

MINUTES FIR AGM 2025

Saturday 15th March 2025, 14:00 – 16:00

Zoom online



Chair: FIR Executive President Duncan Stahl

Minutes: FIR General Secretary Daniela Gayck

Final Agenda

- 1) Welcome note to members
- 2) Confirmation of minutes of 2024 AGM (24.03.2024) as published on www.racketlon.net
- 3) Audited Annual Financial Report 2024
- 4) Annual President's Report
- 5) Consultative Vote on 2025 budget
- 6) New FIR Country Member Applications
- 7) Discharge of Executive President & Council Members:
 - Duncan Stahl (GBR)
 - Michael Gonnon (FRA)
 - Anna-Klara Ahlmer (SWE)
 - Amke Fischer (GER)
 - James Pope (GBR)
 - Kresten Hougaard (DEN)
 - Kirsten Kaptein (NED)
 - Graham King (SUI)
 - Poku Salo (FIN)
 - Marcel Weigl (AUT)
 - Jean Michot (FRA)
 - Colette Sultana (MLT)
 - Adarsh Vikram Narayanaswamy (IND)

Election of Executive President and Council Members for 2025 – 2028:

Election of Executive President for 2025 - 2028:

- Duncan Stahl (GBR) *Proposed by Great Britain & Germany*

Election of Treasurer for 2025 – 2028:

- Michael Gonnon (FRA) *Proposed by France & Germany*

Election of Council Members for 2025 - 2028:

- Anna-Klara Ahlmer (SWE) *Proposed by Sweden & Malta*
- Amke Fischer (GER) *Proposed by Germany & Malta*
- Kresten Hougaard (DEN) *Proposed by Denmark & Germany*

- Kirsten Kaptein (NED) *Proposed by Netherlands & Malta*
- Jean Michot (FRA) *Proposed by France & Malta*
- James Pope (GBR) *Proposed by Great Britain & Malta*
- Stephanie Chung (USA) *Proposed by USA & Great Britain*
- Thomas Tang (CHI) *Proposed by Malta & Great Britain*
- Seppo Raiski (FIN) *Proposed by Finland & Malta*

8) Discharge of FIR Auditors:

- Patrick Bürgi (SUI)
- Joachim Gersdorf (GER)

Election of FIR Auditors:

- Patrick Bürgi (SUI)
- Joachim Gersdorf (GER)

9) Discharge of FIR Board of Arbitration:

- Karim Hanna (SUI)
- Jonny Bispham (GBR)
- Carola von Heimburg (GER)

Election of FIR Board of Arbitration:

- Jonny Bispham (GBR)
- Carola von Heimburg (GER)
- Poku Salo (FIN)

10) Proposal from FIR Council for a change to the Rules of Racketlon :

Removal of the clause which does not allow any coaching during a match. Proposal is to now allow coaching during a match at any time, as long as play remains continuous (as is now allowed in the individual sports of Table Tennis, Badminton and Tennis). See proposal [HERE](#)

11) Proposal from FIR Council for a change to the Rules of Racketlon:

To allow final positions in round robin groups at the World Championships National Team event and the World Tour Finals to be decided by a points count back (meaning tennis should be played out to a finish). See proposal [HERE](#)

12) Proposal from FIR Council for a change in the Statutes:

For a more clear, specific definition around Council elections. See proposal [HERE](#)

13) Date of next AGM

14) Any Other Business

FIR AGM Attendees

22 Countries present or delegated their voting power to other members, with a total of 64 of the possible 78 votes (82%):

Member Country	Representative	AGM Votes
Afghanistan	Delegated to Austria	0
Australia	Leigh Sands	2
Austria	Michi Steiner	5
Belgium	Geert Blommaert	2
China - Hong Kong	Kevin Ng	3
Czech Republic	Graham King	3
Denmark	Kim Jensen	3
Finland	Poku Salo	3
France	Jean Michot	6
Germany	Christian Börner	7
Great Britain	James Pope	9
Hungary	Balázs Döbörhegyi	2
India	KK Cheema, delegated to Malta	0
Malta	Duncan Stahl	7
Netherlands	Mark de Bruin	3
New Zealand	delegated to Australia	0
Poland	delegated to GB	0
South Africa	delegated to Switzerland	0
Sweden	Anna-Klara Ahlmer	3
Switzerland	Nicole Eisler	4
Thailand	Frank Kleiber	0
USA	Pat Moran	2
Total		64

13 Countries absent from the AGM, with a total of 14 votes:

Member Country	AGM Votes
Canada	1
Croatia	1
Estonia	1
Greece	1
Ireland	1
Israel	1
Latvia	1
Luxembourg	1
Norway	2
Slovakia	1
Slovenia	1
Spain	1
Turkey	1
Total	14

Non-voting FIR AGM attendees

- Patrick Bürgi (SUI, Auditor)

1) Welcome note to members

FIR President Duncan Stahl opened the AGM at 14:00, took over as chair, welcomed all representatives, noting that the meeting will be transcribed by Otter, and zoom-recorded in order to create the minutes.

