THE WDSF Presidium:

*Excerpt* of the Minutes of the WDSF Presidium

*without sensitive information*

SINGAPORE – June 13th, 2017

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Tuesday June 13th, 2017

Present:

10 Lukas Hinder, (LH) WDSF President
Shawn Tay, (ST) WDSF 1st Vice-President and Vice-President for Sport
Nenad Jeftic, (NJ) WDSF General Secretary
Tony Tilenni, (TT) WDSF Vice-President for Finance
Jim Fraser, (JF) WDSF Vice-President for Legal Affairs
Antoni Czyzyk, (ACZ), WDSF Vice-President for Development
Leena Liusvaara, (LL) WDSF Vice-President for Communication
Vasile Gliga, (VG) WDSF Vice-President for Marketing

Lena Arvidsson (LA), WSDF Ordinary Presidium Member
Peter Maxwell (PM), WDSF Ordinary Presidium Member
Glenn Weiss (GW), WDSF Ordinary Presidium Member

Verena Sulek (VS), WDSF PD Director
Ashli Williamson (AW), WDSF Member Athletes Commission (AW)

Setsuo Nakamura (SN), President IFC
Mirjaam Kerpan-Izak (MK), President WRRC

Jean-Laurent Bourquin (JLB), WDSF CEO (Invited)
Daniel Stehlin, (DS) Chair WDSF Disciplinary Council (Invited)
Roland Hilfiker, (RH) WDSF Communication Director (Invited)
Tommy Shaughnessy, (TS) Sports Director (Invited)

Minutes Secretary: Guillaume Felli (GF), WDSF Project Officer

The President welcomed all participants to the meeting – The meeting started at 9:00 am.
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1. Introduction by the President

LH congratulated everyone for their election or re-election and is looking forward to a close and efficient collaboration with all Presidium members. LH also congratulated VS for her re-election as the PD Director during the recent PD AGM.

LH told the Presidium that through the recent election, WDSF has gained credibility and that all Presidium members should continue to work in a transparent and accountable way in the future. LH reminded the Presidium that it is now the Presidium’s duty to protect the WDSF and DanceSport.

LH also welcomed DS, RH, TS and JLB all invited to participate in this Presidium meeting (invited) and asked if there were any objections to those 4 people joining the meeting. No objections. UNANIMOUS.

LH encouraged all participants to help him run an efficient meeting within the time allocated and would like to hear everybody participate, share their opinions, and contribute to the debate and exchanges of ideas. VS in charge of timekeeping for this meeting.

2. Approval of the Agenda

The Agenda was UNANIMOUSLY approved

3. Keeper of the Minutes

Proposed: Guillaume Felli, WDSF Project Officer – UNANIMOUS

4. Approval of Minutes / process

Minutes of the Presidium Meeting, 10th June 2017, Singapore

LH informed the new Presidium member that the full minutes of the Presidium meeting (in its old composition) from June 10th, 2017 will be shared with them, once finalized. LH took the opportunity to inform new Presidium members on the review and approval process for the minutes and PAL (Presidium Action List) and asked them to follow the procedure by providing their comments on the draft to GF within the allocated time. LH asked if new Presidium members had any suggestions or questions regarding this procedure? No questions, approved UNANIMOUSLY
5. Review Meetings

LH opened the floor for Presidium members to share their feedback on the recently held WDSF AGM and Open Forum.

5.1. Review 2016 WDSF Annual General Meeting and 2017 Open Forum

JF commented that a few people dominated the questions and time during the AGM, this is democracy and those people of course had the right to do so, however having only a minority of people monopolizing the questions and time probably discourages some other delegates from participating. JF suggested that: for future AGMs, a rule of order is passed at the beginning of the meeting to restrict the total amount of time allowed per person without the further specific consent of the Meeting. LH commented that it was his intention during this 2017 AGM to let people speak freely and wanted to give the opportunity to all delegates to speak and voice their concerns. LH asked JF to prepare with a written proposal on how this matter can be improved in the future. ST agreed that WDSF needs to review the operating policy of the AGM, he commented that several delegates expressed their frustration regarding the fact that a few people monopolized the floor for questions. Having a time restriction during the AGM would also encourage delegates to better participate and interact during the WDSF Open Forum.

