ADMINCOM Meeting Vlaardingen, The Netherlands Friday 09/06 & Saturday 10/06/2023

2023 Spring Admincom Meeting Minutes

0. Practical things.

Patrice opens the meeting at 2.11pm and thanks everybody to be here in The Netherlands.

The idea to be here is to check if the hotel is OK to hold the congress in 2025. Travelling to this place seems to be rather easy (car, train, airport), so that is certainly a benefit. We need to check if there will be enough rooms available for a Congress.

On Friday afternoon, Piet Jongepier, President of the NWWB, joined us for a short while, affirming the availability of enough rooms for the Congress.

He also kindly invites the Admincom members on behalf of the Netherlands Federation to dinner in town that evening and privately to a BBQ at his holiday house on Saturday evening at the Nautica Club.

Patrice Martin will chair the meeting for the first day, Andy Harris on Saturday. Sid Adriaensen will take the minutes, with help of Marie-Anne Persoons. Andy Harris will arrive later this afternoon.

0. List of presence, absence, apologies.

Present:

= Board member The President Patrice Martin = Board member The Secr-Gen Sid Adriaensen

= Board member The Treasurer Dominique Lakens Douwes

= Supervisory Board member (Vice-Pres) Andy Harris
= Supervisory Board member Morten Froulund
= Supervisory Board member Ivar Fosse
= Supervisory Board member Stefano Duranti
= Barefoot Council representative Ludo Vrancx

= Cableski Council representative Marie-Anne Persoons

= Racing Council representative Chris Rydl (Saturday only)

= Wakeboard Boat Council representative Colin Hart

= Wakeboard Cable Council representative Sebastiaan Huizinga (Saturday only)

= Waterski Council representative Gavin Kelly

Apologies:

= Gill Hill (the President's advisor), Louis Polome (IWWF & the African Confederation), Dany De Bakker (Disabled), Richard Hernaez (Racing), Nuno Eca (Wakeboard Boat), Varna Laco (Wakeboard Cable).

1. Approval of the minutes of the Admincom meeting of 03 February 2023.

Approved without dissent.

2. Calendar and future meetings.

2.1 Update on the 2023 calendar and first ideas about the 2024 & 2025 calendars.

The Admincom edits both lists (internal document).

Most LAO's for 2023 have been signed and the remaining ones have been chased over the weekend. All are OK now for 2023.

Sid will update the calendar on our website.

2.2 Future meetings.

2.21 = 11-14/11/2023 Budapest, HUN November meetings

The provisional bulletin has been circulated to the Admincom.

Sid will liaise with the Hungarian Federation and circulate the final bulletin September latest.

As it is a November meeting, representation of each Council to the Admincom is a must. Question to each Council: are you going to have an in-person Council meeting in Budapest? Affirmative are the Barefoot, Cableski, Disabled, Wakeboard Boat, Wakeboard Cable and Waterski Councils. The Racing Council is not sure yet since they may have their Worlds at that time.

2.22 = 03/02/2024 Paris, FRA The 2024 Congress The bulletin has been circulated at the Antalya Congress, so everyone got informed.

 $2.23 = \dots / \dots / 2024$ Spring Admincom meeting

This is an easy organisation. We need only one meeting room for about 15 persons for a Friday to Sunday period. The date to be decided at our November meeting.

Ivar looks into an Oslo (NOR) possibility. Varna could contact SLV if so desired.

2.24 = 09-10/11 (Councils) & 10-12/11 (Admincom) The 2024 November meetings We need several meeting rooms (seven Councils!).

Maybe a federation which organises many titled events could be interested. Austria? Varna reported that, if so desired, CRO would gladly host the November meetings again.

2.25 = 01/02/2025 Rotterdam, NED The 2025 Congress

Is this hotel (the Delta hotel) suitable? Yes, and the venue is easy to get to.

The Admincom will advise favourable at the 2024 Congress.

The Netherlands Federation should prepare a presentation for the Paris Congress.

2.26 = 07/02/2026 GBR or GER The 2026 Congress

The President of the German Federation, Dr Gunther Kuhnt, has expressed a keen interest in organizing this Congress. Likewise, Gavin Kelly is looking into the possibilities for the 2026 Congress in Stanstead, GBR.

