

## Minutes IMMAF board meeting

Date: 8<sup>th</sup> September 2021

Time: 12.00pm Local ECT

Location: Hotel international Prague

<b>Item No.</b>	<b>Item</b>	<b>Action</b>
1.	<p><b>Roll Call</b></p> <p><b>In Person</b> Wissam Abinader (WA), Bertrand Amoussou (BA) Kerrith Brown (KB), Tatiana Klimenko (TK), Tom Madsen (TM), Svetlana Odintsova (SO), George Sallfeldt (GS), August Wallen (AW), <b>Video Link:</b> Stewart Brain, Raymond Phillips, Denitza Batchvarova, Han Jiu Li (HJ), Jas Sohal.</p> <p><b>In Attendance:</b> Densign White (DW), Gosha Malik (GM), Nick Davies (ND).</p>	
2.	<p><b>Apologies / Absent</b></p> <p><b>Apologies:</b> Iskander Karim (IK), Victor Frolov (VF), Galimzhan Yessenov (GY). Vadim Finkelstein (VF)</p>	
3.	<p><b>Declaration of Interests</b></p> <p>KB - Greenhill</p>	
4.	<p><b>Minutes of the previous meeting 23<sup>rd</sup> June 2021</b></p> <p><b>APPROVED:</b> Minutes of 23rd June 2021</p> <p>Proposed by WA and seconded BA.</p>	
5.	<p><b>Actions from the previous meeting minutes (23rd June 2021)</b></p> <p>Update on actions: -</p> <p>None from June, however query regarding Insurance issue from March meeting – no update since March, due to Covid and address change.</p>	
6.	<p><b>CEO report (DW) (Distributed to board).</b></p>	

	<p><b>a) WADA – signatory application</b></p> <p>Application completed. This was a team effort where several members assisted for completion with a wide range of over 100 issues addressed. We will need to step up with items such as a registered testing pool e.g. the top 32 athletes across 16 weight divisions will require random ‘out of competition testing’, 3 times a year. This brings additional significant financial cost to IMMAF in addition to the annual \$10K payable to WADA.</p> <p>Currently looking at how we can minimize our financial exposure on the testing side. Michelle is working with WADA in pursuit of them accepting blood spot test which is a much cheaper option to that of urine test which is also less time for results. Also discussed out of competition testing prior to or during competitions.</p> <p>WADA case remains on hold. Lawyers have followed up and will notify the court regarding extending the hold period. A letter was drafted to the court and now the case is set aside until October 2021. Once the WADA application process is complete, there may not be any need for the court case. DW commented we had good feedback on the application so far..</p> <p><b>b) GAISF update</b></p> <p>(See update Presidents opening remarks from KB)</p> <p><b>c) EVENTS</b></p> <p>Events have now commenced e.g. The Youth World Championships was switched from Turkey to Sofia at short notice. We were grateful for assistance with travel exemption to Bulgaria due to UK having it listed on the green list, however Bulgaria put the UK on their red list.</p> <p>We were down on the number of countries attending, however up on the number of participants. See statistics produced by Events Director. Big teams from the USA attended. Incredible event in terms of branding, production, Covid protocols (only 2 people reported having Covid who attended the event. A good result with over 500 in attendance).</p> <p>European open – another amazing event, probably the best presented event in terms of the best production we have ever done, venue incredible with plenty of space for the</p>	
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	<p>various functional areas. Moving forward, this is what we should be striving to achieve. Fantastic fights.</p> <p>Kyrgyzstan – DW, AM and KB attended several meetings with the president of the federation. Our delegation attended an international event between Kyrgystan and Uzbekistan.</p> <p>Andrew Mochanov (AM), held meetings with national coaches, KB &amp; AM had a successful meeting with the president of the Republic. DW feels the IMMAF presence, although low key had an impact in terms of the presence of media especially engagement in TV interviews.</p> <p>d) <b>Approved:</b> New appointment for ITO, Michael Mazur (Looking for a October start).</p> <p><b>ACTION:</b> DW will send contract.</p>	DW
7.	<p><b>Presidents Opening remarks (KB)</b></p> <p><b>EVENTS</b></p> <p>KB echo thoughts of which DW expressed with regards to Bulgaria. We were supported by the Bulgaria federation amongst others in provisions for the event. There were still some staff who were unable to make the event, which is quite understandable given the current Covid regulations.</p> <p>DW would like feedback from the board on the striking policy. Currently for young fighters no striking. Transitions was mentioned as an area to be considered. Discussion followed with issues such as re-training from one method to another; protest against judges decision but not the referee; training for coaches on the rules; viewing of video's which can cause more issues.</p> <p>Congratulation to all staff who worked and performed exceptionally well with the addition of coping with Covid protocols.</p> <p>World championships due to be held in November in Kazakhstan is postpond with a view to be held in 2022.</p> <p>Asian Open scheduled for June 2022. Payments have been made for this, a further payment due August 2021 has not been paid. Further discussions to be held IK, KB, Mr Kuman the president of Kazakhstan federation regarding further payments. KB</p>	

