

## Minutes IMMAF board meeting

Date: 26<sup>TH</sup> January 2022

Time: 14.30

Location: Abu Dhabi

<b>Item No.</b>	<b>Item</b>	<b>Action</b>
<b>1.</b>	<p><b>Roll Call</b></p> <p><b>Video Link:</b> Deni Batchvarova (DB), Stewart Brain (SB), Raymond Phillips (RP), Han Juili (HJ), George Sallsfeldt (GS).</p> <p><b>In Person Attendance:</b> Kerrith Brown (KB), Bertrand Amoussou (BA), Wissam Abinader (WA), Tom Madsen (TM), Tatiana Klimenko (TK), Svetlana Odintsova (SO), Victor Frolov (VF).</p> <p><b>Honorary Presidents:</b> August Wallen (AW), Vadim Finkelstein.</p> <p><b>Staff:</b> Densign White (DW), Gosha Malik (GM), Nicholas Davies</p>	
<b>2.</b>	<p><b>Apologies / Absent</b></p> <p><b>Apology:</b> No apologies received.</p> <p><b>Absentees:</b> Iskander Karim (IK), Galimzham Yessenov (GY).</p>	
<b>3.</b>	<p><b>Conflicts of Interests</b></p> <p>KB - Greenhill</p>	
<b>4.</b>	<p>Presidents Opening remarks (KB)</p> <p>KB acknowledged and understands the circumstances of which some board members were unable to attend the Abu Dhabi championships.</p> <p>Kazakhstan world championships were cancelled for the 3rd time due to the covid pandemic.</p> <p>The UAE MMA federation, Abu Dhabi sports council, and various representative bodies in the UAE have stepped forward to host the senior/Junior world championships.</p> <p>In addition the UAE fed have agreed with IMMAF a 3 year deal to host the world youth championships. Facilitated by (WA) in terms of negotiating with UAE to fully cover the operating cost and pay a hosting rights fee to IMMAF.</p>	

With the support of (IK) we were able to leverage some communication in hosting the world championships here.

(KB) commented that when the deal was done the Omnicron was not a problem, but now has had an impact on the event. 61 national federations had signed up. We lost over 100 athletes and some coaches.

The event had a few difficulties in terms of the UAE federations internal politics e.g. issues with the jujitsu organisation, hence provision of support was lacking e.g. security, volunteers etc.

We have done quite well within the bubble and have got off to a good start. The development of the sport has been highlighted during the past three days. In terms of world championships there's still a lot of work and negotiations to be done.

We are confident about what's being seen and it's a lot more than what I anticipated in terms of the level number of events. We will concentrate on building what we already have and then move into other areas. It's a lot of development and a lot of investment in-put. Proud of the work we have done over the past few years especially regarding WADA. Michele Verroken, DW the team were exceptional in terms of getting the information. It was a vigorous process.

GAISF - under the old president, very little achieved. New president - since November. It's the first time I've been able to meet the new president and have a honest dialogue with him. Will continue communication with GAISF especially as they are present here.

Kick boxer supporting IMMAF. KB has made connections of which will assist IMMAF moving forward. A lot of communication ahead in following our plan. We need to ensure we put on events to show we are as big as other federations, showing confidence in our sport is booming. We need to protect what we have developed so far as there is potential opportunity for others.

There is a big push for us to try to get ourselves established which would be a massive milestone, to be considered as a demonstration sport in 2028. Two meetings have been held so far . There is the potential of being an Olympic sport in 2032 to be hosted by Australia. This gives us more room to develop. Need to look at a strategy on the next move should we not realize our plan.

Sportaccord convention will be held in May in Ekaterinburg, Russia. We considered pulling out however after several discussions we are unable to do so as we are bound to a contract. We need to put some ideas together around GAISF.

Q.2 event includes a new team event on March 13th, to be held in Bahrain. Mixed teams men and women.

