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Minutes of the 51st Annual General Meeting of the EUROPEAN SQUASH FEDERATION

HELSINKI, FINLAND
SATURDAY April 29th, 2023
10:00hrs (EET) local time

1. PRESIDENT'S WELCOME & INTRODUCTIONS

1.1 Personal Introductions

The President, Thomas Troedsson, opened the meeting by welcoming all attendees and complimented our host Finland on the convenient meeting location next to the spectacular show court in the Mall of Tripla. All attendees and the Board, the treasurer and the office staff introduced themselves. A special welcome to WSF President Zena Wooldridge and William Louis-Marie, the CEO of World Squash Federation.

1.2 Voting Procedure

The Operations Manager, Marcel Borst, explains the voting procedure. It was noted that 20 MNFs were present, and 4 proxy votes were received.

2. APOLOGIES FOR ABSENCE

Member Nation Federations: Italy, Luxembourg, Portugal, and Slovenia.

Honorary Members: Joyce Buckley and Hugo Hannes.

3. ATTENDANCE

3.1 Member National Federations Represented

Delegates were present from:

Austria	Thomas Wachter
Belgium	Veerle Putzeys
Croatia	Vedran Rezic
Czech Republic	Ondrej Uherka
England	Mark Williams
Finland	Mika Monto
France	Dominique Fontanon
Germany	Michael Gäde
Gibraltar	Barry Brindle
Ireland	Jennifer Dillon
Israel	Danny Iram
Italy	***proxy***
Luxembourg	***proxy***

Netherlands	Tom Lucas
Norway	Jon Rune Trengereid
Poland	Andrzej Uryga
Portugal	***proxy***
Romania	George Alexandru Constantinescu
Scotland	Paul Macari
Slovenia	***proxy***
Spain	Jonas Gernerup
Sweden	Jonas Frick (left the meeting after item 11)
Switzerland	Pascal Bruhin
Wales	Richard Bennett

<14 delegates of Switzerland and Spain leave the meeting>

3.2 Observers Present

Finland	Pete Saarnivaara	
Israel	Moshe Avraham	Avihai Bar Moha
Norway	Tord Bakke Arvesen	
Scotland	Gerry McKay	

3.3 Others Present

3.3.1 By Right

ESF President	Thomas Troedsson
ESF Vice-President	Rosie Barry
ESF Vice-President	Catherine Ezvan
ESF Vice-President	Luis Ferreira
ESF Vice-President	Otto Kalvø
ESF Treasurer	Peter Derrick

3.3.2 By Invitation

ESF Operations Manager	Marcel Borst
WSF President	Zena Wooldridge (ESF Honorary member)
WSF CEO	William Louis-Marie
Treasurer successor	Paul Gardner

4. MEMBERSHIP STATUS

The list of 46 Members was presented in advance of the meeting for information, attached as appendix A, and there were no questions. The president mentioned that a few nations are showing interest in becoming ESF members.

5. APPROVAL OF MINUTES OF 50th ANNUAL GENERAL MEETING

The 2022 minutes which took place on 30th April 2022 were presented. There were no comments, questions or matters arising.

In the meeting + Proxies: For: 24 Against: 0 Abstention: 0

The Minutes of the 50th Annual General Meeting were approved.

6. THE ANNUAL REPORT OF THE MANAGEMENT BOARD

To receive the ESF Annual Report for the period 1st January to 31st December 2022.

The annual report was presented in advance, and received, with no comment or questions from members.

7. FORWARD PLAN 2023/24

The forward plan was presented and received no comments or questions.

8. FINANCE

8.1) To adopt the accounts for the year to 31st December 2022

The accounts for December 31st and Years end were received.

The Treasurer noted that the result for the financial year 2022 was a surplus of € 34,445 includes unrealised Exchange Rate gain of €9,192 so an actual surplus of €25,253. This is about €25,000 better than the 2022 budget plan.

This arises from a net increase in income €18,500 up (ESID 10,500, Levies 10,000, Coaching 3,000 and Misc Income 3,000 offset by Entry fees down by 8,000). In addition, there was net underspend of expenditure down €6,500. During the year, one payment was made from the Capital Fund; further acquisition of Livescore equipment (€1000). ESF is in a healthy financial situation.

The Accounts and financial records were independently scrutinised. The office sent all relevant documents to the scrutineers of the 2022 accounts, Maggie Still and Mark Williams and their letters of confirmation are available from the Office for inspection. Mark Williams present in the meeting confirmed his consent. The Treasurer thanked the scrutineers for their work and compliments Joanne Collins (ESF financial assistant) on the task she did.

