraft 'RENOV8' Squash Court Wall Panel System
- Courtcraft 'INNOV8' Squash Court Wall Panel System
- Courtcraft 'INNOV8' Squash Court Moveable Side Wall
- Courtcraft Height Adjustable Tin

- Courtcraft LED Squash Court Lighting
- Courtcraft/Junckers Squash Court Floor
- Courtcraft Glass Back Walls & Doors
- Courtwall 28mm Front Wall & 21mm or 28mm Side Wall Squash Court Panels
- Courtwall All-Glass Court
- Courtwall Glass-Back Walls
- Courtwall Plaster System
- Courtwall Moveable Side Wall
- Courtwall-Boen Squash Flooring
- Courtwall Sound Board
- Courtwall LED Lights
- Courtwall X-Panel
- Courtwall System 4.0
- CT System Walls
- CT Glass Back Walls
- CT 4-Sided Glass Court
- CT Moveable Side Wall
- CT Pro Squash Floor
- CT Height Adjustable Tin
- CT LED Lighting
- Ellis Pearson Glass Back Walls
- Fiberesin 38mm Front Wall & 28mm Side Wall Racquetball/Squash Court Wall Panels
- GSG HM Type 95.1 Door & Type 95.1 Door Disabled Access, 95.2 & Type 95.2 Disabled Access, Type 95.2 COCO-B & Type 95.2 COCO-B Disabled Access, Type 95.4 & Type 95.4 Disabled Access, Type 95.4 Coco-B & Type 95.4 COCO-B Disabled Access, Type 95.6 & Type 95.6 Disabled Access
- HARO Sports Model Melbourne 65 Flooring
- Panelized Squash Courts
- Prestige Resi-Sleeper, Resi-Panel, Bi-Power Sleeper, Bi-Power "D-B" (Double Batten) Sleeper Modified, Bi-Power Sleeper Modified, Bi-Power Channel and Bi-Power Panel and Universal Air Portable Flooring Systems
- Rebound Plaster
- Rebound 'Sport 2000' Squash Court Paint
- SylvaSquash Flooring System
- Syncotts Synplast Squash Court Hard Plaster
- Syncotts Glass Back Wall
- Syncotts Wall Panel System (Accreditation Pending)
- Tarkett Multiflex M and Proflex M Floors.

6.9 WSF Accredited Companies. These are companies that offer the essential components of the complete court - four walls, floor, tin and lighting – that are independently or collectively WSF Accredited. A company may use the WSF Accredited products of another company as part of their overall components.

WSF Accredited Companies during 2021-22:

- ASB
- Courtcraft
- CT (CourtTech)
- Courtwall

6.10 Ball Specifications.

- Squash: There was a minor modification to the description of the speed of squash balls in 2021.
- Squash 57: There have been some minor changes to the performance specification of the Squash57 ball. Further testing is taking place with results to be agreed and published in the next few months.

6.11 Approved Balls which have been tested to meet WSF Specifications are:

- Dunlop XX Yellow Dot Championship Ball
- HEAD Sport AG Yellow Dot Ball
- Huashen Double & Single Yellow Dot Balls
- Karakal Squash Ball
- MR Price Sport Maxed Ball
- Perfly (formerly Opfeel) SB 990 Ball
- Perfly (formerly Opfeel) SB 960 White Ball Single Yellow Dot
- Taiball Yellow Dot Ball
- Tecnifibre Squash Ball
- Victor/VICTEC Doppel-Gelb Ball

The Dunlop XX Yellow Dot Championship Ball is the WSF Adopted Ball for use in all WSF and Continental Championships.

6.12 Racket Specification. The WSF has liaised with racket manufacturers in the last 12 months and explored their idea of updating the specification for rackets. In the current COVID climate it has been decided to postpone the update of the racket specification.