2) Confirmation of minutes of 2024 AGM (24.03.2024) as published on www.racketlon.net

Duncan asked for approval of the minutes of the last General Assembly of March 2024, which have been available on racketlon.net for the whole of 2024.

With no other points raised. The minutes were confirmed unanimously in the chat.

3) Audited Annual Financial Report 2024

Graham presented the 2024 financials compared to the budget.

The financials 2024 were prepared by Amke (former treasurer), Michael (current treasurer) and Graham and have been checked by the auditors Patrick Bürgi (SUI) and Joachim Gersdorf (GER). Patrick added that they had asked lots of questions, all of which had been answered successfully, and they recommended the AGM should approve the 2024 finances.

On the income side Graham highlighted a 2% increase over 2024 in tournament fees, though less budgeted. In 2024 the revenue by player license fees increased by 8% over 2024. Additional revenue by more than 7k were from merchandising and World Tour Final sponsorship. The Tournament Planner license fees were handled through to the country federations, which nets out revenue and costs. Therefore, it is neither recorded in revenue, nor in the expenses. In total the income was 60'894 EUR in 2024, which shows 2'833 EUR over budget.

In the expenses most of the costs are marketing costs due to the effort to make Racketlon more noticeable especially on social media. For that support also media officers were supporting in the preparation of the campaigns.

To highlight, nevertheless, the marketing expenses and website development expenses were 2'200 EUR less than budgeted. Also the tournament software costs less than expected.

The World Tour Finals & merchandising costs are linked to the revenue we have.

The travel costs, mostly for Duncan, increased due to the globalisation of Racketlon and therefore linked visits, especially in Asia or India at the moment.

The Council member tournament rebate had less participation than expected.

The new country development funds for India and Afghanistan player licences summed up to around 1'500 EUR to help with the financial obstacles in these countries in order to grow the sport.

In total the expenses were 60'332 EUR, which was 930 EUR more than budgeted.

In total this leaves a profit of 562 EUR, which is a better result than expected in the budget.

The AGM then voted unanimously in the zoom chat to approve the 2024 Financials and Audit Report.

4) Annual President's Report

Duncan structured his report into a review of the last 12 months (April 2024 to March 2025) and a forecast for the coming 12 months.

Looking at the last 12 months

- Tournament season

In 2024 a total of 20 world tour tournaments across 4 continents were held.

Three new tournaments took place in Austria, Ireland and New Zealand. Five tournaments have been upgraded on the FIR World Tour (Czech Open and Indian Open upgraded to SWT status; Augsburg Open, Norwegian Open and Hong Kong Open upgraded to IWT status).

2024 was a record year in participation. 72 national teams took part in the 2024 World Championships with 437 players from 29 different countries and 103 participating in junior categories.

We launched the FIR Race in the juniors, seniors and elite category where players try to collect as many points as possible within a calendar year, with the top 8 men and 8 women elite players qualifying to go to the World Tour Finals in December, last year held in Switzerland. This way another big tournament is set after the World Championships in summer. An increase of tournament participation is already noticeable.

- FIR Development fund with projects across eight different countries

In the last 18 months the FIR supported projects around the world, especially supporting junior and female participation. In the last year, the FIR supported programmes in Norway, Czech Republic, Germany, Sweden, Ireland, France, Austria and the USA.

Duncan presented the example project of the Two4RacketsTour in Austria with a 6 tournament-tour for players who never played Racketlon before.

In addition, the Development Funds are also used to support junior teams and groups to attend tournaments and events.

In 2025 the Development Funds will be assigned to projects in South Africa, Finland, Norway, New Zealand, Austria and the USA.

- Launch FIR online leads generation campaign

In this campaign, facebook users will be targeted with advertisement showing interest in racket sports. The advertisements lead to a questionnaire about Racketlon, leading the facebook user to leave his contact details for the member countries to get in touch with them. As of now 12 member countries take part, which lead as of to date to 1700+ leads. This campaign results in quality leads with low personal investment from the FIR. Member countries need to inform the FIR if they also wish to take part in this programme.

