



**WICB Annual General Meeting
Coco Palm Hotel
March 24, 2012**

President's Report to the Annual General Meeting

1. Introduction

Yet another year has passed since I reported to you the shareholders of the West Indies on the state of the company, our business and the sport. It comes at a time when there is continued and, some may say, heightened discussions about our decisions and way in which we manage our business.

We must never be unwilling or even hesitant to face these discussions and debates. The fans of West Indies cricket expect success from our team. The performances of the team in the past decade and a half have been indifferent and it is not unreasonable for questions to be asked and pressure brought to bear on us to account for the wisdom of what we are doing.

When times are difficult we turn on ourselves, when times are good all differences pale into insignificance.

I am convinced that the failings of the past will not be overcome easily or overnight. It will take painstakingly hard work. Even when sincere efforts are being made, mistakes will occur which will need correction and adjustments before we get everything right. In fact if it were that easy to get everything right, it would have happened many years ago and there would not be so many different versions of what is the appropriate course of action. Accordingly, in June 2011, the Board of Directors approved a Strategic Plan 2011-2016 to guide our operations and activities toward a path of sustainability and improved performance.

The Strategic Plan builds on the recommendations of the DeloitteTouche study of the changing international cricket landscape. In addition, further consultations were held with various stakeholders after which a final plan was drawn up. I am pleased to inform shareholders that the WICB Strategic Plan 2011-2016 will be distributed today and officially be made public.

The Strategic Plan provides four broad objectives which will be pursued over the next five years. These are:

- i. The development of a sustainable cricketing environment and improvement in team performance;
- ii. Transforming WICB to become an efficient, effective professionally managed cricket governing body by 2013;
- iii. Building a network of relationships that are critical for cricket to grow as a sport and to implement the WICB Strategic Plan;
- iv. Commercialization of cricket to provide the resources needed to sustain our cricketing activities.

It is against that background that I shall report on the activities for the last twelve months.

2. Corporate and Administrative Services

The key responsibility of Administrative Services is to lead the transformation of WICB into an efficient and effective, professionally managed governing body by 2013. In this regard we have made tremendous progress.

Since my last report to the Board, several staffing deficiencies have been filled. The Cricket Department in particular has been strengthened with the hiring of two Cricket Development Project Officers, a Cricket Operations Project Officer, a Player Relations Officer and a West Indies Team Manager. An eCommerce Project Officer was also hired in the Commercial Department to strengthen the efficiency of that department.

As part of the focus on Talent Management on and off the field of play, The HRD Committee and Management worked closely together to develop and implement a comprehensive Performance Management System for the organization. Further, a successful Performance Management Workshop was facilitated for all Managers and Supervisors at the WICB. I am pleased to report that for the first time in several years, performance evaluations were undertaken for all employees including senior management in 2011.

A further highpoint in 2011 was the development and implementation of a formal orientation programme for new hires. The first Orientation programme was held for Office Manager at the HPC and included introductions by the Chair of the HPC Management Committee, the Director of the HPC, the WICB's CEO, WICB's CFO and Officer with responsibility for Human Resources at the WICB.

I am also pleased to report that during the period, Management in conjunction with the HRD Committee identified and implemented a number of training and development programmes for all staff. To date several employees have benefited from this initiative.

In my last report, I indicated that Management was in the process of negotiating a new Collective Bargaining Agreement with the Antigua & Barbuda Workers' Union. I am pleased to report that while there have been some hurdles in arriving at a new agreement, Management and the Union are in the final phase of negotiations. Significant work has also been undertaken between the HRD Committee and Management to develop a number of standardized policies and procedures and with the Antigua & Barbuda Workers' Union to reach agreement.

3. Situation in Guyana

Since I last reported, an unfortunate situation has developed with one of our territorial boards – Guyana Cricket Board. In August 2011, Guyana's Chief Justice, Honourable Ian Chang dismissed the case on the basis that the parties before him were legal non-entities. The Honourable Chief Justice Ian Chang's comments attached to his ruling reads: *"In the present state of affairs, while a legislative structure for the administration of cricket is desirable, there may be the immediate need for the Minister responsible for sports to impose his executive will in the national interest until such time as Parliament can provide a more permanent... structure."* Following on the Chief Justice's Ruling, the President of Guyana summoned a meeting with officials of the GCB to inform them of the proposed action of the Government of Guyana to establish an Interim Management Committee (IMC). On August 30, 2011, a WICB delegation comprising the WICB President and Director Clive Lloyd met with the GoG to discuss the situation in Guyana.