6.13 WSF Approved Rackets. This programme has been postponed.

6.14 Performance against Targets 2021/2022

- Ensured compliance with specifications for courts, rackets and other equipment
- Technical queries were answered promptly
- Technical support was provided to accredited companies and their customers
- Support provided to the product and company accreditation programme.
- The squash court specifications has been updated as necessary
- Applications for new accreditations were processed satisfactorily.
- Development of a new type of temporary squash court construction.
- Technical information for WSF accredited products has been updated promptly.
- Progress on the development of a new type of temporary squash court, which is on-going.
- The Squash 57 ball approval and certified eyewear programmes is under review.
- Accredited wall testing requirements continue to be tested via site visits.
- Developing the link between WSF court specification and the accredited companies on the WSF website has not been progressed.
- Outdoor squash continues to be developed.
- WSF has continued to promote technological developments in squash and squash57.



7. DEVELOPMENT

Performance against Targets 2021/2022:

- a) Development and dissemination of relevant resources to National Federations and others, via the WSF website has progressed; **IN PROGRESS**
- b) giving templates and ideas for a range of introductory, school and other programme models that are made available for the sport to review, adapt and use Not Completed
- c) Study squash participation of the World University Championship and find out the ways that WSF can help the National Federations to support this event, ultimately aiming to bring squash into World University Games **IN PROGRESS**
- d) Exploring the possibility of taking the lead in developing “University Circuit” in coordination with FISU at a global level. To be covered by the Championship Commission
- e) Initiate a World Development Conference to provide an interchange of ideas and initiatives
- f) Liaise with Regional Federations on possible joint opportunities to support nations in the development field **IN PROGRESS**
- g) Assisting Nation Federations with squash development programmes in conjunction with Continental Federations, as and when requested has taken place.

8. DISCIPLINARY

8.1 Cases. It is usual for the Commission to deal with some disciplinary matters following each World Championship. These typically arise from conduct strokes that are awarded during an event, they are not generally significant matters but can also involve ancillary matters such as late withdrawals. During the period of the report there were no matters that involved the disciplinary commission.

8.2 The **Integrated Disciplinary Procedure** was not utilised during the period.

8.3 Performance against Targets 2021/2022

- a) There were no disciplinary incidents
- b) It was not necessary to update the WSF Code of Conduct during the period
- c) Mutual Recognition of Penalties via an Integrated Disciplinary Panel in conjunction with PSA and Continental Federations required no refinement
- d) Maintained development of offence benchmark penalties

9. ETHICS

9.1 The Ethics Commission received no complaints during the past year. The Chair was engaged in a couple of conversations to provide advice in respect of possible ethical matters, but none reached the threshold nor was the subject matter appropriate for any ethical procedure to be taken. The Commission met to discuss possible amendments to the Code of Ethics, and determined to await the Working Party’s report on conflict of interest before embarking further.

9.2 Performance against Targets 2021/2022

- a) Maintained the framework of ethical principles
- b) There were no complaints raised to investigate
- c) Agreed to await the Working Party report on conflict of interest before undertaking any further review of operational procedures.
- d) As in (c) await the mentioned report before commencing a further review of the Code of Ethics.

10. GOVERNANCE & AUDIT

10.1 The G&A Commission was established in mid-2017. Consistent with its title, its key accountabilities were monitoring and improvement of audit and financial control; budgeting and reporting; risk management and control; and governance and compliance with the laws and regulations.

The Chair of the Commission is David Mandel, and the Board Liaison is Zena Wooldridge. Other members of the Commission are Janet Sairsingh who has been a member of the commission since inception and Steven Indig who has just announced his retirement. The CEO and Operations Manager are ex-officio members.

