

Minutes of the 42nd Annual General Meeting of the EUROPEAN SQUASH FEDERATION

RICCIONE, ITALY
SATURDAY 3RD MAY 2014

1. PRESIDENT'S WELCOME & INTRODUCTIONS

The President, Zena Wooldridge, opened the meeting by welcoming all attendees.

The President advised in advance of those agenda items that, further to Board and Championships Committee discussions the previous day, the Board will be proposing the withdrawal of options 11.1 and 11.3 from the agenda but would like to take the opportunity of receiving feedback from the AGM to help further review.

The President advised that the remaining motion would be require a 50% majority. Further, there are 2 vacant Vice-President positions for election as Thomas Troedsson has completed his maximum third term of 2 years and Marcel Borst is standing for re-election after his first two year term. The voting procedure to the elections was explained and Andrew Shelley and Michael Khan were appointed scrutineers.

2. APOLOGIES FOR ABSENCE

Member Nation Associations:

Cyprus

Liechtenstein

Monaco

Portugal

Scotland

Slovakia

Turkey

ESF Honorary Members:

Joyce Buckley

Philip Van Der Ven

Chris Stahl, George Mieras

Edward Wallbutton

David Burton

Other apologies:

Mr N Ramachandran, President WSF

PSA and WSA

3. ATTENDANCE

a) Member National Associations Represented

Delegates were present from:

Austria Thomas Wachter

Belgium	Serge Maggi
Czech Republic	Pavel Sladeczek
Denmark	Tom Kjaerbye Larsen
England	Peter Goldson
Finland	Poku Salo
France	Dominique Fontanon
Germany	Stephen Mann
Gibraltar	Barry Brindle
Greece	Simos Hadjiraptis
Israel	Moshe Avraham
Netherlands	Paul Gardner
Norway	Thomas Gjerde
Poland	Tomasz Banasiak
Sweden	Bjorn Strandberg

b) Observers Present

Denmark	Rasmus Juul Tander
Germany	Volker Bernardi

c) Others Present

By Right

ESF President	Zena Wooldridge
ESF Vice-President	Reidun Ribesen
ESF Vice-President	Jacques Fontaine
ESF Vice-President	Thomas Troedsson
ESF Vice-President	Marcel Borst
ESF Treasurer	Peter Derrick

By Invitation

ESF Office Manager	Zoe Reece
ESF Office Assistant	Jody Jones
ESF Coaching Director	Michael Khan
ASB	Till Jonuleit
WSF Vice-President	Hugo Hannes
WSF Chief Executive	Andrew Shelley
Romania	Horia Naumescu
Romania	George Constantinescu

4. MEMBERSHIP STATUS

The list of members was supplied as an appendix for information and there were no questions.

5. APPLICATIONS FOR MEMBERSHIP

The President advised that Bulgaria and Romania applied for membership and submitted all required documents. Jersey enquired about ESF membership shortly after the deadline, and submitted documentation very promptly after that. It therefore seemed unfortunate to make them wait another 12 months to become a member. The President asked MNAs if they would accept the addition of Jersey to the list of countries wishing to join ESF,

*All MNAs (15) agreed to add Jersey to the list of nations to be considered for membership.
All MNAs voted in favour of accepting Bulgaria as a member
All MNAs voted in favour of accepting Romania as a member
14 MNAs voted in favour of accepting Jersey as a member (one abstention).*

6. APPROVAL OF MINUTES OF 41st ANNUAL GENERAL MEETING

The minutes were approved as a correct record with no comments or questions.

7. THE ANNUAL REPORT OF THE MANAGEMENT BOARD

No comments or questions were received. The President advised that ESF operates on a very tight budget, with only 2 part time staff, and relies to a great extent on a large group of volunteers. She thanked the volunteers for the work they do across the range of ESF activities in enabling ESF to achieve so much with such a limited budget.

8. FORWARD PLAN 2014/15

The President stated this plan highlights ESF's priorities for the coming year and sits alongside the strategic plan. No questions were raised.

Jacques Fontaine stated it is a good idea to have a role dedicated to marketing and communications but its role within ESF's strategy needs to be reconsidered in the context of an WSF strategic plan. Hugo Hannes (WSF) responded by saying that he agreed that WSF needs to do more work on its strategic plan. Recent focus has been on the Olympic bid but he recognises a need for a strategic plan and will take this message back to the WSF Board. The President commented that this should not prevent ESF progressing aspects of marketing and communications which was not reliant on significant funding. She also stated that any suggestions from members to move marketing forward would be welcomed.