- Sponsorship and Funding

A professional assessment from Infront Sports & Media pointed out that the two main FIR assets attracting sponsorship and funding are the "FIR Development Fund projects" and the "FIR World Tour Finals". As the projects are now defined for 2025, the goal is to target potential sponsors.

Duncan announced that this year World Tour Finals will take place in India, whereby HSBC India agreed to sponsor the event. This first sponsorship leaves potential development for a long-lasting partnership and potential future sponsorships.

- AIMS: Alliance of Independent Recognised Members of Sport

Becoming a member is expensive and takes time. This application process will be an ongoing process lasting several years. The goal of the FIR is to be part of The World Games in Karlsruhe in 2029, where only AIMS recognized sports are allowed to participate.

- FIR Ambassador Programme

This programme, headed by Madrin Mouchet, aims to collect information of new contacts, new venues and new countries in order to grow Racketlon. Already 39 people have joined the program. This programme is run via a Whatsapp group, whereby follow ups on organisational matters will be followed up by the FIR. As of now, this programme resulted in representatives and venues in Barcelona, Valencia, Marocco, Egypt, Senegal, Milan, Japan, Mauritius, Martinique and China. Since the last six month Duncan and Thomas Tang worked together in the development in China. Due to the Olympic recognition of squash, China is investing heavily in the development of squash sites, which sets a good base for the potential of Racketlon in China. During Duncans visit in Hong Kong, he met with representatives of the company flagship prepared a presentation of how to approach the development of Racketlon in China moving forward. Following on from the meetings, FIR agreed on a strategic partnership between the FIR and flagship with the goal of sports development. Flagship is a very experienced, well-known and experienced sports events management company in China, which brings a broad experience and contacts (for example governmental) into the partnership.

- FIR Changes

A new General Secretary Position has been brought in in order to support Duncan and Graham on various admin matters. Duncan and Graham decided that the position will be assigned to two people - Daniela from Germany and Mark from the Netherlands. Further information will be shared in the coming weeks.

We will continue to work with FIR Consultants who will assist the council:

- Mandrin Mouchet (FRA): Head of Ambassador Programme
- Jack Bishop (GBR): Recognition / Strategy & World Committee
- Joel Durston (NOR): Head of Leads Campaign & Online Strategy

The FIR expanded FIR Media Team to the team of:

- Sanne Veldkamp (NED)
- Leigh Sands (AUS)
- Beth Pye (GBR)
- Simon Lau (GBR)

New Council members standing for election are:

- Stephanie Chung (USA): Non-European Development & Marketing
- Thomas Tang (CHI): New Country Development
- Seppo Raiski (FIN): Member Country Representative

FIR fees will be reduced in 2025 for SWT and IWT tournaments in order to support the tournament directors financially and motivate them to hold more tournaments.

The reductions are:

For SWT: from 18% to 11%

For IWT: from 12% to 7%

Duncan puts questions for the upcoming season for discussion, if the introduction of new multi-racket formats could benefit the growth of Racketlon.

For example, how Triathlon also offers Duathlon or Aquathlon as alternative event structures, Racketlon could either offer Tri-Racketlon events or include other growing racket sports like pickleball, padel, beach tennis, touch ball to the events. To discuss this, strategic working groups have been set up. This approach has not the goal to change the format of Racketlon, but to attract a new group of racket sport interested people on a national and international level.

Duncan presented the budget for 2025, where he highlights some expected changes to the actuals of 2024.

On the income side, tournament fees will slight increase. Even though more tournaments and participation is to be expected, the reduction of tournament fees with result in a lower increase of revenue from 21'014 EUR in 2024 to 21'759 EUR in 2025.

In total the Income is budgeted with around 4'000 EUR more than in 2024. In general the revenues continue to increase annually in the post-covid era.

For 2025 further sponsoring and main assets funding are to be expected. For 2025 the FIR expects 8'500 EUR in additional revenue.

On the expenses side, more costs are budgeted towards marketing (ca. 13'600 EUR), due to an expanded FIR Media team and increasing investments in online ads.

Like in 2024 already seen, an increase in travel costs (mainly for Duncan) is budgeted. This remains due to the international growth and development strategies.

The new General Secretary position expects costs of 3'900 EUR for the year 2025.

5'000 EUR have been allocated to the Development Fund project in 2025.

5) Consultative Vote on 2025 budget

The budget has already been approved by the FIR Council.

Christian Boerner raised the point that it is a consecutive non-binding vote and that the approval of the budget should not be necessary.