AW suggested to move the PD AGM to another day to allow the WDSF Open Forum to be longer and allow the NMBs to suggest items to be discussed during the Forum. Doing so would make the AGM shorter by avoiding discussing technical matters at length but give the opportunity to members to do so at the Forum. ST commented that in the past NMBs were offered the opportunity to speak at the forum, however the experience was not positive as very few NMBs took the opportunity to speak and the Presidium decided to introduce topics and an agenda in advance.

LL agreed with AW: giving the opportunity for NMBs to raise topics at the forum and encourage them to speak is very important. WDSF needs to provide more chances for NMBs to interact with the Presidium and be proactive with the members in understanding their needs.

Many members are still having questions on what happened in the past with the previous sports director and previous President. This is still an important topic for many members. NJ didn’t feel that the atmosphere was bad during the AGM and that it was in fact, the most interesting and valuable AGM that took place over the past years.

TS concurred with NJ’s comments indicating that he had a lot of respect for
people who took the floor during the AGM. TS also reminded the Presidium that many members are still afraid of voicing their opinions, ideas, and comments because they have lived in fear under the past hierarchy of the WDSF. It has changed with the presidency of LH but some fears of the past are still present.

PM felt that this year’s AGM was much too long (feeling shared by many members), although he admired delegates having the courage to raise difficult questions, he felt that most of the time people were making statements instead of raising specific points. PM suggested that for the future operating policy, delegates should specify the beginning of their intervention if they are making a statement or asking a question.

LA commented that in her opinion: for the democracy, it’s crucial that people can ask questions (even sensitive ones) and that she believes in value based organisations rather than organisation based on rules.

JLB was surprised that no one mentioned the World Games during the meeting, as it is the most important event for WDSF this year and its top priority. The AGM should be concentrated on the WDSF’s core business. JLB also agreed with NJ’s remark: “there was more concern about the past than considering the future”.

LH thanked everyone for their valuable and constructive feedback on the AGM and Forum. He suggested to create a working group to review the operating policies of these meetings. The working group should include the General Secretary NJ, LL, JF and ST and make a first proposal at the end of September 2017. **UNANIMOUS**

**6. WDSF Presidium in its new composition**

**6.1. Values of the WDSF Presidium**

LH confirmed that the core values of this new Presidium should be based on: loyalty, integrity and confidentiality and asked each Presidium member to respect these values at all time without any compromises. LH asked everyone to act as a team with a great team spirit. LH wants confirmation from all Presidium members that they are compliant with the code of ethics (LH requested that all Presidium members study this code again in detail: http://www.worlddancesport.org/rule/WDSF/Code_of_Ethics). This means (among other things) that a Managing Committee member shall not concurrently be a NMB Executive member at the same time. Presidium members should also provide a list of all their positions/activities where they could potentially be a case of conflict of interest so that WDSF can prevent any issues. LH asked that everyone sends him a list by the 15th of July 2017.

TT clarified that in case of a conflict of interest (or a potential or apparent
conflict of interest), it does not mean that one cannot be part of the Presidium, however it’s crucial to disclose such conflicts as soon as they arise or as soon as the Member becomes aware of them, to avoid any challenging situations, and to abstain from any possible conflicted voting in such situations.

LH reminded the new Presidium members that they cannot judge World Cups, GrandSlams and World Championships and suggested that in the future, WDSF should make it a rule that Presidium members should not judge at any international competitions.

TS commented that the day he entered the Presidium last year, he quit all judging and teaching positions – in his opinion is it the only right way for Presidium members moving forward, and it could give a very bad image if Presidium member were to judge at international competitions.

JF MOVED that all members should refrain from judging any WDSF competitions while in office: the motion was accepted UNANIMOUSLY.