In the meeting + Proxies: For: 24 Against: 0 Abstention: 0
The accounts for the year to 31st December 2022 were approved.

8.2) To appoint two Internal Examiners for the 2023 accounts

Mark Williams (England) and Richard Bennett (WAL) were appointed as internal examiners for the 2023 accounts. The appointment of the examiners was approved.

8.3) To receive the Budget for the financial year 2023

The Treasurer noted that the Budget had been agreed by the Board in December and the exchange rate conversion factor is set to 1,16. The Netherlands queried the raise of Salaries / Office Overhead. Peter Derrick explained, the employees received a 10% inflation compensation and the parttime contract with the Operations Manager has been converted to full-time. The budget of 2023 is back on the level of actual 2019 and shows a small positive breakdown.

9. MOTIONS GENERAL

a) Motion proposed by the Management Board:

To change the rule for the annual uprating limit for Members subscriptions, from U.K inflation combined with Sterling /Euro exchange rate variation to the European Central Bank measure of annual inflation (HICP) for the Euro area.

For 24, Abstain 0, Against 0 Motion passed.

b) Motion proposed by the Management Board:

Move of the registered office from England to The Netherlands

Change to Memorandum of Association of European Squash Federation (carried if it receives at least three quarters of all the votes at the AGM)

To change part B:

The Company's Registered Office is to be situated in England and Wales.

Proposed amendment to the Memorandum as follows:

B: The Company's Registered Office is to be situated in a nation of the founders. (Belgium, England, Finland, Greece, Ireland, Monaco, Netherlands, Scotland, Sweden and Wales)

For 24, Abstain 0, Against 0 Motion passed.

- c) Motion proposed by the Management Board:
Establishing a Nomination Committee
Addition to Articles of Association: Nomination Committee
The general purpose of this committee is to promote the skills, expertise and differentiation of the Management Board of ESF, while respecting the competence of ESF and the articles and internal regulations. The nomination committee promotes a succession plan for volunteers of ESF.

Wales asks why we need the AGM for this motion. The President explains that the committee will be advisory to the AGM and will not be appointed by the Board.

For 23, Abstain 1, Against 0 Motion passed.

10. MOTIONS CONCERNING THE RULES GOVERNING EUROPEAN CHAMPIONSHIPS

- a) Motion proposed by the Management Board:
ESF board recommends to retain € 5.000 out of the event package fees paid to ESF until after successful completion of a Championship. (for a maximum of 8 weeks after the closing day of the event, based on the satisfactory survey responses).

For 22 Abstain 2, Against 0 Motion passed.

- b) Motion proposed by the Management Board:
ESF board recommends that the teams for Junior Championships at U15/U17/U19 will change to a 4 person mixed team with 2 boys and 2 girls on each team. This change will come into effect at the 2025 Junior Team Championships.

The Board suggested an amendment to the motion:
ESF board recommends that the teams for Junior Championships at U15/U17/U19 will change to a 4 person mixed team with 2 boys and 2 girls on each team. This change will come into effect at the 2025 Junior Team Championships for the U15 team only and subsequently for this cohort of players when they reach the U17 and U19 age groups.

The discussion that started during the members forum the day before continued. Poland discussed the rationale. Netherlands added that we are obligated to get more girls in the sport. England suggested to keep the original motion timeframe. Switzerland asks ESF supports nations to make the effort.

The president first asks the members whether the original motion will be considered.
For 3, Abstain 0, Against 21 Motion failed.

Amended motion:
For 22, Abstain 0, Against 2 Motion passed.

- c) Motion proposed by the Finnish Squash Association:
ETC: from 2024 onwards there would be 16+16 teams in the 1st division.
The positions 17-x are competed in the 2nd division.

Finland was given the opportunity to explain the rationale.

This resulted in a debate, highlighted comments:

- Not a clear plan. Suggest a group of people to think on what change is needed. (SWI)
- If division 3 disappears and merges with division 2. How to handle such a big event and where to organise? (GIB)

- A reviewing group for all Championships is recommended. (ENG)
- ROM: Before voting we need to know more details.
- As defence, if we postpone decisions, we will never get a change in the regulations. (FIN)
- Finland has to explain better with more details. (CZE)
- Agree with previous speakers to form a group of people working on a proposal for next AGM. (SCO and GER)
- suggest an extra meeting is needed to discuss this at length. (SWE)
- WSF notes that for good governance we have to consider that the motion relates to division 3, while the majority in this meeting represent division 1&2, as the AGM coincides with ETC 1&2.

President asks if Finland whether to put the motion to the vote or withdraw it.
Finland does not want to withdraw the motion.

For 9, Abstain 4, Against 11 Motion failed.

