

Minutes IMMAF board meeting

Date: 16th December 2020.

Time: 3pm GMT

Location: Online Microsoft Teams Meeting.

Item No.	Item	Action
1.	<p>1. Roll Call:</p> <p>Present: Kerrith Brown (KB), George Sallfeldt (GS), Bertrand Ammouse (BA), Tom Madsen (TM), Raymond Phillips (RP), Tatiana Klimenko (TK), Svetlana Odintsova (SO), Wissam Abinader (WA), August Wallen (AW), Deni Batchvarova (DB), Han Juili (HJ), Stewart Brain (SB)</p> <p>In Attendance: Densign White (DW), Jas Sohal (JS), Gosha Malik (GM), Nick Davies (ND).</p>	
2.	<p>Apologies / Absent</p> <p>Victor Frolov, Galimzhan Yessenov, Iskander Karim.</p>	
3.	<p>Declaration of Interests</p> <p>No declaration of interest declared</p>	
4.	<p>Presidents Opening remarks (KB)</p> <p>Covid</p> <p>Recognition of members and the effects on us all during 2020 Covid's pandemic and the slowing down in 2021 due to Vaccine being administered in various stages throughout the year according to age.</p> <p>Federations Update</p> <p>During lockdown, IMMAF have remained productive and positive by way of continuous contact with Presidents who represent their federations. GM has set various agendas and task for federations. A few examples: -</p> <ul style="list-style-type: none"> • ADEL: One of the top federations. Actively engaged their members in participating e.g. The ADEL certification • Danny Corr: Major success with regards to social responsibility. Most 	