Poland asked WSF for an update on squash's inclusion in the Olympics. HH responded by saying this remains the WSF President's priority, and he continues to influence on behalf of squash leading into the next major IOC decision on 6-7 December. Poland congratulated WSF on their squash presentation in Buenos Aires.

9. FINANCE

a) To adopt the accounts for the year to 31st December 2013

The Treasurer commented that a number of lines within the budget have contributed to a €26k surplus to help restore ESF's depleted reserves. The increase in membership fees generated an additional €8k; an extra £5k is due to increased levies and entry fees, partly due to having an additional masters' tournament. We also benefited from withdrawal fees for two events. In addition, coaching activity has again delivered a small surplus; and ESF benefitted from the Euro exchange rate. The Treasurer also commented in 2012 it was agreed, at the AGM, to increase membership fees by 10% (plus inflation) to recover from three years of revenue deficit and that this has put ESF in a more sustainable financial position with reserves in a slightly healthier, though still not ideal level. He commended that the accounts reflect a true and fair view of ESF's financial situation and have been independently scrutinised by Israel and Germany. He thanked both countries for this, and also thanked Jody Jones for her help throughout the year. No questions were raised.
The accounts for the year 2013 were approved.

b) To appoint two Internal Examiners for the 2014 accounts

Moshe Avraham (Israel) and Paul Gardner (Netherlands) were appointed as internal examiners for 2014 accounts.

c) To receive the Budget for the financial year 2014

The Treasurer stated the 2014 budget reflects the Board's forward plan, including targeting a surplus of over €10k to further reinforce ESF's reserves. He advised there was be no increase in 2014 membership fees, and that income from SPIN fees would generate additional income, mainly benefiting 2014.

The President commented the budget has been under significant pressure over the last two years. During that time coaching has turned around from costing €2k per year to now contributing to the budget, due to the growth in its activities. She commented that the Coaching Committee has requested some further investment in 2015, an example of where we need to ensure we have sufficient resources to support successful ESF initiatives.

Poland asked a question re: how SPIN fees are distributed. WSF advised 50% of SPIN revenue goes to WSF and 50% divided equally between the 5 Regions (i.e. 10% of total revenue to ESF). The future of the SPIN programme in terms of added value was discussed but it was agreed this should be discussed outside the ESF AGM as it is on the agenda of WSF Board in 2 weeks' time.

The Treasurer asked for the budget to be approved.

The Budget 2014 was seconded by Netherlands and approved unanimously.

10 MOTIONS CONCERNING GENERAL MATTERS

None received

11 MOTIONS CONCERNING THE RULES GOVERNING THE EUROPEAN CHAMPIONSHIPS

11.1 Motion - Management Board

ETC3 Package Increase

The package and accommodation fees for the European Team Championships Division 3 to be increased in line with those for Divisions 1 and 2. Based on 2014 figures this would equate to an increase from €102 to €135 for the standard package (pppn) and €59 to €74 for an extra night bed and breakfast (pp, twin room). The single room supplement and the entry fees remain unchanged as they are already the same. The host levy is not affected. The reason for the lesser figures for ETC 3 is historic as ESF wanted to encourage participation from developing nations. However, now, ETC 3 is seen as part of the overall European Team Championships and any nation who hosts either of these events offers the same elements and the same value, so the Board feel the fees should be the same.

The President explained why the Board would like to withdraw this motion to further review the issues, in the light of further feedback. It is evident that the structure of entry & package fees needs to be simplified, whilst incentivising nations to come forward to host Championships. It is a complex issue with many variables involved. It was feared the combination of motions 11.1 and 11.3 could threaten numbers of teams in ETC3 via significant increase in participation costs. It was more important to achieve the best outcome overall than rush to change things and not get it right.

The package fees (basic and standard) are complicated and the office deals with many queries. In addition, there are lots of variations across the different Championships – the cost basis and scale of ETC1-2 is very different to ETC3 – and there are varying hotel costs across Europe. The Board is concerned re: the lack of tenders being submitted to host Championships, particularly ETC1-2. The Board understands the basic cost of hosting a Championship is not necessarily reflected in the income from the basic package; whilst there are issues around trying to make up the gap from the standard package fees,

and the risks and demands around managing standard packages. One option to solve that is to ensure the basic package covers the core costs of running the Championship, including squash venue, referees, transport, players' party, etc.