10.2 Performance against Targets 2021/2022

- a) Supported the staff in transition to an outsourced bookkeeper and help to onboard them.
- b) Continued to provide advice to the Executive Board on a range of options to adjust for the effects of travel restrictions due to Covid 19 in general and the 2021 AGM in particular.
- c) Maintained the improvement in the quality of the monthly accounting reports and the year-end accounts, and fully implement cash flow forecasting, to the package.
- d) Enhanced the budgeting process, including adding capital budgeting.
- e) Continued to improve the relationship with the Auditors, including their confidence in the solvency of the WSF, while building the in-house capacity to produce annual accounts to reduce costs.
- f) Maintained and updated the new risk register for the WSF to which we added mitigation strategies and had it all approved by the Board
- g) Determined that registering for VAT would be a compliance exercise and worked through the analysis of how far back registration should have occurred.
- h) Continued work on relocating the Country of Incorporation of the WSF from the Isle of Man to England. This is intended to achieve cost savings and ease the administrative burden on the WSF staff. While Incorporation is now complete, the transfer of business is yet to occur.
- i) Assisted in the roll-out of actions to identify and manage Conflicts of Interest across the Commissions and committees of the WSF.

10. JUNIOR

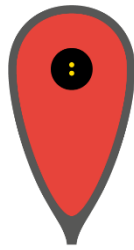
10.1 The Junior Commission continues to advise on matters relating to junior squash generally; recommend specific rules and regulations for junior squash; coordinate world junior rankings and assist with the seeding process for junior events.

10.2 With the 2022 World Junior Championships originally awarded to St Petersburg, the WSF was extremely grateful to France for kindly stepping in and agreeing to run the event at short notice in Nancy in August. It is pleasing to see how many entries were received and a record number of teams in the Boys event. We welcome the news that the 2023 Championships will be held in Australia.

10.3 Under 23 Championships: The Junior Commission voiced concerns about introducing an Under 21 or Under 23 Championships.

10.4 Performance against Target 2021/2022

- a) Continue to advise on matters relating to Junior Squash generally and be responsible for the seeding of World Junior Championships – **IN PROGRESS**
- b) Ensure the first-time host of the 2022 World Junior Championships, Russia, receives the necessary support. On the relocation of this Championship to France, the Commission provided support especially for the seeding of the players. **COMPLETED**
- c) Work with the Continents and PSA to enable the proposed WSF World Junior Tour to be successful. It is hoped that it will be launched once Junior events resume again and that this will eventually lead to a more accurate world ranking and seeding system – **IN PROGRESS** – to be reviewed after World Juniors as events had not taken place over the last two seasons.
- d) To collaborate with the Championships Commission to update/amend Rules and Regulations of World Junior Championships – **IN PROGRESS**



WSF MASTERS TOUR

11.MASTERS

- 11.1 The Masters Commission** provided considerable support in the preparations for World Masters 2022 including recommending selection of the Technical Delegate acting as the event Seeding Panel.
- 11.2 Masters Tour and Ranking System.** As previously reported the WSF Masters Tour website has not been sufficiently managed and updated. Details and registration links are currently hosted on the main WSF website <https://www.worldsquash.org/calendar/wsf-world-masters-tour/> while issues with the Masters' Tour website are resolved. Further assistance from WSF is requested to ensure that, National and Continental events automatically register and have link to Masters' Tour site and use Tour logo within collateral.
- 11.3 Ranking** The Seeding Panel for the WSF World Masters 2022 used extensive data compiled by Garry Irwin over several years to establish seeding for all event draws.
- 11.4 World Masters Championships 2022.** The WSF Masters Championship is being held from 21-27 August 2022 at Hasta La Vista Club, Wroclaw, Poland.
- 11.5 Performance against Targets 2021/2022**
- Develop and promote the World Masters Tour to National Federations and Event Organisers – Rolled over to 2022/23 due to COVID disruptions.
 - Improve wsfmasters.com profile and content and actively support social media feeds - Ongoing
 - Developing a Ranking System to support international/major events and provide a global reference for players has progressed with the seeding process for the 2022 Championships and will be reviewed and refined going forward.
 - Provide support for the World Masters Championships 2022, including establishing seeding panels
 - The Commission has provided advice on matters, rules and regulations related to Masters Squash as and when requested by WSF.
 - Liaise with WSF CEO to consider sponsorship opportunities for Masters Tour events and www.wsfmasters.com - Ongoing
 - Support the organisation of the squash competition at the 2022 World Masters Games held in Japan – Cancelled until May 2027