3. Board decisions and recommendations.

3.1 The BLR/RUS/UKR situation.

For the time being, no change to the IWWF position regarding the BLR/RUS athletes.

A proposal to let them participate under neutral (IWWF) flag, not representing their country and not individually supporting the war or being affiliated to the military, might have some support by the non-Europeans at the EB (Executive Board), but changing the way we handle this during the season would bring a lot of practical problems and consequences.

3.2 The Jan Presz case.

It appears that Jan got a verdict by some court that overturns a decision by the Polish Federation to withdraw his qualifications as an official. We gave the POL federation until the end of April to give us an answer on this matter. Since no answer came, we reinstated Jan Presz as an official. Case closed.

3.3 The Erwin Zawadski case.

Erwin was in Frankfurt, attended the Seminar, sat his 2nd class exam and succeeded. Case closed.

3.4 The EC Addendum to the Rules of Eligibility.

This is about athletes without a Federation.

Most involved are Estonia and Slovenia, both with wakeboard cable riders.

Estonia has about 140 wakeboard cable riders but cannot (doesn't want to?) form a federation.

With EMS we control the Rankings List and could 'force' them.

The IWWF is currently working on a solution for athletes with no official federation.

3.5 Transfer IWWF Company registration to SUI.

It would be beneficial, both administrative-wise and financially to move the IWWF official seat from the UK to SUI. The IWWF is currently studying how to manage this.

We will have to close the company in the UK and open a new company in SUI under Swiss law..

The IWWF will apply to become a non-profit organization, which therefore will be tax free.

Peter Frei is working on this, with the help of Gill Hill and also Nicky Caine.

If this happens, then we need a small change to our EC Articles of Association.

4. Updates on certain topics.

4.1 Representation.

We need for each Titled Event the name of the Council representative and the Chief Judge since Sid has to inform them when a federation or an individual is banned from participating.

Patrice is checking out what can be done in terms of Ambassador representation for the competitions in France.

Patrice is going to Tel Aviv for the Europeans Cableski – maybe as a Senior 2 skier!!!

For which Titled Events do we need to look for an EC Ambassador?

The Waterski Council has asked for Ambassadors for their titled events. It is felt that the need for an Ambassador should be a decision taken by the Council and also by the organizer.

The function of Ambassador is often not known or understood by the organizer.

For organizers anticipating the presence of a special official person (a mayor, a minister or so), it is good to have an Ambassador.

Each Council to decide whether they want someone in agreement with the organiser.

If that is the case, please inform the Board.

The Board/Admincom then has to search for an Ambassador not involved in the competition.

4.2 Production and transport of medals, AOY Trophies & overall AOY Presents.

Gavin has organized the medals (over 1000!) with the engravement plaques. Thank you Gavin for all the work.. The final version looks great; gold, silver, bronze are now well visible with a thick rim showing the color.

For 2024 we will have the same medals, but the color of the lanyards will be changed. Not used medals in 2023 need to be collected by someone of the council who then takes care of keeping them for the 2024 season. It is not difficult to take the engraving plaque out and replace the lanyard. The "coins" for officials and organizers are in a small blue box.

4.21 Addresses to send the medals, trophies & presents to.

The medals: Gavin has the complete list of the ship to addresses.

The trophies for the AOY 2022 are produced by Franz Kuhn.

Sid is trying to compose the list for Franz where to send them to (should be complete next week).

The two presents for the overall AOY 2022:

- = Laura Hillenbrand Patrice will bring the present to the E&A Championships in Israel.
- = William Asher Gavin has the present and will further take care of delivering.

5. Finances.

5.1 Outstanding subscriptions and other debts to the EC.

Only a few federations still have to pay.

In general, there are not too many unpaid invoices.

5.2 Subscription fees of UKR, RUS, BLR & TUR.

TUR has asked to have the subscription fee waved after the earthquake in February.

The Board denied the request as there are many similar excuses in other countries (floods in ITA, etc.) so they still have to pay.

RUS and BLR do not have to pay as they are not allowed to participate at any competition. If the IWWF decides to allow them back in the competitions, we still should send an invoice.

UKR does not have to pay as they have the war.

In 2022 EC paid for the entry fees for the UKR skiers at E&A Titled events. At that time the EC decided to wait about deciding for 2023. UKR is sending good teams to most of the competitions, so they should realize that they need to pay the entry fees.