	<p>successful in terms of the community programme which has been in operation for two to three years. Strongly backed by the government and working towards unification with Ireland.</p> <ul style="list-style-type: none"> • Dennis Rowan will follow suit and has obtained funding to follow the same model as Danny Corr. • Many other federations are proactive with activities taking place including coaching development and use of the App. <p>Awards</p> <p>The on-line awards was a success with a good turn-out. KB also commented on the effort displayed by the females with reference to attire, which was appreciated.</p> <p>Kazakhstan - 150 athlete's competed. Invited to TV interview. GM</p> <p>Social Media</p> <p>Lots of engagement from Africa, India and other federation have contributed to their own development.</p> <p>CNN: Mokaev reported on his story i.e., coming from a refugee camp, getting married etc, however with a mention of IMMAF is good news and publicity.</p> <p>KB remarked about the inclusion of Break-dancing as an Olympic sport. This demonstrates how IMMAF needs to up the game politically and for us to meet our goals for 2028 e.g., engage with the Olympic committee. Staff are fully engaged and committed. IMMAF are in a good position, where others may find it hard to catch up.</p> <p>a) Swedish Tax Authority court notice.</p> <p>CEO updated the board on the VAT charges which resulted in a court summons. The CEO recommends closing the Swedish bank account and informing the Swedish tax authorities that IMMAF is a Swiss entity now and is not trading in Sweden.</p> <p>AW and GS both agreed that this is a mistake by the tax authorities, and we should try to recover the monies.</p> <p>SO suggests a lawyer to send a letter to the Tax authorities should be a simple matter to resolve and for VAT charges to be reimbursed. AW suggest contacting Tax authorities asking how we can unregister.</p> <p>APPROVED: closing of Swedish bank account.</p> <p>ACTION</p>	<p>CEO</p>
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	<ul style="list-style-type: none"> • GS – ensure the transfer of I.P. web address etc. <p>APPROVED: To source Swiss Auditors and open an IMMAF Swiss bank account.</p> <p>b) APPROVED: To dissolve IMMAF in Sweden.</p> <p>c) Calendar of events</p> <p>2021 calendar to start from quarter 3 due to Covid</p> <p>Kazakhstan & Asia open championships and worlds championships dates confirmed, will slot in the continental championships and the team championships will fit.</p> <p>Provisions dates and location are set and will be confirmed within the next few weeks, including some of the outstanding such as Turkey for the youth championships and Pan America in Mexico (South America).</p> <p>From June, beginning of July quite compact. August, Youth Championships and planning European Open Championships, Africa in September, Flag ship world Championships November/December</p> <p>Risk evaluation is being conducted. Alistair liaising with DW in the areas such as: -</p> <ol style="list-style-type: none"> 1) Health 2) Limitation regarding Covid protocols 3) Logistics 4) Transportation 5) Human resources 6) Customs <p>Alistair shared 2022 potential calendar date regarding the re-scheduling of 2021 World Senior and Junior Championships. This will move from late 2021 to January 2022 if all goes to plan for 2021, pending the state of Covid, hence we may have 2 World Championships in 2022.</p> <p>Alistair shared a diagram outlining the championships schedule with the locations for 2021.</p> <p>APPROVED: 2021 calendar of events.</p> <p>d) Return to play protocol Covid 19:</p> <ol style="list-style-type: none"> 1) Medical Team looking at Global state of play. Alistair in regular contact. 	<p>CEO</p> <p>CEO</p>
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	<p>Mark Goddard provides regular updates</p> <ol style="list-style-type: none"> 2) Risk Assessment – lots of drivers affecting decisions. Issues remains drilling down for each championship and will be on-going 3) May need to cancel, postpone events dependant on our own evaluation 4) Risk Evaluation has been circulated. No queries thus far. <p>e) Kazakhstan World & Asia championship update.</p> <p>KB - Waiting for interim payment, there have been various meetings and correspondences with the new General Director – Mr Kuman.</p> <p>Email sent requesting payment no later than first week of January 2021.</p> <p>Only concern regarding protocols will be Covid</p> <p>Hoping to Open registration 7th March. Expecting high numbers of athlete’s, supported by a good number of Federations</p> <p>f) IMMAF Annual report</p> <p>DW – Circulated Final Annual Report and Strategic Plan and IMMAF Annual Report in draft form. Distribution went to stakeholders and now requires board approval.</p> <p>Only one minor change – feedback from Deni, emphasis on the content on our asset being an income generating situation.</p> <p>APPROVED: IMMAF Annual report.</p> <p>APPROVED: ‘Strategic Plan’ final version.</p>	
5.	<p><i>Minutes of the previous meeting 23rd September 2020</i></p> <p>APPROVED: Minutes of 23rd September 2020</p> <p>KB – commented that the minutes should reflect that a Vote for mandatory grades had passed but there were a number of bod members who abstained– The president asked for a further review and data. The decision to be deferred to the next meeting for a new vote.</p> <p>Actions from the previous meeting minutes: -</p> <ol style="list-style-type: none"> 1) Tracker for Action Plan: Completed 2) 22 July 2020 minutes require sign off: Outstanding action KB 	CEO

	<p>3) Acknowledgment form: Completed</p> <p>4) Task group: Re changes- quarterly monitored – Geof Wilson Audit</p> <p>5) DW to email Financial audit Com policy documents Re-sent to all board members for approval</p> <p>6) Mandatory grade: Informed relevant commissions</p>	
6.	<p>WADA update (DW).</p> <p>Michele Verroken has completed the WADA compliance as part of the application. It's ready to be submitted.</p> <p>\$20K banked and is ring-fenced.</p> <p>WADA lawyers indicated there will be no negative impact on the current court case following submission our application. WADA request the case scheduled for 18th January 2021 in Lausanne to be deferred.</p> <p>APPROVED: Request for a deferral for no earlier than May 31st, 2021.</p>	CEO
7.	<p>GAISF update (DW).</p> <p>Little movement. Annual report sent to council members. Also shared with prominent members of the Olympic movement.</p> <p>Waiting for General secretary replacement at GAISF.</p> <p>DW putting a European Competition case together but the strategy is to delay submission until the WADA application process is completed.</p>	
8.	<p>Governance Update (DW)</p> <p>a) Geoff Wilson Consultancy IMMAF Audit tracker (ND).</p> <p>All recommendation on a tracker. Small task force of DW, Isobel Carnwath and Nick Davies to deal with governance task.</p> <p>Governance reforms are systemically actioned.</p> <p>Most recently updating policies and additions and are now ready for uploading to the website. New section on integrity on the website.</p> <p>41 actions to complete by end of 2021. Which should leave us in the top bracket of Olympic federations.</p> <p>b) Statutes amendments (ND)</p>	