12. MEDICAL

- 12.1 The Medical Commission** comprises Doctor Anne Smith (Chair) and member Derek Ryan. Its remit is to respond to any medical or scientific questions that arise from the WSF CEO, WSF Commissions or the Executive Committee.
- 12.2 COVID-19 and how it affects squash.** Doctor Smith continued to provide advice on the SARS-COV-2 virus causing COVID-19, how it is spread, prevention and why it has a significant potential effect on the game of squash.
- 12.3 Performance against Targets 2021/2022**
- Responded to requests for medical and scientific information in a timely manner
 - Represented the WSF on ITA/WADA Forums

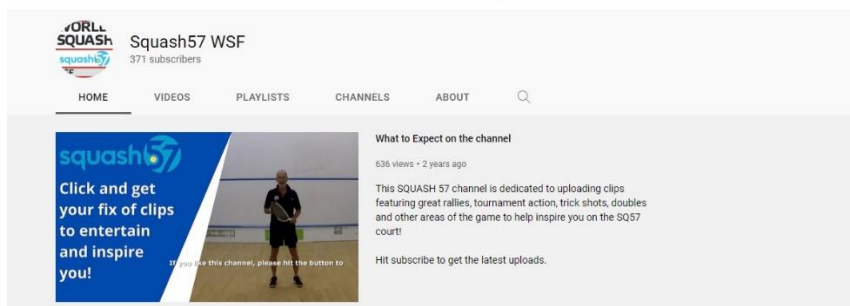
13. RULES

- 13.1 Membership and Structure.** During 2021-22 the WSF Rules Commission membership comprised: Chair - Michael Collins; Members - Lee Drew, Srikanth Seshadri and Leonardo Arozena.
- 13.2 Activity during the period.** No physical meetings of the members were possible and so all communications and discussions took place via email and zoom meetings.
- 13.3** The Commission completed its survey conducted worldwide for suggestions and proposals relating to the updating and improvement of the WSF Doubles Rules. A dedicated workgroup was then created to discuss and develop any suggestions and proposals considered to be in accordance with the mandate to improve the current Rules.
- The Commission then drafted extensive new rules which both updated and streamlined the current Rules and prepared a resolution for the WSF Board in support of the amendments. The Commission Chair attended the AGM to present the resolution and background reasoning and necessity for the proposed new Doubles Rules. The resolution was adopted by the required majority without any objections.
- The Commission Chair together with Roy Gingell as WSF Director of Refereeing and Lee Drew prepared a webinar for referees, players, coaches and managers in preparation for the World Doubles to be held in Glasgow. The Commission Chair was appointed and acted as the Tournament Referee at the World Doubles in order to further prepare the referees, players, managers and coaches become familiar with and implement the new rules as intended.
- 13.4** Whilst at the Commonwealth Games in Birmingham the Commission Chair assisted the Tournament Referee John Massarella to inform all the manager and coaches present of the new rules and assist the referees where possible to achieve consistency in application thereof.
- 13.5** As the WSF website "Frequently Asked Questions" was discontinued the Chair continues to respond to individual rules interpretation queries forwarded to him by the WSF office. The Commission received numerous rules related queries during the year from many of the squash playing countries which were resolved and clarified. The Chair frequently assists squash publications with general queries and the formulation of rules related quiz questions and answers
- 13.6 Performance against targets 2021-2022**
- The Commission managed to complete its mandate to update and improve the WSF Doubles Rules as indicated above in order to submit a resolution to the WSF Board for approval at the AGM which was duly adopted.
 - The Commission has not completed identifying all instances of discrepancy between WSF and PSA rules and highlight these in the standard WSF rules. This will be carried forward and when finalised will be published as an annexure to the Rules of Squash
 - The opportunity did not arise to hold a Commission workshop to prepare submissions for further rule changes for adoption by the AGM.