5.3 Reminders to be send to several federations.

Done.

5.4 Longstanding debts from Federations leading to application of Bye-Law 2.1.1.

No longstanding debt at present.

5.5 Positive and negative list of federations that are allowed to compete in 2023 E&A Titled Events.

Sid to inform the federations concerned, copying the following persons:

- = For E&A Titled Events: the Council Representative, the Chief Judge the Ambassador.
- = For IWWF Titled Events : the IWWF President, Secr-Gen & Executive Director.

Only a few federations still have to pay their subscription fee.

A first reminder has been sent.

So, they would currently be on the list of countries not allowed to participate.

Once that list is published, the countries involved will typically pay very fast.

6. Reports – Anything to add to your written report?

6.01 The President Patrice Martin

The IWWF is a 25% owner of the Pro Tour, but is considering getting out.

Contentious topics the two parties differ on are: streaming only with WBC, male versus female prize money, slalom only versus 3-event, who gets invited, ...

As IWWF is the governing body we must make sure the competitions are organized correctly.

Shortage of international judges/officials and more specifically of waterski trick judges. It looks like less and less people are looking to go to higher level judges. How can we get more people interested in judging? How can we get ourselves organized so that more people get the information about seminars taking place? How can we have better communication?

6.02 The Secr-Gen Sid Adriaensen

Lot of work was done on the review of the Bye-Laws.

Going over the composition of our structure and the different councils.

At the Paris Congress we will have elections for the Board and for the Supervisory Board.

The next Council elections are only at the 2026 Congress.

Sid reminds everyone that co-opted members need to get put forward in writing by their federation.

Wakeboard Boat Council:

The 2023 Antalya Congress agreed on two extra Council members up to the 2026 elections as one of their actual members is UKR and another RUS and both cannot really take part.

A new member from GRE (Theodozis Dimopoulos) has been found with the blessing of the GRE federation. Nicolas Subjobert (FRA) has resigned as he missed more than three meetings, claiming did not have enough time to work for the council.

Barefoot Council:

Filippo Mussano Ribaldone (ITA) will become a member instead of being the athletes rep.

Cableski Council:

No changes, but Michal Mos (POL) got a permanent invitation to attend the meetings (no vote).

Waterski Council:

Louis Polome, the delegate of the African Confederation got replaced by Howard Ramsden(RSA).

6.03 The Treasurer Dominique Lakens Douwes

Nothing much to report besides what has been said during the Finances chapter.

A French official got incorrectly paid, but Dominique is on top of it.

6.04 Supervisory Board Andy Harris

The Four-Year Plan is not really working, the document is not really a Plan but more a Mission Statement (which needs to be re-written).

As Admincom we should ensure each Council has its own 4-year plan. We can help them if they have questions. Each discipline should have a clear direction in how to move forward. Councils at present are more focused on reactive items, things that happen and need to be dealt with. It would be better to have a pro-active plan to work on.

It is believed that Admincom also needs kind of a 4-year plan.

The 4-year plan should be the help to know what specific things, topics need to be discussed every year, every second year, every four years...

Andy will, starting from the agendas of the latest meetings, work out a sort of spread sheet to see if he can come up with something better as 4-year plan. Something like a project management system. A first version will be put in Teams as a working document, so all can look into it and further discussion can take place at the November meeting.

6.05 Supervisory Board Morten Froulund

The use of the Teams software.

Some councils are using it more, others less.

It looks like the issues/questions there were in the beginning are no longer there.

EMS: we have now 25.000 athletes in EMS, 5.000 officials.

There is an increase in Waterski competitions, while Wakesurf and Wakeboard boat are going down in number of competitions.

Projects: the focus is on getting Wakeboard Cable introduced in the system. This should be ready for the next season. Payment by credit card for competitions is also being worked on.

6.06 Supervisory Board Stefano Duranti

No report entered. Legal matters are under control. Medals is now with Gavin.

6.07 Supervisory Board Ivar Fosse

All insurance is in place for officials also for racing.

To be included for Racing, the boat crew needs to be named differently, calling the driver and the observer an official. This needs to be changed also in the rules for Racing.

Material costs to the own boat is not covered but damage caused to someone else is covered.

Excesses are the same as was before (see report Ivar page 1).