TS further advocated that Presidium members should also refrain from teaching active couples (taking part in WDSF competitions). The Presidium discussed the implications of enforcing such a proposal, understanding that some people still need to make a living and that teaching is a primary source of income. It also prompted a discussion on training camps and how some individuals take advantage of these camps for political reasons. It was agreed by the Presidium that a vote will take place in August 2017 on two different motions: a) Presidium members teaching and b) organisation of training camps. JF in charge of drafting two clear and detailed motions on these items and propose them for voting by the Presidium in August. UNANIMOUS

6.2. Role of the Presidium and Managing Committee

LH proposed the following:

- WDSF Presidium: Responsible for strategic decision of WDSF (for a better understanding to make a comparison with a “limited-liability corporation and its supervisory board of directors)

- WDSF Managing Committee (MC): Responsible for management of WDSF (for a better understanding to make a comparison with a “limited-liability corporation” and its management board)

LH further elaborated that these definitions should provide a clearer and better understanding of the roles of the Presidium and the MC. In the past, such questions got mixed all the time and our (previous) structure did not allow WDSF to go into this direction. With the new structure, this has changed.

6.3. Organigram
The AGM has approved the new structure and WDSF Presidium members are now moving to specific functions and responsibilities. The goal is to put together a clear organigram so that WDSF NMB’s know what each elected person oversees and what they are responsible for within the Presidium. LH requested from all Presidium member to describe their future contribution, their vision, goals, and tasks for the future. JLB will help in this process and will send a document by June 16th to be filled in by each Presidium member by the end of July 2017. It was agreed that DS and LH will be responsible for putting the organigram document together. **UNANIMOUS**

6.4. Workload of Presidium Members and Staff

Both LH and TT commented that the current workload of some Presidium members is beyond what is acceptable. LH’s intention is to delegate more to his team. The new Presidium must be ready to assume more responsibilities and to propose constructive solutions. LH also suggested that some of the workload is absorbed through the commissions for items that are possible to delegate to them. LH expects from the new Commissions that they can provide clear described services with a set deadline to the Presidium. For that reason, more people with the necessary skills should be appointed to all the WDSF Commissions.

TS indicated that he was impressed by the amount of work that the MC has been doing over the past months and that he was happy to see new faces in the Presidium being hopeful that people will contribute more and dedicate time to the federation. For him, the key is to centralize (most of) the staff into one WDSF office so that WDSF can get professional assistance it needs from its paid staff.

TT pointed out that one solution is to re-structure the WDSF offices and increase the staff without jeopardizing the WDSF budget. Not sure how quickly it can grow but WDSF will need 3 to 4 additional staff moving forward. We need professional staff to support the elected offices. LH suggested that together with JLB; an assessment of the situation is done in the coming weeks to present solutions. **UNANIMOUS**

6.5. Exclusive responsibility of each Presidium Member

LH: each Presidium member should have exclusive responsibility of the items they are overseeing, deal with the challenges and only come back to the Presidium with propositions and suggestions and take ownership of their area of responsibility. **UNANIMOUS**

6.6. Nomination of Deputy for each Presidium Member's responsibilities

LH asked each Presidium member to identify one deputy person to take over their day to day work within the Presidium in case they are unable to perform
their tasks for a short period of time. This person should be identified by the end of July 2017. It is planned to indicate the deputy person in the future organigram.

6.7. Implementation of (new) @wdsf.org e-mail addresses for all Members of the Presidium and corporate design

It was agreed that ST with the help of LL will be in charge of implementing the new email addresses (and the WDSF Signature, standard font for email communication is “Calibri 12”) and terminate the ones from non-re-elected Presidium members. Deadline: July 1st, 2017. **UNANIMOUS**

6.8. Update WDSF Website with new composition of WDSF Presidium

John Caprez, with the help of RH and LL will update the WDSF website with the new Presidium members and corresponding Photos by the end of June 2017.

6.9. Measures for reduction of email flood to and within the Presidium

JF and LH argued that the overall amount of email traffic needs to be drastically reduced and asked LL (VP Communication) to suggest a process for email communication that will help reduce the number of emails overall. **UNANIMOUS**

6.10. Electronic voting system for MC and Presidium

LH asked that alternative options are explored to find a cost effective, user friendly online voting to help with Presidium and MC votes. The Lausanne office will come up with suggestions by the end of June 2017. LH also confirmed that for the future, WDSF should implement an electronic voting system for its AGM. JF agreed but asked to be careful with a potential implementation of such system as electronic voting has a lot of weaknesses in his opinion.