	<p>waiting on the official letter from the Kazakhstan government or sports ministry to official sign off. KB will continue to pursue.</p> <p>(WA) They have been pushing for deals in the UAE. The new federation has now been formed. The general secretary Mohammed Al Hosani was in Bulgaria where a discussion took place around a potential 3 year deal for the World Youth Championships which would commence in 2022.</p> <p>The proposed deal would comprise of half a million dollars per year for hosting rights fee with them taking on all the expenses of hosting the event from 2022 to 2024.</p> <p>Marc Goddard was in UAE doing a referee and judges course which went well. Jujitsu is being developed in Abu Dhabi, plus looking into sponsorship. It's being pushed for Jujitsu to be a recognised sport within GASIF and IOC. Unfortunately not recognised during this round with regards to kick boxing.</p> <p>Will go ahead once officially signed off.</p> <p><b>World Teams Championships Bahrain</b></p> <p>KB will report to board subject to the format of the championships due 3rd week in January 2022.</p> <p><b>Senior Junior world championships 2021;</b></p> <p>IMMAF cannot afford to put on a world championship without support of a host federation due to limited financial restraints. We need to balance out incoming funds. Various variants to take into consideration to World Championships being held such as the instability of COVID and other issues.</p>	
<p><b>8.</b></p>	<p><b><i>Governance Tracker Update (ND).</i></b></p> <p><i>(2021 IMMAF STRATEGIC PLAN TRACKER – displayed on screen)</i></p> <p>Outstanding from last meetings items from the old tracker are: -</p> <ul style="list-style-type: none"> <li>• Insurance Liability</li> <li>• IMMAF staff handbook</li> </ul> <p>We have developed a strategic plan tracker which is focused on the next couple of years. This system is based on regular contact with key departments. We can check</p>	

	<p>progress, impacts if any and how we can make changes to timing. It's to ensure the strategic plans stay on track.</p> <p>The coding of the tracker is Green - completed; Red – high priority; Amber – on-going or low priority and a section in blue and grey for the board to update, adjustments can also be made. Formal meetings to be held every couple of months. The plans will be raised and discussed at board meetings.</p> <p><b>Committees and Commissions update: -</b></p> <p><b>a) General Governance</b></p> <p>Declan Ritchie who is working with DW and ND, supporting the governance areas, has managed to secure Pro Bono legal experts who will support us with legal advise and in particular the panel for the arbitration and disciplinary commissions.</p> <p>The Ethics commission have finished reviewing. They have requested the board to approve the setting up of a task force. They want to make sure all our policies and safeguarding are consistant. The objective is to deliver this updated code and policy matrix by the end of Q1 2022.</p> <p><b>APPROVED:</b> Task Force</p> <p><b>b) Transgender Policy</b></p> <p>The first meeting will be held later in September. Looking at transitioning and scientific research.</p> <p>We received an invitation to attend a 2 day event in Monaco on 8th October. It is organised by the Worlds Athletics. FIFA, IJF, UCI, IOC, World rugby, have also been invited. We are the only non GAISF sport to be invited. Good publicity opportunity for us.</p> <p><b>c) Federations</b></p> <p>The USA task force is continuing to focus on 2 objectives 1) making sure the US athletes compete for the USA at IMMAF events 2) to be available to help partners with any potential new federations in the USA. At present waiting for a report and preparing a business plan. We are confident we will be able to invite US atheletes.</p>	
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	<p>French Federations – we have a task force set up and are engaging well. FFB (French boxing federation) has sent us all the legal signed documentation which confirms their membership to IMMAF.</p> <p>A meeting is due to be held in September with the French minister of sport. Hoping that regulations will be laid down for the FFB.</p> <p>We will keep engagement via weekly meetings.</p>	
<p><b>9.</b></p>	<p><b><i>Finance report (JS).</i></b> <i>(Finance report 1<sup>st</sup> June – to 31<sup>st</sup> August 2021 shared on-screen)</i></p> <p><b>a) Turnover: -</b></p> <p>Championships Fees – are now coming in, now the championships have started</p> <p>Sponsorship – there is a spike specific to membership income</p> <p>Cost of Sales - they are persistent month by month</p> <p>Gross profit – championship fees were higher in June</p> <p><b>b) Expenditure: -</b></p> <p>Exception expenditure include:</p> <ul style="list-style-type: none"> <li>• Events – minimal, included some TV and broadcasting, championship consumables such as medals. Also advance payments for accommodation for the Youth Championship paid out.</li> <li>• Foreign travel – showing as events have started. Spiked because of testing before travel. To be expected in the future.</li> <li>• Courier services – this was for the transportation and storage for the cage (\$28,000). It was multiple movements. ACTION: JS to double check breakdown of this cost.</li> <li>• Accountancy – a little high in June due to the audit</li> </ul> <p><b>c) Finance cost:-</b></p> <ul style="list-style-type: none"> <li>• Bank charges - remain minimal and consistent</li> <li>• NET (LOSS)/PROFIT – profit in first 2 months and a loss in the 3rd month</li> </ul> <p><b>d) Cash Flow Forecast Report</b></p>	<p><b>JS</b></p>