Originally the Board hoped these 2 motions would rectify the issues detailed above but further issues and questions have been raised in the meantime, requiring further consideration.

The President requested feedback. Germany suggested removing packages and having a higher entry fee to cover all the core costs of running the event. Poland commented that having no event hotel would destroy the team spirit. The Board will go back and review the package structure in order to prepare a new motion for next year's AGM. The President suggested any proposed motions be shared with MNAs before being distributed as part of AGM papers.

11.2 Motion – Management Board

Referee Provision at ESF Championships

The Board would like to see the regulations more clearly defined with regard to the appropriate number of referees, and their required competency level for each Championship.

Background and explanation:

To raise all ESF Championships to a defined and consistent level, the ESF Championships regulations relating to referee provision should be presented as follows, effective from 2014 (this will apply to events where the host has not yet been confirmed and is a recommendation for events with a confirmed host).

The minimum number of Regional and National referees and the responsibility for appointing these referees for each ESF Championship, should be as follows:

<i>Championships</i>	<i>ESF appointed</i>	<i>Host nation appointed</i>
<i>ETC Div. 1&2</i>	<i>21 (mix of WSF, RR and National level)</i>	<i>Minimum of 4 National referees</i>
<i>ETC Div. 3</i>	<i>6 (mix of WSF, RR and National level)</i>	<i>Minimum of 4 National referees</i>
<i>EICC</i>	<i>4 WSF or RR</i>	<i>Minimum of 2 National referees</i>
<i>ECC</i>	<i>Minimum of 2 WSF or RR</i>	<i>Minimum of 8 National referees</i>
<i>EMIC</i>	<i>2 WSF or RR</i>	<i>Minimum of 6 National referees</i>
<i>Junior Championships (U19 individual, U19 team and U15/17)</i>	<i>Minimum of 4 RR</i>	<i>Minimum of 4 National referees</i>

Notes:

i) If the host nation is unable to nominate, or wishes to invite further referees, they must advise the ESF Office so that CBTA qualified referees can be allocated. In this case, all package and travel costs should be paid by the host nation.

ii) A National referee is defined as qualified to at least CBTA national standard

The President advised of a slight change to this motion as a result of discussions this week within Championship Committee and the Board. The proposed amendments are shown below.

EICC	4 (mix of WSF, RR and National level)
ECC	Minimum of 2 (mix of WSF and RR level)
EMIC	2 (mix of WSF and RR level)

There were no questions on this motion. England asked if it is constitutionally acceptable to make such a change to a motion – the President suggested it was felt by ChampsCom and the Board that this was in the interests of the sport, but suggested asking the meeting if it was prepared to accept the amendment to the motion.

All MNAs voted to accept the amendment.

Motion (in its amended form) seconded by Germany.

Motion accepted – all in favour.

11.3 Motion – Management Board

Entry Fee and Package Fee Restructure for ESF Championships

*To withdraw the basic package as an option, and combine the entry fee and standard package fee into a single entry payment, whether individual for team. See **Appendix G** for fees. To adjust the Championship Regulations accordingly from 2015 onwards.*

Background

There is confusion amongst MNAs around basic and standard packages, what they are meant to include, and the differences between them. It is also difficult for hosts to prevent those on the basic package from accessing services within the standard package.

Although very few MNAs opt for the basic package, the existence of such options also makes it more complicated for hosts to plan a championship, as they can't predict far enough in advance the numbers taking basic or standard packages. The ESF Board has reviewed the pros and cons of the current system and proposes a re-structure for ESF Championships (not applicable to ESF Junior/Masters' Circuits).

When entering, an MNA will pay the entry fee and deposit as currently, the deposit comprising a % of the (standard) package similar to current level. The host will then advise each MNA of the package fee balance to be paid once numbers are confirmed.

Benefits

The proposed system is much simpler. Host and participating MNAs will be clear on the fee and what it includes (entry, transport, hotel, food, referees, formal events, etc).

Only one fee will be stated in the championship invitation, which will include entry and package fees combined.

Potential championship hosts will be able to predict more accurately their event budgets to help decide whether to bid for an event; and hosts will then be able to plan the different elements of the championship delivery with more certainty. These changes should therefore encourage MNAs to bid for future championships due to reduced financial risk.