The President indicates, having listened to the discussion, that the Board will form a working group to develop the ESF Championships.

- d) Motion proposed by the Finnish Squash Association & Squash Bond Nederland:
Number of fielded team players from 4 down to 3 in ETC (men).

Netherlands was given the opportunity to explain the rationale.
This resulted in a discussion, some highlighted comments:

- With this motion the team match/tie will be shorter.
- If the current format is unclear we should explain better.
- Marketing versus sports.
- We must form a working group to agree.
- It will be important that we take a good look at the purpose of these events.

Motion was put to a vote:

For 6, Abstain 1, Against 17 Motion failed.

11. ELECTION OF THE ESF MANAGEMENT BOARD

One position of Vice-President was available for election as Rosie Barry reached the end of the maximum term.

The president explained that there no nominations have been correctly submitted.

Romania mentioned that we all have difficulties to attract volunteers and suggested a salary to attract candidates. The president responded by saying that the AGM just agreed on a Nomination Committee to avoid the same situation in the near future.

This said, President Thomas Troedsson handed a present to Rosie Barry, who was elected VP in 2018 and oversaw the junior committee and first chair of the gender equality, inclusivity & diversity committee. The President thanked Rosie for all the work she has done.

12. APPOINTMENT TREASURER

After 17 years Peter Derrick retires as the treasurer and the ESF Management Board has found a successor in Paul Gardner. Peter Derrick recalls his first introduction to ESF 17 years ago by Chris Stahl on a golf course and the positive financial development of ESF and wishes his successor the same joy of success. Paul Gardner gives a short personal introduction and thanked Peter for a smooth transfer of business.

Peter Derrick served ESF as a volunteer for 17 years, a period that includes four presidents and five different office managers. For his outstanding services the President proposed, on behalf of the Board, to the Members to make Peter Derrick an Honorary Member. This proposal was unanimously accepted. The President handed Peter a farewell gift and a special silver ESF pin.

13. CHAMPIONSHIP PLANNING

The President went through the proposed 2024/25 Championships and asked nations to consider tendering for Championships. (see chart below)

YEAR	U19 Individual & Team /Min.6 courts	ETC 1 & 2 Min. 8 courts	ETC 3 Min. 6 courts	U15 & U17 Team Min. 8 courts	EMIC	ECC Min. 6 courts	EICC Min. 5 courts
2023	Switzerland, Zürich	Finland, Helsinki	Gibraltar	Czech Republic, Prague	DSQV Germany, Hamburg	DSQV Germany, Paderborn	Poland, Wroclaw
	1 - 9 / 4	26 - 29/4	12 - 15/4	11-14/5	6 - 9/9	13 - 16/9	23 - 26/8
2024	<i>Interest Bucharest, Romania</i>	Switzerland, Zürich	<i>Interest Bucharest, Romania</i>	<i>Interest, Portugal</i>		<i>Interest from England, Birmingham</i>	Spain Cuenca
	23 -31/3	1 - 4/5	Alt 10 - 14/4	9 - 12/5		11 -14/9	end Aug
2025		<i>Interest Poland, Wroclaw</i>	<i>Malta, pending inspection</i>				
	12 - 20/4	30/4 - 3/5		8 - 11/5			
2026							
	28/3 - 5/4	29/4 - 2/5		7 - 10/5			
2027							
	20 -28/3	28/4 - 1/5		6 - 9/5			

14. ANY OTHER COMPETENT BUSINESS

The President offered members the option to add their comments.

Croatia, Vedran Rezic, thanked the Board for this opportunity and made a plea for improvement of the seeding procedures at the junior events.

Netherlands, Tom Lucas, encouraged ESF to extend the Forward Plan to a period of, say, 5 years.

15. NEXT MEETING

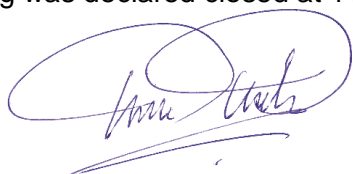
Before closing the meeting, WSF was given the opportunity to address the ESF AGM.

The President of World Squash, Zena Wooldridge, who is accompanied by William Louis-Marie informed the attendees on discussion around the viability of WSO and the progress of the Olympic bid. Squash is shortlisted for LA28, and we have to wait for the outcome of the IOC session in October. William Louis-Marie thanked Rosie Barry for her efforts and he is happy that she continues as chair of the WSF Equality group.

The next meeting (ESF AGM) will take place on Saturday 4th May 2024 in Zurich, Switzerland.

The meeting was declared closed at 11.30hrs (EET) local time.

Signature:



President European Squash Federation

Date: 25-6-2023