The following was agreed upon:

- i. *That the Guyana Cricket Board (GCB) would remain in place as currently constituted but with eight (8) new persons added on to the Board*

- ii. *The IMC or Interim Management Committee preferably “INTERIM ADVISORY COMMITTEE” is set up which will include the persons mentioned previously and Mr. Clive Lloyd.*
- iii. *These discussions by the IMG (IAC) should also include the drafting of a new constitution for the GCB which process should be completed within the next three to four months to be followed immediately by election of officers to the GCB.*

On 23 December 2011, the Minister of Sport the Honourable Dr. Frank Anthony informed the WICB of the formation of the IMC with former West Indies Captain Clive Lloyd appointed Chairman of the IMC.

On 30 December, the WICB informed the Minister of the official position of the WICB that it cannot recognize the IMC and it is opposed to any attempt to dissolve the GCB which is the legitimate cricketing authority in the country. The WICB's position is premised on a simple principled position – ensuring the independence of cricket administration and avoiding interference in the management of cricketing bodies. This principle flows from the intent and spirit of a position adopted by the ICC. It is consistent with the position adopted by the IOC and FIFA and increasingly by other international sporting bodies.

The WICB position does not seek to prevent Governments from providing oversight of national sporting bodies. The WICB President stated, “...for the sake of clarity, the WICB is not opposed to any Government investigating the affairs of a Member Board in order to ascertain whether any criminal offense has been committed, including fraud, dereliction of directors' duties (including fiduciary duties) or contravention of any relevant legislation.”

On 5 January 2012, the WICB reiterated its position in a letter from the WICB President to the Honourable Minister of Sport of Guyana Dr. Frank Anthony.

The President explained, “you may recall that in our discussions in Guyana and my previous letter, WICB has stated that it has no difficulty with a Government investigating a cricket board or for that matter engaging a cricket board to undertake necessary reform. We further suggested that the body proposed by Government act as an

advisory body to achieve those ends. We have been informed that Guyana Cricket Board agreed to work with the proposed advisory body to achieve those ends. WICB cannot accept a Government dissolving a cricket board and installing its own entity.”

The President and CEO participated in negotiations with the GoG mediated by the Secretary General of CARICOM. An Understanding was agreed upon subject to the Government of Guyana seeking advice on one paragraph. WICB and CARICOM have had further exchanges clarifying concerns of the Government of Guyana. To date, we have not had a final response from the Government of Guyana.

Meanwhile, the Government has brought the full force of the state to bear on the officials of the Guyana Cricket Board including searches of their homes and places of work. Government has also sought and obtained an order of the Court preventing any official of the GCB from acting as an agent of the GCB. Consequently, all officials of the GCB have resigned to avoid any contempt of Court proceedings.

A few days ago, I received a letter from Counsel claiming to act on behalf of the Attorney General instructing that the shares of the Guyana Cricket Board be transferred to the Government of Guyana failing which action will be pursued. The Board is seeking legal advice on this matter.

We are committed to observing our principled position on this matter.

4. Governance

During the period under review, Directors approved the Strategic Plan which provided that WICB will review its Governance Structure to ensure that it is in keeping with best corporate governance practices. Accordingly, the Governance Committee was asked to review the present situation and proposals made and submit a report for the consideration of the Directors and Members.

I am pleased to inform Members that the Governance Committee has submitted its report which was considered by the Board of Directors. I wish to make a special appeal to Members to adopt the Report and pave the way for new governance of the WICB. I am fully aware that Members may wish to propose some changes to the Report but I lend my personal support to the recommendations of the Report. I know it is difficult for some Members to accept

that such fundamental change is needed but the time is at hand, the imperatives are undeniable and the chorus calling for us to respond to changing times is deafening. There is a confluence of convincing arguments why we must change, and as President, I intend to pursue the changes proposed with vigor and resolve.