Duncan explained that any requests and questions could be raised here and the Council received the feedback to acknowledge.

Graham added that based on a request to the previous AGM, this procedure was written into the statutes and so the FIR cannot ignore it.

Therefore, this procedure will be continued to be held in accordance with the statutes.

The budget 2025 was approved unanimously in the chat.

6) New FIR Country Member Applications

China applied to be a former member. Due to potential political conflicts, the Shanghai team and the Hong Kong team had a meeting beforehand and discussed any potential conflicts or challenges. The outcome was that there are no open issues, which would interfere with China as a new member.

The Council already accepted China's application and welcomed them as a new FIR member country on 19th February 2025. The Council decided to announce China's membership to all other members at the AGM, rather than inform them via email, making the 30-day period allowing members to protest the decision unnecessary.

On 14th May 2024 the FIR Council decided to suspend Romania as a country member, as they repeatedly refused to pay their membership fees despite multiple notices and warnings. Shortly afterwards, Romania terminated their FIR membership and asked for the AGM to confirm their acceptance. Romania will be struck off the members-list and their flag will be removed from the website following this meeting. The AGM approved this action unanimously.

James Pope raised the questions, what consequences a withdrawal of a member country has for individual players. Graham explained that any Romanian players living abroad in another member country can continue to play in FIR tournaments. Duncan added that, as a general case, if a player from any non-member country wants to take part in a FIR tournament, the FIR approaches the player to support them in establishing a new national federation.

Kevin Ng (HK) welcomed China as a new member. He questioned the laws and regulations of the Chinese statutes. Duncan replied that this has been discussed on his meeting in China. The strategic partnership with Flagship will use their governmental contacts to get them on board at the beginning on the development process. Kevin Ng would like to follow up on meeting the legal requirements. Duncan agreed on keeping this on a follow up.

7) Discharge of Executive President & Council Members:

Graham explained that some members had already retired during the last period. He asked for the discharge from responsibility of the previous year for all Council members. The AGM approved the President and Council discharge unanimously.

Graham explained that the FIR statutes were not wholly clear about whether FIR members vote for Council members or Council positions. The FIR Council's interpretation is that the AGM elects officers for the three positions as President, Vice-President and Treasurer, and additionally a number of Council members, with the Council then subsequently assigning the remaining positions amongst themselves. He requested this AGM to follow this interpretation for these current elections, adding that the proposal to clarify this section of the FIR statutes would be dealt with later this AGM.

Graham also added, that he is not up for election at this AGM, as his term of office is deliberately out of sync with that of the President. He therefore called for the election of all other positions and Council members.

Election of Executive President and Council Members for 2025 – 2028:

Election of Executive President for 2025 - 2028:

- Duncan Stahl (GBR) was elected as President unanimously

Election of Treasurer for 2025 – 2028:

- Michael Gonnon (FRA) was elected as Treasurer unanimously

Election of Council Members for 2025 - 2028:

The following participants were elected as Council members unanimously

- Anna-Klara Ahlmer (SWE) *Proposed by Sweden & Malta*
- Amke Fischer (GER) *Proposed by Germany & Malta*
- Kresten Hougaard (DEN) *Proposed by Denmark & Germany*
- Kirsten Kaptein (NED) *Proposed by Netherlands & Malta*
- Jean Michot (FRA) *Proposed by France & Malta*
- James Pope (GBR) *Proposed by Great Britain & Malta*
- Stephanie Chung (USA) *Proposed by USA & Great Britain*
- Thomas Tang (CHI) *Proposed by Malta & Great Britain*
- Seppo Raiski (FIN) *Proposed by Finland & Malta*

8) Discharge and Election of FIR Auditors:

Graham thanked the auditors, Patrick Burgi and Joachim Gersdorf, for their thorough work. The AGM approved the auditors' discharge unanimously.

Graham stated that he was pleased that both auditors were prepared to stay on for another 3-year term and asked the AGM to elect them. Patrick Burgi and Joachim Gersdorf were elected for another term unanimously.

Election of FIR Auditors:

- Patrick Bürgi (SUI)
- Joachim Gersdorf (GER)

9) Discharge and Election of FIR Board of Arbitration:

Graham thanked the Board of Arbitration for their work over the past 3-year period:

- Johnny Bispham (GBR)
- Carola von Heimburg (GER)
- Karim Hanna (SUI)

Graham asked for their discharge, which the AGM gave unanimously.