Insurance for athletes is more difficult as there are big differences in the different countries. IWWF would also like to have this insurance. Ivar is looking at a system to avoid paying for double insurance. Therefore, he is looking at having the insurance on IWWF level and then the confederations to pay to IWWF.

Insurance documents are posted in Teams, there all details can be found. All competitions entered in EMS are covered, private competitions or competitions not in EMS, are not covered. EMS is a great tool for the broker as all the information they need is available in EMS.

Boats are not insured with this insurance; boats have to be insured by the owner of the boat. The boat driver is covered, just the boat itself is currently not covered. If needed Ivar can have a look at this, however priority goes to getting the insurance set up for the athletes first.

Racing has an issue with boat-to-boat insurance in Britain.

The international Boating federation may have a solution.

Double insurances: some federations give insurance with the membership, are the officials then double insured?

What will happen when there is a claim? Then both insurances will come together and typically costs will be shared. The different insurance brokers then will deal with this behind the scenes.

6.08 Barefoot Ludo Vrancx

Complaint by the Dutch Federation.

Issue between a Finnish national driver and an official from the Netherlands. The Admincom feels that the issue is between two individuals, barefooters, and not between federations. So the complaint from the NWWB was handed to the Barefoot Council to be dealt with.

The Barefoot Council looked into this and really did not see any 'official' link to federations, it is really a private, two people thing on Facebook and Whatsapp. If an official excuse is needed, it really should come from the Finnish Federation, rather than from the IWWF.

The NWWB feels enough has been said on this and still hopes for an apology letter, but otherwise prefers the case to be closed. It really is a case between two people not liking each other on private channels.

Barefoot is looking to have eight competitions in EMS this year. There will be also some low-level competitions not set up in EMS as younger skiers do not want to pay for EMS.

Barefoot is looking for new officials. Younger officials want more financial assistance as they do not want to travel at their own costs.

6.09 Cableski Marie-Anne Persoons

The Council needs to work on the parameters for the Who-Beats-Who Rankings List. As the season is now underway, this will only be for 2024.

Uwe Goldstein is looking for a World Cup stop in Saudi Arabia. Cableski and cable wakeboard. Colin believes this is good development and mentions that Maria Bulgakova was there just recently for a seminar on wakeboard/wakesurf.

6.10 Disabled Dany De Bakker, represented by Ivar Fosse

Nothing to add to Dany's report.

6.11 Racing Richard Hernaez, represented by Chris Rydl.

Council budget 2023 – to be evaluated at the November Admincom meeting.

Request by the Council to use part of its budget to cover the sanction fees (400 Euro each) for their 'open international races' (instead of invoicing the organizers).

The Board accepted this proposal, exceptionally for this year only, in order to help this division recovering. On the other hand, with three members in a team, it takes less than 15 teams at an entry fee of $10 \in$ per person to cover those $400 \in$.

Belgium: four races of which two European Cup.

Austria: the finals of the European Cup on July 9th.

The Worlds will be November in AUS, but the LAO has not yet been signed.

From Europe we expect four teams from BEL and two from GBR.

Diamond race: it is believed to have good participation from different countries.

Racing believes they are climbing out of the hole they were in.

Europeans: Racing is looking to go back to a formula more like in the past with European Grand Prix races in different countries and a final.

GBR is still organizing competitions, but at present nothing is officially sanctioned by the British federation.

Discussion ongoing on helmets: the proposal by one of the people in GBR is not good as it would be very dangerous. Any regulations should be as vague as possible until an insurance company asks for specifics. This is too dangerous a subject, risking lawsuits.

Or rules dictating impossible conditions to ski with (motor helmets!).

6.12 Wakeboard Boat Nuno D'Eca, represented by Colin Hart

The situation with the 2023 E&A Championships in Belgium.

The only hurdle now seems to be that when the Council spoke to the (then potential) organizer, they assured him that there would be no additional costs. He now got the LAO, which was a huge surprise for him, and he doesn't agree with most of it. After a Zoom meeting this morning with the organizers, some Council members and the Board, misunderstandings seem now to be cleared and we are quite confident that the 2023 E&A Championships will be held in Beernem, BEL, 11-16/09.

Successful seminar in Athens GRE, with 20 people attending.

Worlds will not be in 2023, originally THA was going to organize, first in Phuket, then in Singa, but the financial part stopped it. We now hope that the 2023 Worlds can be held in the spring of 2024 in the USA (Florida).