	<ul style="list-style-type: none"> <li>• Opening Balance - \$1,419, 785</li> <li>• Cash Flow In – \$787, 976</li> <li>• Cash Flow Out – \$1, 243, 856</li> <li>• Closing Balance - \$963, 905</li> </ul> <p>We are still waiting on sponsorship money to subsidise events.</p> <p>Income due during September is \$228, 022</p> <p>e) <b>Exchange – conversion rates.</b> This needs to be reviewed as US dollars are being transferred into pounds and sometimes transferred back into dollars which can work out a loss of income. <b>ACTION:</b> JS to research methods of reducing losses income.</p> <p><b>CEO appraisal/remuneration for approval. (KB)</b></p> <p><b>ACTION:</b> Additional time to review and tweak the application and feedback to the board.</p>	<p><b>JS</b></p> <p><b>DW/SB</b></p>
<p><b>10.</b></p>	<p><b>Events</b></p> <p><b>Proposal to close all continentals for approval. (KB)</b></p> <p>Points and discussions: -</p> <ul style="list-style-type: none"> <li>• Dependency on finance of particular countries</li> <li>• Bring the less strong countries up in the first instance</li> <li>• Bringing in the top talent from other countries leaves those less experienced to gain medals within their own continents.</li> <li>• Lots more conversation required on this topic – over the years rules have changed with changing times for equality, however this has not improved equality</li> <li>• This proposal is more about ensuring rules are followed in certain countries i.e. processes are followed, looking at the infrastructure such as being able to assist those less strong countries to access training in other countries etc. Europe have more than enough referee’s etc, we need to ensure other continents are moving forward on catching up and require our support. We should be able to regulate in terms of supporting where there is a need.</li> <li>• To close all continentals does not affect the current budget</li> <li>• We need a think tank on those who struggle to get to other continents</li> </ul> <p><b>APPROVED:</b> Close all continentals</p>	

11.	<p><b>Membership general and new applications (GM):</b></p> <p>a) Received Zimbabwe application for membership. Very strong connections to government. Met with some of the federations directors and the General Secretary.</p> <p><b>APPROVED: Zimbabwe for observer membership</b></p> <p>The member from the Jordan MMA federation is working with IMMAF again and aligned with our strategy and values.</p>	
12.	<p><b>Risk register (DW)</b></p> <p><i>No updates to add at this meeting, essential areas covered earlier by ND.</i></p>	
13.	<p><b>Non-executive member annual review</b></p> <ul style="list-style-type: none"> <li>• It is time to inform members that a AGM meeting will be held by December.</li> <li>• Members should be active, the affiliation requires participation in order to successfully move forward. It's important for all to pull together and not just a few board members making contributions.</li> <li>• In accordance with the governance audit a formal appraisal should be carried out annually by KB on all Directors performance including the NEDs.</li> </ul> <p><b>AOB</b></p> <p><b>Suspensions</b> – DW has had discussions with David Wang (DW) regarding the 45 day suspension and his view is that there is no scientific reason why this should not be 20 days or 90 days depending on the severity of the concussion and recovery can vary between athletes. The suspension rule was adopted from the sport of boxing and it is generally accepted that some period of inactivity after a concussion is a good thing.</p> <p>Dr Wangs view is that we need to have a battery of test to be conducted by a medical professional before making a decision for an athlete to return to competition status after a period of suspension.</p> <p style="text-align: center;"><b>MEETING END</b></p>	<b>KB</b>
14.	<p><b>Date of next meeting:</b></p> <p><b>TBC</b></p> <p>Date: December 2021. Time:</p> <p>Location: . TBC</p>	





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