7. Implementation of AGM motions to WDSF governing documents

It was agreed that the following person will be in charge of updating these documents based on the decision and motions (Presidium’s and Members’) passed during the 2017 AGM:

- **DS**: code of ethics, code of the Ethics Committee, internal dispute resolution code, DC code, Anti-Doping Code, media documents.
- **JF**: statutes, operating policies
- **ST**: competition rules
- **TT**: financial regulations

These documents should be updated by the end of July 2017. **UNANIMOUS**
It was also agreed that each Presidium member in charge of a specific area should also be responsible for keeping the original word version of the official documents. A copy of all these original documents should be centralized and kept in one location UNANIMOUS.

8. WDSF Commissions

8.1. Appointment of new Commissions Chairs

LH reminded everyone that it is the duty of the new Presidium to appoint the chairs of the WDSF commissions.

The Presidium agreed to (re-)appoint the following individuals as chair of commissions:

- Anti-Doping Commission: Ineke Crijns & Herbert Waller (Co-Chairs)
- Sports Commission (Latin and Standard): Shawn Tay
- Membership Commission: Nenad Jefic – with a representative from each associate member
- Medical Commission: Dr Patrizia Melchert
- Finance Commission: Tony Tilenni
- Legal Commission: Jim Fraser
- Equality Commission: Eva Bartuňková
- Entourage Commission: Leena Liusvaara
- Education Commission: Nataša Ambrož
- DanceSport Discipline Development Commission: Lena Arvidsson
- Historical Commission: TBD
- Adjudicators Commission: TBD
- Communication Commission: TBD
- Sport for all Commission: Heidi Estler

[Editor’s Note: Ms. Heidi Estler later declined her re-appointment as Chair of the Sport for all Commission – the Presidium will nominate a new chair]

These appointments are subject to confirmation by the various individuals that they accept their nomination. ST will follow up on all these nominations by email with the help of NJ. UNANIMOUS

The appointment of the chair of the Adjudicators commission opened a discussion on several topics regarding the recent report of this commission, the judging systems, and the overall state of mind of WDSF adjudicators and athletes.
The recommendation of the adjudicator’s commission (given in its annual report and its intervention at the 2017 WDSF Open forum) to go back to the skating system was discussed at length. TS clarified that the commission’s suggestion was to temporarily take a step back and fix all the 3.0 system’s flaws and imperfection first: the suggestion was not to simply get rid of the 3.0 system but to take a pause and ensure that the 3.0 is flawless before implementing it further.

ST commented that the several issues that arose from the 3.0 system were not system flaws or imperfections but were due to scrutineer’s mishandlings. ST advocated that the 3.0 system is in line with the vision of WDSF and that it’s important that the adjudicator’s commission is also in line with the direction and support the vision given by the WDSF. The 3.0 system recognizes judging by qualification and not only by experience, it’s the right way to move forward for an international federation that aims to increase transparency at all levels, especially in judging. ST also said that the report from the Adjudicator’s commission only reflected the most negative answers from the judges and that it doesn’t mirror the overall situation.

AW informed the Presidium that the WDSF Athlete’s Commission as a collective opinion has a lot of respect and consideration for the head of the Adjudicator’s Commission who is a very ethical and correct person and the Athlete’s Commission would support his reappointment as the chair of the commission.

NJ expressed that the subject of judging is a very deep one, the atmosphere is currently challenging with athletes and adjudicators and that a certain level of trust needs to be re-built. LH agreed with NJ but stressed that the adjudicators and adjudicator’s commission need to be in line with the vision and goals of the WDSF to be successful.

TT pointed out the importance for DanceSport to reinvent itself and innovate to remain competitive and attractive. WDSF, like any other business or sport federations, need to adapt to a fast-changing environment and keep evolving.

In TT’s view, going back to the skating system to please the base will not fix the problems and would not help WDSF achieve his vision for the future.

MK added that a lot of comments were made during this 2017 AGM/Forum regarding the fact that WDSF has done a lot and invested a lot into bringing breaking into the Youth Olympic Games but that nothing has been done for Standard and Latin. It’s crucial that WDSF also makes a strong message that it is also trying to strengthen its Latin and Standard disciplines and transitioning to a new judging system (more transparent) is exactly what will make WDSF stronger. All judged Olympic sports had to change their judging systems and adapt them over the past years in order not to be dismissed by the IOC, that brought them credibility and stability. WDSF needs to go through this process if
its wants to achieve its Olympic dream for Standard and Latin as well.