The Council is currently working with really only four members, and with a new Greek member just joining after the seminar (Theodozis Dimopoulos). He has the full support of his federation and will be co-opted by the council.

6.13 Wakeboard Cable Varna Laco, represented by Sebastiaan Huizinga.

The E&A Age Categories in Gyor, HUN, will be 28/08-03/09.

The E&A Open in Paris, FRA, 21-23/09.

Reminder to the Council: Cable Wakeboard is having an LAO addendum, but the official LAO is needed in addition to the addendum. All OK for this year.

6.14 Waterski Gavin Kelly

Over winter, all officials' exams were updated.

March was the first physical seminar after covid, last was in 2019. The attendance was good with about 100 officials attending and happy to be there again. All in all the seminar can be considered successful. Communication about the seminar was done direct to the officials. It is believed this is needed to get the officials coming. EMS helps to communicate easier.

Improving communication: A newsletter 'Around the Buoys' has appeared four times now and is circulated to the federations and to all international officials.

Eye-trick technology with predictive tricks will be revolutionary for trick judging. Planning to use it for the 2023 Europeans Open in San Gervasio. The system will give the results much faster. At present still rather expensive to use. For more details on the system, go to eye-trick on the internet.

Waterski would like to see more money flowing back to waterski. A meeting was held between Gavin and the Board. The Board has reviewed the situation of the Waterski Council. They still have resources of around 42.800 Euro. So, there is no imminent need for more funds. Besides that: all Councils are reminded that EC Central is willing to consider requests for funding of special projects.

A new website for waterski Europe is being worked on by Hannu Rintanen, none of the Council members present know more about this.

6.15 IWWF Louis Polome

Face to face EB meeting will be Monday-Wednesday at the Open worlds in Florida in October. The IWWF Congress will also be there on the Thursday.

On the Friday there will be a Hall of Fame ceremony with Gill Hill being inaugurated from 2022 plus the other waterski inductees of 2023.

CAN has put in three bids or Worlds for three years in a row: in 2024 the waterski U17, in 2025 the waterski U21 and in 2026 the waterski 35+, all at the same site in Calgary.

Colin has been asked to represent IWWF in the sport for business area trying to get more contacts for sponsorships. He will be in SUI at a Hosts and Federations summit with all international sport federations and major cities present. There he should learn on how to "sell" our sport better to potential sponsors, to communities, cities, etc.

6.16 African Confederation

No report entered. The African Confederation is still struggling to get themselves organised. The EC keeps supporting them by allowing them to join EC in the titled events and seminars. Howard Ramsden joined the waterski seminar this year.

7. Rules.

7.1 Articles of Association – no amendments;

7.2 Bye-Laws.

7.21 Revision after the 2023 Congress decisions (Sid.).

Sid updated the Bye-Laws and circulated the draft to all Admincom.

The Admincom now goes line-by-line through this draft and makes some amendments. After a last check-up, Sid will circulate the 2023 Spring version of the Bye-Laws to the federations after which they become applicable. They however will need still ratification by the Paris Congress.

7.22 Change to the Rules of Eligibility regarding all officials.

Follow the rules as made by the IWWF.

7.3 List of Obligations.

7.31 Different addendum to be proposed by the Councils for each titled event.

If Councils are happy with the general LAO, they can use this, however several Councils have an adapted version. Each Council to pass their latest update of their version of the LAO to the Board/Admincom for approval.

For the general LAO the part of doping control needs to be updated.

The proposal made by Gery Probst for the IWWF, does not 100% match the proposal Gill has made for EC. The other Confederations barely have any compulsory doping control in their rules. It is believed the proposal for the IWWF will be finalized at the EB meeting in October, so the suggestion is to review the EC doping rules only at the November meeting based on the approved IWWF document.

7.4 Guidelines.

7.41 Bi-annual review (Sid).

Last year we dealt with a complete review.

There are only three bye-laws that need attention:

04 EC Representation.

Each Council needs to study this guideline.

It might need a small trimming, different for each Council, to get in line with reality.

The form at the end of this guideline, dealing with the financial reporting of each E&A

Championships is very important for our financial staff and needs full attention by the Council

Representative. Sid still has to add some lines regarding the 10 € doping testing fee.

