

IMMAF Board Conferences Call Minutes

Date: 8th October 2015.

Time: 2.00pm GMT/ 3.00pm CET

Roll call: George Sallfeldt (GS) Vice President, Kerrith Brown (KB) President, Stewart Brain (SB), Raymond Phillips (RP), Tom Madsen (TM), Wissam Abinader (WA), Frank Babcock (FB), Ryan Brueggeman (RB).

Executive staff: Densign White (DW) CEO.

Additiv Accountants: Carin Tylene (CT)

Agenda

1. Apologies	AW, BA		
2. Presidents opening remarks	KB welcomes board and completes roll call and introduces Carin Tylene representing Additiv, IMMAF accountants in Stockholm.		
3. Declaration of interest	None declared		
4. Approval of previous minutes 4th September 2015	Proposed by RP and seconded by FB.	Approved	
5. Matters arising/Actions from previous conference call	Agreed that if athletes need to purchase equipment then it can be used again. (GS) how far are we from agreeing technical standard for Greenhill? DW explained that the board prior to the world championships approved the equipment spec. However we were not able to have that spec in time from Century but Greenhill have designed	Action CEO	

	<p>their glove to that spec. (GS) ask for more clarity around what is a decision, minutes in a timely way and details decisions. Meeting in Stockholm to discuss statutes and remuneration for Directors, President and CEO, to make people full members, agree budgets for 2016/17 and amend statutes.</p>		
<p>6. Financial Report (CT) & (GS).</p> <p>6.1 Budget 2016/2017</p>	<p>(CT) Budget for 2016 and 17 will be similar. It includes hosting rights fees, income from UFC. 4 open c'ships and another event in the Middle East possibly. The plan is for expenses to be met by hosting federations. The World C'ships will be in Vegas again. Sports development funding is included for referee seminars, timekeepers, cut men etc. and 1 medical seminar. Expenses from central budgets are for flights and fees of the experts and if any Directors are attending. (GS) suggest increasing cost for 2017 by 15/20% and Sent out to board for approval before it gets sent out to membership.</p> <p>Board was asked for approval for CEO to finalise.</p> <p>(TM) asked if hosting rights fees are realistic from some of the countries. DW replied that this was negotiable with federations. SB commented he thinks its fine but over detailed for GA. Puts some notes in for clarity, the board so that they can dilute it all and make sense of the line item cost.</p>	<p>Approved</p> <p>Approved</p>	

<p>6.2 European championship budget.</p>	<p>(CT) No income included for participation fees because its unknown, but participants are paying £150.</p> <p>(DW) other revenue from ticket sales target is 300 per day.</p> <p>Extreme TV income increased. They need 10hrs--(10x1hr) programming.</p> <p>After all of that we will still have a shortfall. (DW) asks the board to use central funding to cover European deficit. Request is for \$50,000 plus the board can consider making a decision on the equipment.</p> <p>Concerns expressed about making this precedence for future events but accepted that the event needed this support in order to take place.</p> <p>KB asked the board to support the \$50k. Approved by all directors.</p> <p>We could have expected £10,000 from equipment charged to athletes at £50 each which they can use again at future events.</p> <p>(KB) asked if this is too high or do we want to charge less or nothing at all? After a lengthy discussion the board agreed to charge £25.00.</p>	<p>Approved</p> <p>Approved</p>
<p>6.3 Board remuneration</p>	<p>(GS) President's remuneration and for the Directors: GS had researched how other IF compensates their boards. There seems to be a level of \$150 per day for agreed task/work done for the federation. The process for claiming will be expense forms</p>	

<p>6.4 Presidents remuneration</p>	<p>are sent to (CT) and she will ask for approval from 2 authorized people who are not involved in the same task/work being claimed for. Agreed by all Directors</p> <p>Fulltime compensation for the president is €4500 per month which is at the lower end of the scale. We should establish a full time pay but looking at other international federations this is comparable and within our affordability. Agreed by all Directors.</p>	<p>Approved</p>	
<p>6.5 CEO remuneration</p>	<p>CEO remuneration. No final decision reached or agreed, making good progress and (GS) and (KB) have the mandate from the BOD to conclude.</p>	<p>Approved</p>	
<p>6.5 CEO remuneration</p>	<p>CEO remuneration. No final decision reached or agreed, making good progress and (GS) and (KB) have the mandate from the BOD to conclude.</p>	<p>Action (GS)</p>	
<p>7. CEO report (DW)</p> <p>7.1 Progression scheme</p>	<p>Report sent out ahead of the conference call.</p> <p>Progression scheme rose as issue that needs a BOD decision. (DW) gave a timeline of discussion and meetings, work drafted and video product invested in by IMMAF. If there is procrastination IMMAF will lose this opportunity. GS was in favour of progression scheme for judges and coaches but was not in favour of a recreational belt scheme and felt we should focus on the others instead. (KB) Garry Cook from UFC has questioned why IMMAF is not doing progression. (KB) Every country he had visited are asking for progression for bottom end not just top end participation not least because they need funds for their</p>		