5. Cricket Operations and Development

5.1 Sagicor High Performance Center

The Sagicor High Performance Centre was initiated under the guidance of Head Coach Toby Radford before he transitioned back to the UK and the initial cohort completed their programme under Head Coach Andre Coley.

Eighteen players benefitted from high intensity training from a number of coaches including specialists in bowling, batting and wicketkeeping.

Former West Indies captain Carl Hooper worked with the players as Batting Coach while former Barbados fast bowler Roddy Estwick served as Bowling Coach. Coley along with former West Indies wicketkeeper Courtney Browne did specialist work with the wicketkeepers.

The Sagicor High Performance Centre was also used by various players for remedial work. These players include Adrian Barath and Shane Shillingford. Further the Sagicor HPC was the venue for fitness testing of West Indies players (men and women), preparatory camps for West Indies players and training workshops for players, coaches and other cricket officials.

The majority of the first batch of graduates has gone on to represent various teams in regional tournaments and are showing progress towards the international stage. Opening batsman Keiran Powell, wicketkeeper Devon Thomas and fast bowler Brandon Bess have all represented West Indies while several of the players have moved into the West Indies A Team which is captained by Veerasammy Permaul, a graduate of the Sagicor HPC.

The Sagicor HPC Team toured both Canada and the United Arab Emirates where they competed well, including chalking up victories over ICC Associate teams.

5.2 Regional Tournaments

I can advise Members that Directors and Management are satisfied with the hosting of the regional tournaments for the period under review. We continue to seek improvement in the accommodation and logistical arrangements. Flights and travelling conveniences continue to plague us although LIAT has been as

supportive as they can. It is a simple fact that we are at the mercy of the regional air transportation system.

The WICB Regional 50 over tournament was held in October 2010 in Jamaica with the six territorial teams and CCC participating. The championship was jointly shared by Barbados and Leeward Islands after a tied final. The Caribbean Twenty20 Tournament was held in January 2011 in Antigua and Barbados with the six Territorial teams and CCC, Canada, Hampshire and Somerset participating. The Regional 4 Day Tournament was held from February 2011 to April 2011 throughout the region with the six territorial teams, CCC and England Lions participating. The Tournament was won by Jamaica for the 4th consecutive year.

The WICB Regional Under-15 Tournament was hosted in Trinidad in July 2011 with the six territorial teams participating. The Tournament was won by Jamaica. Members are asked to note that a number of development seminars were held during the tournament as part of our player development programme. The WICB Regional Under-19 Tournament was from July to August 2011 in Guyana with the six territorial teams participating. The 3 day tournament was won by Jamaica and the 50 over by Barbados.

The WICB Regional Women's 50 Over League was hosted in Barbados in August 2011 with Barbados, Dominica, Grenada, Guyana, Jamaica, St. Lucia, St. Vincent and the Grenadines and Trinidad and Tobago. The tournament was won by Jamaica.

I ask all Members to join me in congratulating all the winners and to make special mention of Jamaica for their successes.

I am aware that the Cricket Committee under the chairmanship of Joel Garner has reviewed the tournaments. A Committee had been set up to review all the conditions of play with a view to implementing changes to make the tournaments more competitive and to add to the efforts to develop our players at all levels. Directors are awaiting the report for their consideration.

5.3 International Men's Cricket

The West Indies toured Sri Lanka for a series of 3 Tests and 5 ODIs. The Test Series was drawn with one Test being abandoned because of the weather. The ODI series was postponed to January 2011 where West Indies lost 2-0 with one match being abandoned. The Test series showed a new resolve and application

from the players which was well received in the region. The ODI results were disappointing but again we saw greater improvement and determination from the players.

Following the Sri Lanka ODI series, the West Indies participated in the ICC Cricket World Cup from February to April 2011. The team was eliminated in the quarter finals stage with India eventually defeating Sri Lanka in the final. Though the team did not make it to the final, it provided an opportunity for some younger players, most notably Devendra Bishoo, to show their talent at the highest level. We are convinced that we can compete at the highest level if we get the necessary elements in place and there is a plan in place to ensure that the team is more competitive at the 2015 ICC World Cup.

West Indies hosted Pakistan for a 3 Tests, 5 ODIs and 1 T20 Series. The Test Series was drawn 1-1, West Indies won the T20I and lost the ODIs 3-2.