NJ confirmed that the problem is not about using the skating system versus the 3.0 one. It’s about ethics, morale, and education. The first very strong message that this new Presidium should pass is that the selection of judges for the most important competitions (GS / World Championships) will be carefully reviewed and changed.

PM warned the Presidium that there are a lot of unhappy couples all over the world feeling that WDSF is neglecting its Latin and Standard disciplines at the moment and it seems that the Presidium is not seeing this major issue. TS agreed with PM and added that it’s important (and his role) to report to the MC and the Presidium the situation on the floor and the feedback he is getting from couples and adjudicators. It can be perceived by outside observers that sometimes the MC members are out of touch with the day to day on the floor operations. However, TS made a strong point that he fully trusts the MC and its vision and has enormous respect for what they have achieved in the past months under very challenging circumstances. PM seconded TS comment, insisting that his loyalty goes to the WDSF MC and Presidium and that he is convinced that LH is the right person to lead the federation and his recent re-election proved that he has the full support of the members.

NJ also reiterated his full support to the MC and its vision for the future but also advocated that WDSF needs to look after its base and especially the organisers of competitions who are faced with less and less participation from couples. The future of WDSF is dependent on the ability of WDSF to take care of its standard and Latin stakeholders while developing new disciplines in parallel. It’s possible to move forward together, towards similar aspirations but it needs to be clearly explained to the standard and Latin athletes, trainers, organizers, and adjudicators.

AW concurred with NJ’s statement, insisting on the fact that it’s crucial to involve all stakeholders in the WDSF’s, many people want to get involved but they feel that they are not included in the process, that they are not being heard. A lot of issues and challenges could be solved easily with better communication and ensuring greater involvement of all parties that wish to contribute.

JF summarised the various comments that were made and pointed out the importance of finding a compromise between implementing innovations and addressing the immediate urgent challenges being voiced by the couples and adjudicators. The new Presidium needs to apply immediate decisions and communicate these to the athletes so that trust can start to be re-built.

Regarding the appointment of the chair of the adjudicator’s commission: it was agreed that ST and TS will speak with the previous chair first to make sure that...
the vision of the WDSF Presidium is fully understood by the commission and will make a recommendation regarding the appointment of the Chair by the end of July 2017. **UNANIMOUS** It was also noted that the composition of the adjudicators commission should be adjusted to reflect more gender equality and non-European members.

AW commented that it was promised during the last sports commission meeting that: as of January 1st, 2018, the judges selection process for important competitions was going to change. AW promised all the athletes that this would be happening and she asked for confirmation by the new Presidium that it will indeed be the case otherwise it will create even greater disappointment with the athletes.

LH **MOVED** that a general review of the current adjudicators nomination process is conducted and that necessary adjustments to already appointed panels of judges (even if invitation have already been sent out) for further WDSF granted title competitions are made. The Presidium **UNANIMOUSLY** approved the motion.

RH commented that WDSF has not yet achieved bringing the various dance communities together, for example, there is limited interaction with our associate members – the collaboration needs to be significantly reinforced to be in line with Vision 2020 of the WDSF. The only time that all communities were brought together was during the Kaohsiung World DanceSport Games when 700 athletes came together and identified with World DanceSport- For RH, it’s crucial that these kinds of experiences are repeated and collaboration strengthened.

8.2. Initiation of application procedure regarding the Commissions goals and services

LH proposed to the Presidium a fresh new approach for all the WDSF Commissions. The Presidium should today initiate an application procedure regarding the Commission goals and services. The (re-)appointed Chairs of the Commissions should provide the presidium with its goals and services they can provide to the Presidium for its consideration. **UNANIMOUS**

9. Sport Matters


ST informed the new Presidium that Michael Eichert has resigned from all his duties regarding the World Games. Mr. Eichert gave his assurance that there will be a full transfer of knowledge taking place in the coming days as soon as WDSF appoints a new person to oversee the World Games. Heidi Goetz also informed RH that she would not be attending the World Games.
ACZ will continue to be in close contact with the organizing committee and TS will make alternative plans to take over the work that had been carried by Michael Eichert. **UNANIMOUS**

MK informed the Presidium that WRRC had some challenges with the registration and the timetable of competitions. ST asked MK to send him all the current issues in writing so that they can be solved urgently.