Top six team selected:-

- Russia
- Kazakhstan
- Ukraine
- Tajikistan
- Bahrain
- Ireland

	<p>Wild card will be Asia and Balkans. They are secured and will be attending. Bahrain is paying for everything. The rights, accommodation tracksuit, equipment. It's another event with more content. \$100k for the winner \$75k second place, \$35 third place. This would be distributed to the federations and athletes. It's a test event of which will be monitored.</p> <p>PAN AM to be held the second week in April, to be finalized. Discussion will be held this week regarding khazakistan. There is currently unrest in the country from Russia's military intervention. Not sure of their structure. Hoping this will be known soon.</p> <p>June until 2<sup>nd</sup> July. We have a potential event in UFC fight week.</p> <p>6th August Youth World championships. The senior world Championships are planned to be back towards the end of the year. Still at negotiation stage.</p> <p>WA is working on a potential grand slam event with Saudi.</p>	
<p>5.</p>	<p><b>Minutes of the previous meetings 8 Sept &amp; 17<sup>th</sup> December 2021</b></p> <p><b>APPROVED:</b></p> <p>December Minutes - Proposed by Tatiana Klimenko and seconded by Bertram Amoussou .</p> <p>September Minutes – Proposed by Wissam Abinader and seconded by Tatiana Klimenko.</p>	
<p>6.</p>	<p><b>Actions from the previous meeting minutes</b></p> <p>Update on actions: -</p> <p><b>Bank Exchange Rates</b> – update from GM. Rates change daily, we now have a dollar account therefore may be stable</p> <p><b>Appointment of Michael Mazur</b>, he is in post. Doing great work at the world championships, with entries, registrations.</p> <p><b>CEO appraisal</b> – DW spoken to Stewart Bain and is ongoing</p> <p>Board and Non-executive member annual review: DW has found an organisation called Boardclc based in Sweden. (document shared on screen 'The Board &amp; C-Suite Evaluation Platform'. DW met a couple of times on-line. They explained the process of how they carry out a board evaluation. Part of the evaluation is peer to peer. They work with many large organisations, support directors. The method is: -</p> <ul style="list-style-type: none"> <li>• Preview and questions (self assessment)</li> </ul>	

	<ul style="list-style-type: none"> <li>• Start evaluation</li> <li>• Participants submit answers</li> <li>• Access results immediately (this is on-line)</li> <li>• Dive into report (on individuals)</li> <li>• Share presentation (feedback results to each board member)</li> </ul> <p>DW will be meeting with Boardcllc. They will be ready to start in February. They have given us a discount with the cost around £4,000 a big reduction. DW feels this will be cost effective.</p> <p><b>APPROVED:</b> Boardcllc.</p>	
7.	<p><b>CEO report (DW)</b></p> <p><b>WADA</b></p> <ul style="list-style-type: none"> <li>• Fantastic achievement. We became signatories confirmed 23<sup>rd</sup> December 2021. We are now compliant. We have been in frequent communication with WADA. They were observing our activities here (Abu Dhabi) e.g. we are not allowed to play the Russian national anthem, fly the flag, no emblems of the track suits etc. etc. We have received notice that we are compliant.</li> <li>• IMMAF v WADA Court Case – At an end, no need to continue with legal action.</li> </ul> <p><b>IMMAF General assembly is to be held on Friday 28<sup>th</sup> January 2022.</b></p> <p><i>(Standard Agenda displayed on screen during meeting).</i></p> <ul style="list-style-type: none"> <li>• Gosha will carry out the registration for everyone</li> <li>• We have a good idea who will be in attendance, therefore we have a Qorum.</li> <li>• Nothing to approve in this meeting, any approvals will be addressed during the General assembly.</li> <li>• Members will vote on Ralph Cookes appointment to the discipline committee, the accounts for 2020, also approval for auditors PWC to continue to work with us for the following year.</li> <li>• No members to suspend or expel. List of 20 new members to approve which include Angola; Barbados; Ecuador; France; Guyana; Israel; Jamaica; Kosovo; Moldavia; Nigeria; Philippines; Puerto Rico; St.Lucia; Sierra Leone; Slovenia; Uruguay; Botswana; Zambia; Zimbabwe.</li> <li>• Kuwait membership – they are active, good planning. <b>APPROVED:</b> Observational member</li> </ul>	

	<p><b>Board APPROVED</b> – ACCEPTED the resignation of UMMAF</p>	
8.	<p><b>Governance Tracker Update (ND).</b></p> <ul style="list-style-type: none"> <li>• The main task is to keep on top of the strategic plan.</li> <li>• ND will address key points at the general assembly.</li> <li>• The appointment is necessary to deal with issues of which require immediate action e.g. 1) in the warm up area, the rule is only water, however different drinks are seen 2) dress code adherence. Ralph has shared the points penalty system of which the disciplinary committee are impressed with the structure.</li> </ul> <p>Appointment of Ralph Cook to Disciplinary commission – <b>APPROVED</b></p>	
9.	<p><b>Finance report (JS).</b></p> <p><i>Finance report 1<sup>st</sup> Oct – to 31<sup>st</sup> Dec 2021 shared on-screen)</i></p> <ul style="list-style-type: none"> <li>• <b>Turnover: -</b></li> <li>• Championships Fees – small refunds received in October. Received almost \$500K invoiced, relating to the championships</li> <li>• Sponsorship – consistent</li> <li>• Miscellaneous – sponsorship regarding French project and WAMMA</li> <li>• Hosting rights income – is proportioned over the year received in 2021, however in December there was a significant material amount received</li> <li>• Directors, contractors – remains consistent</li> </ul> <p><b>Expenditure: -</b></p> <p>Exception expenses: -</p> <ul style="list-style-type: none"> <li>• From previous minutes ‘<i>Courier services – this was for the transportation and storage for the cage (\$28,000). It was multiply movements. ACTION: JAZ to double check breakdown of this cost</i>’. Update: Accumulative figure for the year is £46K the breakdown of cost displayed on-screen. The majority is paid to</li> </ul>	