This motion was withdrawn. Refer to minutes for motion 11.1 above.

11.4 Motion – Management Board

Allocation of Championships

The Board would like to amend the current procedure (**Appendix H**) and extend the maximum timescale from 3 up to 4 years into the future.

Background and explanation:

Finding hosts for all the ESF events is not an easy task. Several MNA's showed interest in hosting an ESF event, but requested a longer timescale (more than 3 years) to prepare and arrange the necessary funds. When no tenders within the current timescale are made, the time left to the actual date is for most of the MNA's too short to reconsider the possibility to become a host.

This motion was explained by Marcel Borst.

Motion seconded by Poland.

Motion accepted – all in favour.

12 FUTURE EUROPEAN CHAMPIONSHIPS

12.1 Current Schedule

Year	Junior U15/17 Team Champs	Junior U19 Individual & Team Champs	Team Champs Div 1&2	Team Champs Div 3	Club Champs	Individual Closed Champs	Masters Individual Champs
2014	Czech Republic	Finland	Italy	Croatia	England	France	Cancelled
2015	Portugal	Czech Republic			Poland	Slovakia	Sweden
2016			Poland		England		
2017							
2018							

The President asked MNAs to consider tendering for ESF Championships over the next 4 years due to the amount of gaps in the calendar. She advised that Slovenia are likely to tender for ETC3 2015 but that there are no tenders for ETC 1 & 2 for 2015, which is a serious concern. She also highlighted the fact that hosts are needed for several 2016 events and all 2017 / 2018 ones. The President stated that the Board are planning to hold a hosting workshop at next year's AGM to encourage MNAs to consider hosting events.

13 ELECTION OF THE ESF MANAGEMENT BOARD

Each candidate introduced themselves and the President thanked each for standing. Marcel Borst and Pavel Sladeczek were duly elected.

14 ITEMS FOR INFORMATION / DISCUSSION

14.1 EDAP – The President commented that last year Volker Bernardi was appointed Chair of EDAP (European Disciplinary and Appeal Panel) and that ESF has asked for panel nominations. A minimum 5 people are required to make up the pool, to be called

upon as needed. Mr Bernardi explained that most cases are likely to be handled via Skype / Conference Call. So far only one nomination has been received, so MNAs were requested to submit nominations. MNAs have 4 weeks to respond and if no further nominations are received Mr Bernardi will contact MNAs directly to recruit panel members.

14.2 ECC regulations – The addition of a regulation was made requiring at least 2 team members to be passport holders of the country their team represents. However, it seems this may contravene EU law. So ESF ChampsCom will soon replace the text of this regulation with other words, to express the same without mentioning Nationality, to achieve compliancy with EU law.

14.3 Championship Deadlines – Marcel Borst explained we have tried to reduce the number of deadlines in a year by just having a January and June closing date for Championships. However the January date is a little early, particularly for EICC, as many national events are in mid-February. So the Board will look to set a late February deadline where more appropriate.

14.4 Membership fee 2015 – Peter Derrick explained that at the 2006 AGM a resolution was made that membership fees will increase in line with UK inflation and adverse change in the Euro/Sterling exchange rate. He stated that fees did not increase for 2014 and 2015 fees are still to be decided.

14.5 European Masters Games – Nice, France, October 2015 – Jacques Fontaine advised that squash has been included in this programme, which is recognised by the IOC and that more information will be available in the next few weeks. The President commented that this event is the same year as EMIC, so dates of EMIC and Masters' Circuit events will need to be planned with EMG dates in mind.

No other business was raised by MNAs.

14.6 Thomas Troedsson's retirement from the ESF Board ~On behalf of ESF, the President wished to formally acknowledge and thank Thomas Troedsson's for his enormous contribution to ESF over many years, not only in his most recent 6 years as Vice President. Thomas has left a major legacy, particularly in the form of a vibrant and successful European Junior Circuit. The President hoped Thomas would manage to stay involved in ESF in some way, and wished him well in his new role as WSF Director of Championships.

14.7 Thanks to FIGS ~ On behalf of ESF, the President expressed thanks to Italy, for hosting the AGM.

15 NEXT MEETING

The next Annual General Meeting will be held on Saturday 2nd May 2015 in conjunction with the 2015 European Team Championships Divisions 1&2 (host nation to be confirmed).