	<p>federation.</p> <p>(TM) agreed with progression schemes and thought every sport has belts systems and the club needs the revenue. (TM) in Germany we need it. It's not compulsory for those countries that think they don't need it.</p> <p>(GS) commented that the BOD could vote for it but he would abstain from the decision so as to support AW stance on this policy.</p> <p>(KB) proposed a working document that can change over time after reviews.</p> <p>(RP) commented we should look at it very carefully and look at it when we are in the UK in November. There are pros and cons.</p> <p>(SB) commented we need something for the federation that are new that have no resources, and 5 years behind the established federations and have few technical experts.</p> <p>(WA)- Asked whether we should do progression to a certain level or age.</p> <p>(KB) asked who was in favour of a progression scheme</p> <p>(SB) Suggested the progression should be out to the board two weeks before the EC championship date.</p> <p>(GS) Replied at least an oral presentation a week or two before.</p> <p>(KB) Suggested to go with progression</p>	
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	<p>scheme and in principle no later than Europeans.</p> <p>Decision: It was agreed that the CEO should make a presentation of a progression scheme or schemes for the board's consideration at the November board meeting in Birmingham. It was further agreed that the IMMAF would implement some form of progression scheme for the members by the end of this year 2015.</p> <p>Unanimous agreement from the BOD.</p>	<p>Action CEO</p>
<p>8. Commercial report (TM)</p> <p>8.1</p> <p>8.2</p>	<p>Kerrith found a good solution with Greenhill for EC and is working on a solution for the future.</p> <p>Adidas meeting is being planned in Paris and the German Federation already had a first deal, which has been coordinated between Adidas Paris and Germany. Situation is looking promising. Politically positive for us to be supported by Adidas. Its equipment deal for seminars.</p>	

<p>8.3</p> <p>8.4</p> <p>8.5</p> <p>8.6</p>	<p>Waiting for feedback from Qore 24 and TM is writing Lou for update. Flex24 a pain relief product are very interested, but don't have time to talk to us now. Headblade, shaving foam company for bald people are also interested but we are no closer to defining points.</p> <p>(KB) David Allen is in discussion on IMMAF behalf with BT Sport and is very interested in working for IMMAF on the commercial activity.</p> <p>(KB) In contact with "Under Armour" through Wolverhampton University whom they sponsor.</p> <p>DW meeting with Toshiba for medical scanning machine. No cash at this stage. We may have to find our own sonographer to operate the machine. Toshiba very interested in any research we have on head trauma, concussion etc.</p> <p>(TM) It's going very slow but once we have Adidas and Greenhill we should gather more momentum.</p>		
<p>9. Correspondence</p>	<p>None</p>		

AOB

(SB) Australian Championships at Arnold Classic will need support from IMMAF. Arnold will be presenting all the medals. Expecting participation of 120 competitors. This is being used as selection for the Worlds in Vegas. It's a worldwide media event and we need IMMAF staff support. SB asked for the CEO and President to show up for the event finance permitting.

(RP) Arnold Classic event takes place in SA also. Sponsored, mats, cage etc. It's a good thing to get IMMAF involved from an advertising point of view. RP asked for a skype meeting with CEO and president to help on African activity. It was agreed to do this.

Ref seminar has about 30 candidates but it will be better to host in February.

(DW) suggests to help SA we might be able to cover Marc Goddard travel cost and accommodation.

(SB) suggest it could be cheaper for Marc to do Australia ref seminar and then go on to South Africa and buy a round the world ticket.

(KB) Asked SB, RP, WA to give a short report on their continental activity and in general what's happening. Reinforces that we support WA and we do not support the setting up of an Arab federation. Also to remind federations that the Worlds are in Vegas 2016 so that they have plenty of advance warning to get galvanized and

	make the necessary preparations. The meeting ended 2hrs 34 minutes.		
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