10 Meeting allowances.

As decided at our November 2022 Admincom meeting, from this 2022-2023 financial year on, a meeting allowance is now 400 Euro, up from 300.

This has been calculated in the EC budget for this year.

15 Council responsibilities.

This guideline still needs a complete update. The current version is totally out-dated.

To be done by the end of 2025 when we will be looking for new Council members (Council elections at the 2026 Congress).

8. Development.

8.1 New Federations and/or prospective Federations (Andy).

Not much progress made.

Sid proposes to focus on Slovenia and Estonia as there is a lot of Wakeboard Cable in these countries.

Romania became an associated member in 2019 and is now a full member.

Montenegro at present does not have enough clubs yet to start a federation.

8.2 Lapsed Federations.

RUS and BLR remain. No other federations lapsed.

8.3 Multisport Games (World Games, Med Beach Games 2023, ...).

2023 Med Beach Games in Heraklion, GRE: as there were not enough countries in the intention to enter, the IOC has taken out waterski and wakeboard from the games.

It will be difficult to get back in.

Should we look at somebody else, not Dimos Alexopoulos? Do we have another person who would be better to lead this, more interested and enthusiastic to do this?

The Mediterranean Subcommittee needs to come up by the next congress with a new proposal to get us back in and have more skiers interested going.

Stefano Duranti to take the lead and start talking to Dimos and to be the liaison between the Med Games Subcommittee and the EC Admincom. If there is a feeling we should no longer be participating, then this needs to be clearly communicated to the Admincom.

The 2025 Med Games site is Alexandria in Egypt, the 2026 Med Beach Games is in Taranto, Puglia, ITA. Who should be the connection with the organizers there?

Stefano as Italian may be good for the Taranto event.

The technical director appointed by Jose Antonio, for the Med Games is Virginie Sourty.

The 2025 World Games in Chendu, CHI, will probably include waterski, wakeboard and wakesurf.

The benefit of being in the multisports games is to show what we can do, to create visibility, a showcase, for our sport. But we do not really have a plan/strategy/vision as to where we would like to go with this. Should we look into changing the format, show something new and eventually go away from the boat?

How can we create more enthusiasm to go to these multisport games? Some NOC (National Olympic Committees) do not support participation of waterski, not being an Olympic sport. Environmental issues may also make waterski behind the boat more difficult.

9. **AOB**.

9.1 Transgender athletes.

Colin did some work on this.

World athletics: once a male went through puberty, they will no longer be allowed to compete in female events. Other federations have taken similar approaches. It is believed this is a good approach. At present we do not yet have a case, but we should have our bases covered when the question comes.

Or should we go as far as the birth certificate to determine the gender?

The IWWF should take the decision, but we can already give our opinion to them.

To the group: if you see any good idea on how to deal with it, please put it in the chat on Teams so we can discuss it further.

9.2 The Wakesurf Committee.

This Committee used to be part of the Wakeboard Council.

Maria Bulgakova does not provide a lot of feedback on what she is doing and how it goes. According to Colin Hart, this discipline is growing very fast, especially in the WWA part. It is rumored that there will be an Europeans in Spain. We should work on getting a Worlds as well. UK and ITA have nationals, it is believed LAT also runs events.

It seems that Maria does communicate more with the IWWF.

9.3 Remaining items not yet touched on.

Council budget reports have been distributed by Dominique.

Congress – feedback from the Antalya Congress is that there is not enough added value for people who only come for the Congress. This is certainly the case for non-election congresses.

Can we create more added value by, for example, inviting a speaker for a specific presentation or something else. Andy proposes a speaker to present how other sports are doing, transgender items, sponsors, business...

We should create a list of ideas for topics and then look for potential speakers.

- = Do we have people in the sport who could give some presentations?
- = Social media promotion is still a topic, we as water ski people are very weak on.
- = Dealing with unsportsmanlike conduct. What is the better procedure?
- = EMS system with focus on what federations need to do.
- = A speaker that presents how 'green' we are, what the boats do and not on the ecologic footprint.

As next congress is in Paris and is the year of the Olympics, Patrice will look into finding a speaker for this congress, maybe an IOC member in Paris.

Other topics for future events, please pass on and let's discuss.

Looking forward to seeing all at the November meeting in Budapest. Note that the Budapest meeting is mandatory to attend for all councils.

Meeting finished at 4 pm.