From June-July 2011, West Indies hosted India for a 3 Tests, 5 ODIs and 1 T20 Series. India won the T20I, the Test Series 1-0 and also won the ODI series 3-2. Building on the performances in the Sri Lanka, the team showed great fight and application and demonstrated that progress was being made in the team building efforts.

The international season ended with a 2 T20I series in England which was drawn 1-1. During that series, a number of new players debuted with each putting on impressive performances.

Directors are satisfied that Management, Selectors and Team Management are pursuing the policy outlines provided to ensure that a new team management and preparation regime is put in place. There is general satisfaction that the policy objective set by the Board is being pursued and achieved.

5.4 International Women's Cricket

During the period under review, we saw improved performances from our Women's team adding to their growing stature as a leading team in the women's game. The Women's team participated in the ICC Women's Cricket Challenge in South Africa in October 2010 along with Sri Lanka, Pakistan, South Africa, Ireland and Netherlands. West Indies won the T20 trophy. West Indies toured India in January 2011, falling narrowly short in the ODI series 3-2 and the T20Is 2-1. Members would note that India is a top four rated team.

West Indies hosted Pakistan in August-September 2011 for a Series comprising 4 ODIs and 3 T20I. West Indies won the ODI series 3-1 and the T20 series 2-1.

5.5 A Team

During the period under review there was one “A” team series which was in November 2010 when West Indies hosted Pakistan. West Indies won the T20s series 2-0; Pakistan won the One Day matches 2-0 with the ‘Test’ series drawn 0-0.

5.6 Under -19 Tours

The Under-19 Team toured Dubai in April 2011 to play a series against Australia Under-19. The Young Windies won the 50 over Series 2-1 and also won the 1 ‘Test’ which was played. The team followed that with a tour to the USA where it played the USA Under 19 winning all four 50 over matches. The team then toured India to participate in a tournament which also included India, Sri Lanka and Australia. West Indies placed third.

5.7 Grassroots Cricket Programme

The Grassroots Cricket Programme continues to grow and represents our best investment in the future of West Indies cricket. The success of this programme will be realized in the next 10 years with a new generation of skilled and well-rounded cricketers will be available for regional and international competitions.

The Under-15 training programme was held between January to June 2011 with a total of 1910 participants from Grenada, Dominica, St. Lucia, St. Vincent, British Virgin Island, St. Marteen, Montserrat, St. Kitts, Nevis, Antigua, Guyana, Barbados, and Trinidad. The programme focused on technical training on the fundamentals of Cricket: Batting, Bowling, Wicketkeeping and Fielding.

The Under-17 training programme was held between June to December 2011 with a total of 1426 participants from Grenada, Dominica, St. Lucia, St. Vincent, British Virgin Island, Anguilla, Montserrat, St. Kitts, Antigua, Guyana, Barbados, and Trinidad. The programme focused on technical training on the fundamentals of Cricket: Batting, Bowling, Wicketkeeping and Fielding.

In addition, under the Grants component WICB made available US\$ 91356 to 20 clubs from around the region for the period from February 2011 to July 2011. A total of 33 clubs applied for assistance. Directors are still hoping that clubs will make greater use of the grants programme.

5.8 Kiddies Cricket Programme

From October 2010 to September 2011, over 1500 Kiddy Cricket Kits have been distributed to schools in fourteen territories, benefiting over 200,000 children across the region.

Sixty two Level one coaches have also been employed by the WICB to coach foundation level cricketing skills at the Kiddy Cricket Level across 13 territories in the Caribbean which included Guyana, Trinidad, Barbados, Jamaica, BVI, USVI, Anguilla, Antigua, St. Kitts, Nevis, Dominica, St. Lucia, St. Vincent and Grenada.

Kiddy Cricket Festivals have been completed in Jamaica, Trinidad, St. Vincent, Dominica, St. Lucia, Grenada and Barbados. This annual event enables the top eight schools emerging from the Festival to participate in the Kiddy Cricket Interval Display at the Digicel Series. Antigua, Montserrat, St. Kitts & Nevis, Anguilla, USVI & BVI are still to be completed.