Election of FIR Board of Arbitration:

Graham noted that Karim Hanna (SUI) had stepped down as BoA member and that Poku Salo had offered to take his place. The AGM elected the new FIR Board of Arbitration unanimously.

- Johnny Bispham (GBR)
- Carola von Heimburg (GER)
- Poku Salo (FIN)

10) Proposal from FIR Council for a change to the Rules of Racketlon :

- Removal of the clause which does not allow any coaching during a match.

Duncan proposed that FIR should follow the recent changes of coaching regulations in the individual sports, table tennis, badminton and tennis, and include this update in the Racketlon regulations. In addition, he pointed out the difficulty in enforcing this no-coaching regulation, given the diverse set of languages amongst the players. This change will allow coaching between points, but not during play. The FIR will allow this regulation for all four sports in the interest of simplicity.

Kevin Ng asked if a specific coach needs to be assigned. Duncan replied that this will not be the case. For the simplicity for the referee work, any coaching is allowed.

The proposal of was accepted by the AGM unanimously.

11) Proposal from FIR Council for a change to the Rules of Racketlon:

- To allow final positions in round robin groups at the World Tour Finals to be decided by a points count-back

Duncan introduced a proposal to revert to the old method of playing out tennis matches to the end in round-robin group play for the World Tour Finals and team competitions.

Because of this old rule, requiring matches to be finished even if a player (or a doubles pair or team) was significantly ahead, being both inefficient and sometimes prolonging matches unnecessarily, the current rule was introduced. This saved time by allowing matches to end early in these round-robin group events. The Gummiarm Playoff was introduced to decide groups where 3 or more players all had an equal number of victories.

Graham explained that the World Tour Finals is considered a showcase event, and a Gummiarm Playoff would not only be difficult for spectators and media to follow, but would also not present a good image for the sport. In addition, the World Tour Finals are not usually subject to scheduling issues.

Similarly, a Gummiarm Playoff for National Team competitions introduces not only the severe logistical challenge of organising multiple teams, all with several players, to all be available at the same time, and ensuring there are no clashes with any individual matches they might have, but also questions how fair it is, to have a whole team represented by a single player.

The proposal aims to require World Tour Finals and World Championships National Team events to play out tennis to completion, with no early interruption, even if an individual match has already been decided beforehand. Duncan reiterated that the change will only apply to these specific events, while other tournaments will continue with the Gummiarm Playoff.

The proposal of was accepted by the AGM unanimously.

12) Proposal from FIR Council for a change in the Statutes:

Graham pointed out that the statutes interpretation to elect specific officers for the positions of President, Vice-President and Treasurer, with other individuals being voted as Council members, and with the Council subsequently assigning the remaining Council positions amongst themselves, was already used in this AGM to elect the current FIR Council. This proposal seeks to formalise this process by changing the FIR statutes to be more specific.

Consequently, three Council positions will be elected specifically, and the remainder of the Council will be elected as a group.

Furthermore, if the FIR has 35 country members, with each member being entitled to propose two candidates, the FIR Council could theoretically have 70 members, which is impossible to manage effectively. To restrict this, the FIR suggested a maximum of 14 Council members, including the President. Kevin Ng (HK) mentioned that 14 is a very unlucky number in China, indicating certain death. Graham suggested to increase the maximum to 15 to prevent this from becoming an obstacle.

The regulation, allowing no more than two people from one country, remains in force.

The proposal of was accepted by the AGM unanimously.

13) Date of next AGM

The next AGM will be held in March 2026. The date will be announced with a minimum of 60 days advance notice. The next meeting will be held again online to maximise participation.

Graham stated that the meeting time needs to be discussed to give as many members as possible the option of attending. James Pope (GB) suggested alternating between one AGM at the beginning of the European business day, and the following one at the end of the European business day, to make it as fair as possible to member countries in very different time-zones.

Duncan pointed out that the AGM is also a possibility for the national federations to pass information on to their player community, discuss internally amongst themselves, and to bring forward any issues or proposals to the FIR through their AGM representatives.

14) Any Other Business

Duncan reviewed the collaboration with Marcel Weigl and expressed his frustration at the inability to find a constructive way forwards, despite there being common paths of interest, such as youth promotion, sponsorship and recognition. The FIR will nevertheless continue to strive to promote and grow Racketlon in the best way possible.

Marc de Bruin (NL) asked if there will be any more Gummiarm tournaments. Duncan stated that apart from the La Santa Open, where it is a regular occurrence, he potentially plans one at the Berlin Open this year. If so, more information will follow throughout the year.

Duncan thanked everyone for the attendance and closed the meeting at 16:00 CET.