14. SQUASH 57

- 14.1 The Commission:** Stable with active members on both sides of the Atlantic. Commission Focus Areas (in addition to the IN PROGRESS items below)
- 14.2 Network:** Continued to grow our global network of Squash57 representatives and enthusiasts and our Squash57 YouTube channel has grown significantly (all metrics) over the past year.
- 14.3 Marketing/Promoting Squash57:** the WSF has relied on the Squash57 Commission promoting Squash57 through limited social media channels. Squash57 should be being played in as many squash playing nations as possible. Despite the pandemic progress has been made in particular the PanAmerican continent and through articles in Squash Player Magazine. As Squash57 is critically important to reach out to new audiences and increase the occupancy rate of squash clubs, the promotion of Squash57 across our community should be enhanced according to the budget possibility. The presence of Squash57 matches/exhibition will also be considered in our upcoming World Championships.
- 14.4 Performance against Targets 2021/2022**
- a) **Balls: new specifications for Squash57 balls: NOT COMPLETED** – due to the ongoing pandemic and raw material supply challenges for manufacturers this item is still outstanding. We have engaged a new testing lab and both BLACK & BLUE balls will hopefully be testing in October 2022 resulting in upgraded specifications.
 - b) **Coaches:** develop FastPath (for squash existing coaches) **IN PROGRESS** (nearing completion) and Level-0 (for new coaches) coaching qualifications for Squash57 (2021 Q4) **NOT COMPLETED**. A challenge for the Squash57 Commission has been that our initiatives have been dependent not only on our own resourcing but also on successful deliveries from other commissions to kick-start our work.
 - c) **Rules:** re-publish the detailed Squash57 rules with clearer wording for marking/refereeing (2021 Q4) **COMPLETED**
 - d) **WSF Survey:** actively participate and sign-off on the Squash 57 questions within the survey (2021 Q4) **COMPLETED**; use the results of the survey to evolve the Squash57 Commission's Forward Plan (2022 Q1) **IN PROGRESS**
 - e) **Competitions:** push forward with continents willing to host Squash57 events (ongoing) **IN PROGRESS**. Competition organisers are consistent in saying that they do not have the court time to run parallel events but we are making progress towards having exhibitions and clinics. In addition to this, Tim Baghurst has persuaded the organisers and sponsors of the 3WallBall World Championships in Las Vegas to include Squash57 in October 2022.



World Squash

COACHING

WSC

15. WORLD SQUASH COACHING - WSC

- 15.1 Coaching Commission:** Chair – Sarah Fitz-Gerald, Members – Jenny Denyer, Keir Worth, Ashraf Hanafi, Karen Cagliarini, Michael Khan
- 15.2 World Squash Coaching Panel:** The panel comprises: Programme Manager - Michael Khan, Members - Jason Fletcher, S. Maniam and Colin White.
- 15.3 WSF Continental Course Managers.** The following coaches were appointed as Continental Course Managers: Asia – Jovi Au; Africa – Liz Mackenzie; Pan America – Esteban Casarino; Oceania – Jason Fletcher; Europe – Michael Khan.
- 15.4 Performance against Targets 2021/2022**
- WSC coaching resources are now accessible for all registered coaches via Tournament Software. A Facebook page for accredited coaches has been setup in addition to regular Coaching Newsletter distributed.
 - A total of 25 courses of all levels were run across all continents, including the first ever L2 course in Africa (Nigeria)
 - The possibility of running a physical conference is currently being evaluated.
 - Tutor training took place in Egypt, Australia and Switzerland.
 - WSC is working closely with Australia, Egypt and Nigeria in order to align their programmes with the WSC programme.
 - Continuous partnership with SquashSkills for the Foundation Course