	<p>Due to the Geoff Wilson report the statutes will be updated. Once approved will be sent as a complete draft to the national federations for formal approval at the Extraordinary General Assembly, to be held in February 2021.</p> <p>APPROVED: To be submitted for formal approval by EGM.</p> <p>c) Extraordinary General Assembly February 2021(ND)</p> <p>Can only hold based on a rationale. Our reason to hold extra ordinary general assemble would be: -</p> <ol style="list-style-type: none"> 1) To approve the amendments to the statutes and associated matters and 2) Financial reason i.e. To approve Swiss Auditor. <p>DW intention is to visit Switzerland in January to source auditor options for board approval before presentation to the EGM.</p> <p>APPROVED: Meeting on Saturday 6th February 2021</p> <p>APPROVED: Financial matters i.e., registration in Switzerland regarding new auditors.</p> <p>d) Transgender policy (ND).</p> <p>Draft policy is completed. Will chair of disciplinary com and consulting with ethics com, has worked with various commissions. Legal experts to review. Will be sent to the top 10 Federations. By end of February, we should have a policy.</p>	CEO
9.	<p>Finance report (DW).</p> <p>a) Management accounts quarter 4 2020(JS).</p> <p>Main source of income comes from sponsors UFC. Sponsorship spread evenly each month over the year. Regular occurring expenses e.g., contracts, professional fee, misc.</p> <p>Unplanned expense of \$20K for world doping agency and Swedish legal expenses \$15,000.</p> <p>Recurring cost remain consistent of \$250,000 for UFC shown in deferred as relates to 2021 expenditure</p> <p>Hosting rights fee expected of \$250k in the first QTR of 2021.</p> <p>APPROVED: Audited accounts 2019. (pending missing signatures of GS and GY.</p> <p>b) APPROVED: Audited Accounts 2019 (JS)</p> <p>c) IMMAF Financial Procedures Policy (DW).</p>	GS/GY

	<p>DW displayed a comprehensive level of authorisation investments chart. The chart extended not only to banking but also to contracts; grant applications and purchasing were amongst the listed items</p> <p>APPROVED: Financial Authorisation Procedure</p> <p>d) UFC sponsorship agreement (DW).</p> <p>Draft contract received from UFC. Contract is enhanced from the previous contract. DB commented, the key objectives was to ensure there is a reserve fund. UFC as supporters, would like to assist IMMAF in growth, thus sending a message that we are supportive. Board members thanked UFC for their continued support throughout 2020 and commitment to IMMAF.</p>	
	<p>Technical update (AM)</p> <p>a) Progression scheme- Youth mandatory grades for Competition (AM)</p> <p>Coaching matters is fully operational with education and certification for level 1, 2, 3 (see PP presentation). 1,000 in 55 certified coaches.</p> <p>b) App download statistics (AM)</p> <p>We have doubled to 6,500 students on the app. 87 National Federations, 400 coaches registered. Weekly seminars were conducted on the benefits of using the App</p> <p>c) Coach certifications (AM)</p> <p>GM to address in next section.</p> <p>d) Youth development (AM)</p> <p>Full clear pathway for ages 5 to 12 years old. ‘Let’s mix martial arts’, programme was launched and can be used in any regular club.</p> <p>It’s about developmental benchmarks rather than competition. The programme includes specific points for this age group in terms of self-esteem. This is where the grading system will keep them in the sport.</p> <p>Minimum compulsory technical standards. It avoids age, weight and technical restrictions. Making it safe and alignment from 6 to 12 years plus.</p> <p>GS feels there should be further discussions around the grading and beyond youths 18 plus. Prefers diploma to a belt. Clarification required as to why 18+ were included in the outlined plans. GS did not think it was advisable to have mandatory grades for 18+ but agreed it was ok for youth.</p> <p>TM was in favour of the policy and also recognised that there is opposition to adult mandatory policy and this needs more discussion and we should listen to</p>	