Recreational/Foundation Level Coaching Workshops for PE Teachers and Volunteers have been hosted in Jamaica, Trinidad, Barbados, St. Lucia, Grenada, St. Vincent, Dominica, Antigua, Montserrat and BVI. These coaching workshops are intended to equip all Kiddy Cricket handlers with the requisite practical and theoretical foundation knowledge of Batting, Bowling, Fielding and Wicket keeping.

Interval Displays have been hosted in St. Lucia, Barbados, Guyana, St. Kitts, Trinidad, Antigua, Jamaica and Dominica for the Digicel Series 2011 (Pakistan / India Tours of the West Indies), with a total 720 primary school boys and girls participating in both series.

Kiddy Cricket Summer Camps have been hosted in Dominica, St. Vincent. St. Lucia and BVI for 2011. The camps are intended to capture identified talent at the Kiddy Cricket Level for further development and transition into the Grassroots programme annually. The identified Kiddy Cricketers will be entered into a data base which tracks their overall performance at all stages of their development.

5.9 Development Camps

In keeping with the emphasis on the adequate preparation of representative teams and exposing elite cricketers to higher levels of training workshops were organized. The preparatory camps for the men's team were held at the HPC in Oct-Nov 2010 and April 2011. In addition to the specialized training and strategy

sessions, it is now compulsory for players to undergo medical and fitness testing. A high performance camp was held in February 2011 for the six contracted female players. This camp introduced them to an intense fitness and skills programme which ensure that a basic threshold was achieved. Each player is now required to submit weekly fitness and skills training reports.

In addition, high performance camps were organized for elite under-15 and under-19 players in August 2011. The Under-15 programme is organized jointly with the Government of Antigua and Barbuda; Government of Saint Lucia and the Sandals Foundation. It is expected that the programme will expand to include Jamaica this year. The Under-19 Programme was held at the HPC for the best under-19 players to introduce them to an intense fitness and skills programme.

5.10 Coaching Programme

Members will recall that coaching education was identified as a priority area for WICB as the success of our investments in development programmes depended upon skilled and committed coaches.

Accordingly, a number of training programmes were organized. A Grassroots/Kiddy Cricket workshop was held in November 2010 in Barbados and Antigua for coaches to introduce the grassroots programme, requirements and procedures. Participants came from Grenada, Dominica, St. Lucia, St. Vincent, British Virgin Island, Anguilla, Montserrat, St. Kitts, Nevis, St. Marteen, Antigua, Guyana, Barbados, Trinidad, and Jamaica.

A follow up workshop was held in August 2011 to review the Grassroots programme and provide training on the use new resources.

Level 1 Coaching Course was held in Barbados in January 2011 and attended by almost 50 persons, mostly males and some females.. All were accredited as Level 1 Coaches. Another Level 1 Coaching Course was held in Trinidad in July 2011 with 17 males and 2 females accredited as Level 1 Coaches.

A Level 2 Coaching Course was held in Barbados in July 2011 with 17 males and 2 females accredited as Level 1 Coaches.

5.11 Umpire Programme

Members will recall at the last Annual General Meeting, I reported that the WICB had implemented a new Umpires Development Programme which centered on the establishment of two tiers of umpires. The first training programme was held for the top tier in October 2010 where Vince Van Der Bijl,

Adrian Griffith and John Holder facilitated the panel and the second in St Lucia prior to the WI vs Pakistan series in March 2011. All twelve senior panel umpires attended. It was facilitated by Mr. Barry Duddlestone Regional Umpire Performance Manager. Umpires Norman Malcolm, Peter Nero, and Goaland Greaves also made presentations on key subject areas.

A secondary panel of twenty-four umpires (who are under 40 years of age) was formed in March 2011 to officiate in all junior WICB tournaments supplemented by the opportunity to be the third or stand-by official at senior tournaments. It is the intention to bring this group into the HPC for a 4-5 day high performance workshop ahead of their final assessments. The two panels would work on a promotion and demotion system.

Three new umpires joined the ICC International Umpire Panel replacing Goaland Greaves, Clancy Mack and the now departed Clyde Duncan. These umpires are Joel Wilson, Nigel Duguid and Gregory Brathwaite. All reports on the performance of these umpires have been excellent. There is no doubt that the programme is a success and WICB has received much praise from the ICC for the development programme and improvements in our umpires.