16. WORLD SQUASH OFFICIATING - WSO

- 16.1 WSO Project.** The WSO project launched fully on 1 July 2021, included rules, video resources, online education, training portal, current line of thinking and rules interpretation. Core operational problems have been at the forefront of this project during the last year in particular staffing, financial, operational and governance issues. The project has been delayed further with level 4 and Level 5 along with Appraisal module now forecasted for 2022-23.
- 16.2** During the year, the advisory board, made up of members from each continent, along with PSA representatives, met on a limited basis only, with advisory board membership currently being reviewed in readiness for 2022-23.
- 16.3 PSA Relationship.** We have continued to work closely with the PSA to develop collaboration on all refereeing issues especially within the WSO project. This also includes discussion on majority of proposed event appointments, referee development, event issues and match appointments which are yet to fully restart in all continents as the COVID-19 pandemic restrictions continue to ease.
- 16.4 General support.** This has continued to be provided to all WSF events with regards to all aspects of refereeing especially World Games, CWG 2022, World Masters 2022, World Junior Ind/Teams 2022; Communication with many Continental and National Federations in respect of the migration to the WSO website has continued to develop with more than 22 member Nations registered.
- 16.5 Performance Against Targets 2021-2022:**
- a) Review Governance, Financial and Operational procedures - **IN PROGRESS**
 - b) Continue to encourage and support Continental and National Federations with migration on to WSO platform- **IN PROGRESS**
 - c) Complete Level 4 and Level 5 modules **NOT COMPLETED**
 - d) Develop Appraiser (Assessor) and Mentor resources within WSO **NOT COMPLETED**
 - e) Provide multi language access **NOT COMPLETED**
 - f) Facilitate development of referee pathway plans with Continental and National Federations, linking to current WSO Strategic Plan **IN PROGRESS**
 - g) Agree launch date of Phase-2 of WSO **COMPLETED**
 - h) Collaborate with Rules Commission on review of International Doubles rules for AGM 2021 **COMPLETED**

WSF COMMISSION MEMBERSHIP

As of 1 August 2022

Anti-Doping

ITA Liaison: Dr. Anne Smith

Athletes' Joint Chair

Sarah-Jane Perry
Saurav Ghosal

Members

Sarah Cardwell
Catherine Giachino
Faraz Khan
Joelle King
Hollie Naughton
Eain Yow Ng
Juan Vargas
Nilo Vidal

Championships

Chair: Tony Choi
Board Liaison: William Louis-Marie
Hardball Liaison: Graham Bassett
Members: Tommy Berden
Kim Clearkin
Madeline Perry
Cyrus Poncha
Yvon Provencal
Thomas Troedsson
Wayne Werder

Commercial

Chair: William Louis-Marie
Members: Sergio Becerra
Otto Kalvø
Guven Karakus
Kevin Klipstein
Matthew Osmon

Communications

Chair: Julie Marks
Board Liaison: William Louis-Marie
Members: Nick Davies
Howard Harding
Walter Kúpfer
Alex Wan

Courts & Equipment

Chair: Tom Oldroyd
Board Liaison: TBC
Members: Craig Archer
Chris Herridge
John Holland
Dr. Kim Jebodhsingh
Andy Malley
Jim O'Grady

Development

Chair: Emily Mak
Board Liaison: TBC
Members: Karen Anderson
Kevin Klipstein
John Milton
Chris Peach

Disciplinary

Chair: Gerard DeCourcy
Board Liaison: William Louis-Marie
Members: Ken Stillman
Cedric Tyen

Ethics

Chair: David Howman
Members: Alison Burchell
Keith Flavell
Gerard Monteiro
Borris Vittoz

Governance & Audit

Chair: David Mandel
Board Liaison: Zena Wooldridge OBE
Members: Steve Indig
Janet Sairsingh

Junior

Chair: Jackie Robinson
Board Liaison: William Louis-Marie
Members: Andrew Cross
Mustafa Khalifa
Shelley Kitchen
Lee Drew
Cyrus Poncha
Vedran Režić
Harry Smith
Masoud Soleimani

Masters

Chair: Malcolm Kerr
Board Liaison: Sarah Fitz-Gerald
Members: Angelique Clifton-Parks
Garry Irwin
Richard Millman
Wayne Seebeck
Pavel Sladacek
Nick Taylor

Medical

Chair: Dr. Anne Smith
Board Liaison: TBC
Members: Derek Ryan

Rules:

Chair: Mike Collins
Board Liaison: William Louis-Marie
Members: Leonardo Arozena
Lee Drew
Srikanth Seshadri

Squash 57

Chair: Patrick Osborn
WSF Liaison: William Louis-Marie
Member: Tim Baghurst
John Cordeaux
Mark Fuller
Lolly Gillen

World Squash Coaching

Commission

Chair: Sarah Fitz-Gerald
Members: Karen Cagliarini
Jenny Denyer
Ashraf Hanafi
Keir Worth
Michael Khan

Tutor Liaison

Panel

Programme Manager: Michael Khan
Office Liaison: William Louis-Marie
Members: Jason Fletcher
Maniam Singaraveloo
Colin White

World Squash Officiating

Director: Roy Gingell
Development Lead: Lee Drew
Manager: Chris Nutley
WSF Liaison: William Louis-Marie
PSA Liaison: Alex Gough
Advisory Board: Leonardo Arozena
Mike Collins
Kim Clearkin
Dave Howard
Cyrus Poncha
Marko Podgorsek
Jordan Till

NATIONAL FEDERATIONS BY CONTINENT

AFRICA (15)

Botswana	DR Congo	Egypt	Kenya
Libya	Malawi	Mauritius	Namibia
Nigeria	Seychelles	Sierra Leone	South Africa
Uganda	Zambia (s)	Zimbabwe	

ASIA (29)

Afghanistan (s)	Bahrain	Bangladesh	Brunei Darussalam (s)
China	Chinese Taipei	Hong Kong, China	India
Indonesia	Iran	Iraq	Japan
Jordan	Korea	Kuwait	Lebanon (s)
Macau, China	Malaysia	Mongolia (s)	Myanmar (s)
Nepal	Pakistan	Palestine	Philippines
Qatar	Saudi Arabia	Singapore	Sri Lanka
Thailand			

EUROPE (46)

Armenia	Austria	Belarus	Belgium
Bulgaria	Croatia	Cyprus	Czech Republic
Denmark	England	Estonia	Finland
France	Germany	Gibraltar	Greece
Guernsey	Hungary	Iceland	Ireland
Isle of Man	Israel	Italy	Jersey
Latvia	Liechtenstein	Lithuania	Luxembourg
Malta	Monaco	Netherlands	Norway
Poland	Portugal	Romania	Russia
Scotland	Serbia	Slovakia	Slovenia
Spain	Sweden	Switzerland	Turkey
Ukraine	Wales		

OCEANIA (10)

Australia	Cook Islands	Fiji	New Caledonia
New Zealand	Norfolk Island	Papua New Guinea	Samoa
Tahiti	Vanuatu		

PANAMERICA (23)

Argentina	Barbados	Bermuda	Bolivia
Brazil	British Virgin Isles	Canada	Cayman Islands
Chile	Colombia	Ecuador	El Salvador
Guatemala	Guyana	Jamaica	Mexico
Panama (s)	Paraguay	Peru	St Lucia
St. Vincent & Grenadines		Trinidad & Tobago	USA

(s) - Currently Suspended

FRIENDS OF WORLD SQUASH

The WSF gratefully acknowledges the contribution of the following Friends of World Squash to the development of squash worldwide:

FRIENDS FOR LIFE

HRH Tunku Imran	(Malaysia)
Horst Babinsky	(Germany)
Mike Corby	(England)
Bob Finch	(Australia)
Jack Herrick	(USA)
Michael I Hill	(England)
Air Chief Marshal M. Abbas Khattak	(Pakistan)
Charles C. Kingsley	(USA)
Mokhzani Mahathir	(Malaysia)
David Y Y Mui, MJ JP	(Hong Kong)
Squash Bond Nederland	(Netherlands)
Eui Rock Oh	(Korea)
N Ramachandran	(India)
Vinod B. Sekhar	(Malaysia)
Thomas H. Tarantino	(USA)

ANNUAL MEMBERS

Mitchell J. Guthman	(USA)
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WSF World Junior Championships 2022 Medallists



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