10. **International Dance Organisation (IDO)**

10.1. Application of IDO to be considered as future Member of Sport Accord

WDSF has not received any further information on what IDO has sent to Sport Accord (remark: Sport Accord changed its name to GAISF) regarding their membership application request. WDSF opposed the application from IDO, Sport Accord confirmed on May 1st, 2017 that they received this opposition.

JLB noted that: as from the moment the IOC entered breaking into the YOG several organization have sought recognition from Sport Accord, thinking that they might have a role to play in this project. JLB reminded the Presidium that Sport Accord will not simply accept the opposition but will ask further details on the reason for opposition and might also ask the two organisations to sit down together to find mutually agreeable solutions.

Concerning the application to Sport Accord from the International Pole Dance Federation, the Presidium unanimously agreed that there were no objective and concrete reasons for WDSF to oppose this application.

10.2. Request from IDO to study the possibility to consider IDO as Associate Member of WDSF.

JLB and GF met with IDO last April 3, 2017 in Lausanne. IDO requested a meeting with WDSF to officially offer their help with the YOG Project, indicating that they have a lot of breakers (b-boys/b-girls) within their organization and they want to contribute to the success of the project. JLB confirmed to IDO that WDSF has taken an inclusive approach for the YOG and that any breakers (regardless of their affiliation) are welcomed to participate. At the end of this meeting, IDO informed JLB that they would like to be considered for associate membership of WDSF but so far, no official written requests have been received and mentioned that the MC does not have a specific position on the application request for associate membership with IDO and that all elements will be analysed once a formal written application is received.
11. **Next Presidium Meeting(s)**

11.1. Presidium Meeting, 20th and 21st January 2018 (two full days)

January 20th and 21st, 2018 were confirmed for the next Presidium meeting – the location will be decided at a later stage, with a preference for an economical location and easily accessible to all Presidium members.

11.2. Presidium Meeting, June 2018

It was suggested that 2 full days of Presidium meetings will be required at the next AGM in Lausanne (which will take place on June 17th, 2018), one day before and one day after the AGM. Exact details to be finalized and communicated later this year.

12. **Miscellaneous**

Regarding the recent recognition of WDSF by FISU (International Federation of University Sports) LH asked that the Lausanne office continues to liaise with FISU in the future, with the help of the VP for development ACZ. The goal would be to have a WDSF Discipline included as part of the Universiad program in the future.

PM indicated that his main interest has always been for the athletes and what happens on the floor. As a Presidium member, he will continue to care of the couples and their well-being. He suggested that WDSF puts a system in place to educate the coaches; in his opinion, an analysis on this subject is relatively easy to do and implementing such education programs would benefit WDSF in the long term. PM further added that one should be careful when discussing competition manipulation issues and training camps by specific groups – these are 2 very different things. In his view, the training camps have brought huge improvements for the athletes because groups of people are able to access better facilities and products. The standard of the athletes would not have been the same without these groups. They have also developed technique books which have benefited all couples.

JLB highlighted that during today’s Presidium meeting a lot of excellent contributions were made and he was happy to notice the constructive approach. JLB then commented on various elements that were discussed throughout the meeting and provided some additional input as follow:

- Breakers might not stay on board after the YOG in 2018 – this will depend on how WDSF treats them and if they feel welcomed or not
- JLB emphasized that it is not WDSF who tried everything to only bring breaking into the YOG but that it was a clear request from the IOC to
WDSF to suggest a youth oriented discipline.
- The IOC has clearly identified WDSF to be the only partner for all DanceSport disciplines and it’s crucial that WDSF demonstrates to the IOC that it can deliver a great event at the YOG for its first Olympic participation.

LA stressed that various NMBs she has been in contact want to participate in the YOG project, a lot of them are late comers and are only starting to realize now that the YOG can bring a lot of positive elements to their federation. However, they need help and guidance from WDSF on how to approach the breaking scene in their respective countries and how to initiate partnerships.

NJ shared information on what happened in his country (Serbia) immediately after the announcement of inclusion of breaking at the YOG: various federation of breaking / hip hop /street dances asked to join the Serbian NMB and it created a great interest. However, a careful inclusion process needs to be put in place, with the experts from the breaking scene so that in the future competition can be organized and clear rules developed.