	<p>our members and wants to see more use of the App.</p> <p>APPROVED: Mandatory grade for youth participation to commence from 2021.</p> <p>e) Membership general and new applications (GM):</p>	
<p>10.</p>	<p>Membership general and new applications (GM):</p> <p>GM updated board on the Federation Summary document. GM</p> <p>a) Mongolia (GM)</p> <p>Government approved not recognised. They require a 2-year relationship with IMMAF before obtaining recognition.</p> <p>President Pantii Gankhuyag is a former judo partner. He has connections with the democratic party in Mongolia and was a Diplomat in Japan.</p> <p>Impressive programme running for the past 3 years mainly based on development.</p> <p>APPROVED: GM request for ‘observation membership’.</p> <p>b) Cayman Island (GM)</p> <p>Fantastic working group. Good governance. Requires progress. They are keen to set up structure. Good connections with the Ministry of Sport.</p> <p>APPROVED: GM request to push for individual membership.</p> <p>c) St Martin (GM)</p> <p>Excellent governance.</p> <p>APPROVED: GM request for observational membership.</p> <p>Israel</p> <p>Require support. They have fantastic ideas. Main point is to develop youths. They teach at schools and implement IMMAF rules. Creating their own systems. Most organised group in Israel.</p> <p>APPROVED: Observational membership</p> <p>Summary of membership:</p> <ul style="list-style-type: none"> • 81 full Members 	

	<ul style="list-style-type: none"> • Observational – 18 • Individual – 7 • Suspended – 3. US, Malta, Singapore • Recognised 48 federations by Government of NOC <p>Strong newcomers Croatia, Haiti, Madagascar, Peru, St Lucia, Guyana. Looking forward to Cuba of which we have a good relationship.</p> <p>Objective for 2021 is to move towards working closely with the MOS</p> <p>DW reported the USA took their case to IMMAF arbitration. Hearing is scheduled for 7th and 8th January 2021.</p>	
11.	<p>Risk register (DW).</p> <p>DW and KB made slight changes to the risk colour scoring for the following:</p> <ul style="list-style-type: none"> • Index number 1 – Changed to Amber • Index number 2 - Changed to Amber • Index number 4 – Amber • Index number 5 – Amber • Index number 6 – Green • Index number 7 – Amber • Index number 8 – Amber • Index number 10 – Amber • Index number 11 – Red • Index number 12 – Amber • Index number 13, 14 Green • Index number 15, 16 Red <p>Board members asked to indicate if there are any other risk factors to add or should the ratings change</p>	CEO
12.	Next Meeting Date	

	<p>24th February 2021</p> <p>Location: Kazakhstan/Microsoft Teams? (Dependant on Covid rules)</p>	
13.	<p>AOB</p> <p>End of year wishes were shared amongst various members</p> <p>DW, thanked the team for support during this difficult year. Despite the challenges, great achievement from all.</p> <p>We are now in a good position going into 2021 and proud to lead IMMAF.</p> <p>Happy Christmas and New Year, looking forward to seeing you all in 2021. Stay safe.</p> <p>KB echoed DW comments adding he was proud to lead the team. Thanked DB and UFC for support in 2021. KB is missing everyone and wishes everyone to keep safe.</p> <p style="text-align: center;">MEETING ENDS</p>	