The International Umpires Exchange Program approved by the WICB, continues each year with exchanges to UK and Bangladesh; it is envisaged that this program will be broadened this year (2012), to include South Africa. International exposure and experience in varied cultures other than one's own, is a key component if umpires aspire to be considered for the ICC's Elite panel. This aptly fills this pre-condition for all WICB aspirants. Those umpires who have benefitted thus far from this exposure are: Peter Nero, Joel Wilson, Gregory Brathwaite and Nigel Duguid. It is worthy to note that all four above, are "graduates" of the programme, and are now members of the ICC's International Panel.

6. Commercial Programme

6.1 Event Management

We continue to see improvements in our event management processes and general organization of our tournaments. The Caribbean T20 continues to be our flagship tournament and we are continuing to make improvements to the

activations and spectator experiences. There is still an outstanding matter to be settled in relation to the adoption of the new International Venue Agreement (IVA) and Event Management Manual which outlines the roles and responsibilities of each stakeholder.

6.2 Marketing

The “We are West Indies Cricket” campaign was launched and has been generally well received. There are still components of the promotion to be exploited particularly in relation to merchandise. It is expected that the promotion will continue and will receive the necessary support to provide for all components.

6.3 Broadcast Rights

Members are asked to note that the present broadcast contracts with Ten Sports, Sky Sports and CMC come to an end after the New Zealand tour in July. Discussions are ongoing with a number of broadcast partners for a new arrangement to be put in place. The Future Tours Programme has been approved and publicized by the ICC and Members can note all international cricket tours which have been finalized between full members until 2020.

The present arrangements with ESPN for our regional T20 and 50 over tournaments have been successful and received much praise from all. ESPN won an international award for its presentation of the 2011 version of the Caribbean T20. Interest in extending the present arrangement has already been expressed by ESPN.

6.4 Sponsorship

Members are also aware that our present team and series sponsorship arrangements with Digicel end in September 2012. Discussions are continuing with Digicel on the future relationship and Members can be assured that all efforts will be made to ensure that the best interest of West Indies cricket is protected.

6.5 Commercial Twenty20 League

Members will be pleased to note that discussions are entering the final stage with a number of investors who wish to invest in commercialising the Caribbean T20. It is not yet opportune to provide more information but a Committee has been set up which will review all proposals and make a recommendation to the

Board of Directors. The Committee will soon receive all necessary information to enable it to make a recommendation.

7. WIPA Relations

It is unfortunate that I cannot bring better news to members on our relations with WIPA. It has been our desire to improve relations and establish a constructive co-operative relationship based on mutual respect. Instead, the year has been characterized by a series of disputes and legal actions. For reasons of the legal nature of our relationship, there is little I ought to say at this time. I can assure Members that we continue to spend significant sums for legal advice and representation and I think it is worth the expenditure.

I trust that the decisions of the court on various matters will bring closure on these issues and establish a clearer understanding of the landscape.

8. Conclusion

The year under review has been intense with a rapid expansion in the work and programming of the WICB. I am satisfied with the progress of our agenda as we seek to rebuild West Indies cricket. The various elements identified in our strategic plan are systematically being put in place. We are aware that we cannot build a champion team or get all the ingredients needed for success in place overnight. It will take time. Added is the sad but true realization that change brings its own difficulty but I am confident that we will enact the necessary change and in time reap the dividends.

There will be major challenges in the coming months, but the resolve of Directors is strong. We will continue to provide leadership, direction and support to management to ensure the success of our strategic plan.

I hope that this report will demonstrate to Members and all cricket lovers the comprehensive nature of the WICB's involvement with the sport of cricket in the Caribbean. WICB is not only involved with the performance of the West Indies team but takes an interest in all levels of the sport from children's participation to the development of coaches and umpires and assistance to cricket clubs – all

essential to the sustainability of our sport in the Caribbean at the highest levels. We at the WICB are sure that the success of West Indies cricket will be based on the success of these many programmes.

I look forward to continued confidence of Members.

I thank you.

Julian R. Hunte
President
WICB
Saint Lucia
March 24, 2012