PM expressed that DanceSport England was caught by surprise by the announcement of the breaking inclusion at the YOG and that he wished that more information had been shared with the NMBs regarding the project and how to proceed with communication and interaction with the breaking community. LA explained that a WDSF task force was implemented right after the decision and as part of this task force, she contacted all NMBs by email to discuss the subject and provide some guidance, unfortunately there was never any answer from DanceSport England.

13. Urgent Matters arising from the Managing Committee meeting, 9th June 2017 and brought forward to WDSF Presidium Meeting

Appointment of the WDSF Sports Director: LH MOVED that Mr. Tommy Shaughnessy is re-appointed in the position of WDSF Sports Director. The Presidium UNANIMOUSLY accepted the motion. It was also agreed that a 4-year contract should be drafted by the end of August 2017 by JF for signature by TS. Everyone congratulated TS for this reappointment and thanked him for the great job done so far.

WDSF Barcelona Office Staff:

JLB informed the Presidium that the three staff members from the Barcelona
office took the decision not to attend the WDSF AGM in Singapore for personal and medical reasons, they have specified that after checking with their legal advisor, WDSF could not force them to travel for professional reasons as it was outside of the scope of their tasks. An obvious lack of cooperation has been detected from early February 2017. JLB tried to understand the reason for this change of attitude but the staff in Barcelona repeatedly told JLB and GF that it had nothing to do with them and that they could not help resolving the issues as they were all linked to the past. JLB and GF continued working with business as usual, maintaining weekly or bi-weekly calls.

JF confirmed that cooperation with the Barcelona has declined over the past months and informed the Presidium that the staff in Barcelona has hired a lawyer (the same lawyer as Mr. Sietas) to file a case against the WDSF. The case is related to mismanagement of tax return and other payment of social costs by Mr. Freitag. Since the resignation of Mr. Freitag, the WDSF MC has done everything in its power to amend issues from the past and fix the problems created by Mr. Freitag regarding the employment of staff in Barcelona. It therefore came as a surprise that the staff would now take legal action against WDSF as it was fixing the mistakes from the past.

JLB noted that he had conducted an analysis of the staff in Barcelona last September 2016 and realized that none of them had job descriptions. Job descriptions were established and an assessment was carried to identify the areas of improvement for each of the 3 staff members. Training courses were paid by WDSF to invest in the future of the employees. Additionally, regular visit to the Barcelona office took place and weekly Skype calls were scheduled each week between the Lausanne and Barcelona office.

In May 2017 Mrs. Pedrazo was given a medical leave for approximately 12 weeks and soon after her medical leave started, Mr. Sal also had to stop working for medical reasons with a medical certificate for approximately 5 weeks. The MC was surprised that Ms. Pedrazo voluntarily returned to work almost immediately after her medical leave had begun.

JF indicated that discussions are currently taking place between the two parties through their respective lawyers to settle the situation and he will keep the Presidium informed on the developments.

Finally, JLB informed the new Presidium of his decision to step down from his CEO’s position for family reasons. JLB was hired last year on a 50% agreement but the amount of work that had to be carried was well above this percentage. JLB stressed that he will remain available for WDSF to operate and ensure smooth transition with the staff of the Lausanne Office. He told the Presidium that in his opinion GF is in a position to evolve and be the CEO in a couple of years and that he would be ready to mentor and guide him in the coming months to help him transition into that position. JLB stressed that it has to be a
decision from the MC/Presidium and that of course other solutions for a transition can be considered, including advertising the position to outside candidates.

LH thanked JLB for all the remarkable successes he brought to WDSF, and for what he achieved over the past month, emphasising on the great personality of JLB and that it has been a great pleasure and honour to work with him– LH is convinced that a solution will be found for a smooth transition in the coming months.

LH thanked all the participants for their input and the Presidium agreed to consent to adjourn the Meeting at 16:30.

14. Distribution of the Minutes

- Presidium: Full Minutes
- NMB: Without sensitive information (this version)

Lukas Hinder
WDSF President

Guillaume Felli
WDSF Project Officer/ Minutes Secretary