	<p>EWEPACK. The biggest expense is shipment from country to country. In the region of £4k to £10k for return.</p> <ul style="list-style-type: none"> <li>• PCR test – shown individually as this has come about due to COVID as a new item in the financial forecast</li> </ul> <p><b>Finance cost:-</b></p> <ul style="list-style-type: none"> <li>• Bank chages – consistant</li> <li>• Net loss – because of low gross profit figures achieved in this period</li> <li>• Net profit – in last period December because of the high championship fees</li> </ul> <p><b>Cash Flow Forecast Report</b></p> <ul style="list-style-type: none"> <li>• Opening Balance - \$724,429.20</li> <li>• Cash Flow In – \$1,450,163.75</li> <li>• Cash Flow Out – \$1, 606,094.50</li> <li>• Closing Balance - \$568,498.46</li> </ul> <p>The supplier payment does exceed the cash flow out and exceeds the cash flow in therefore a net deficit \$155,930.75</p> <p>Our closing balance is lower than our opening balance.</p> <p>The next couple of months Jan-Feb 2022 – our opening balance was \$562,181.95. We also have a high cash out compared to cash flow in, which is giving \$130,974.16 due to the customer refund of \$103,200.00 (probably from the 120 delegates who did not attend the championships). Without this payment, the cash outgoing would have been \$193,000.00 and the net deficit would have been \$128,000.00.</p>	
<p><b>10.</b></p>	<p><b>Membership (GM):</b></p> <p>New Application Kuwait</p> <p>(See item 7, bullet point 5 and 6 for membership)</p>	
<p><b>11.</b></p>	<p><b>Risk register (DW)</b></p> <p>(Risk register displayed on-line)</p> <p>No changes since the last board meeting September 2021.</p> <ul style="list-style-type: none"> <li>• GAISF recognition– remains on red</li> </ul>	

	<ul style="list-style-type: none"> <li>• Incidents - not covered by our current insurance. We do not have the correct insurance in place, we are speaking to a broker and it is very difficult to get cover. One obstacle was the court case with WADA.</li> <li>• Financial reserves – still do not have any. Covid has also had an impact on this. The potential hosting rights fee from Kazakhstan did not happen. Membership fees from June will incur the full charge rather than the agreed temporary discount.</li> <li>• Switzerland in IMMAF – we are not yet on the commercial register, should be done in the next few weeks</li> <li>• WADA – resolved so will be removed on next update</li> </ul> <p>DW – asked if there were any further concerns, queries. None put forward.</p>	
12.	<p><b>AOB</b></p> <ul style="list-style-type: none"> <li>• WA made a request to the board for a new appointment to the IMMAF coaching commission.</li> <li>• DW pointed out commissions are at the discretion of the board.</li> <li>• KB asked for a Vote for the UFC gym representative Brendan Bender to be added to the coaching commission. Decision approved by the board majority. DB had difficulty hearing the discussion and deferred to the other board members.</li> <li>• Awards tomorrow at 7pm, smart dress code.</li> <li>• KB - Invoices to be sent out to membership</li> <li>• Membership Fees – GM suggested some other compensation in membership, there was a good response with the half cost of fees. <b>APPROVED</b> – for GM to put forward a proposal for membership fees as an alternative to ending the half cost due to end in June.</li> <li>• Tom – Request for us to come up with incentives ????</li> <li>• KB – Thanked everyone during our 10<sup>th</sup> year for all the efforts from all, hoping we continue.</li> <li>• KB- Happy with growth of IMMAF. Looking forward to 10 year anniversary celebration tomorrow.</li> <li>• Vadim Finkelstein comments that he faced a tough decision and didn't know what would come out of it. We were the rival organisation and didn't know each other very well and was a big decision to greet you and almagimate and now I understand it was the right decision. We have a great team of members travelling and holding big events, participating in the life of</li> </ul>	GM

	<p>organsiation. KB and DW are always working beyond what you call work to get us beyond our goals. Pround of the work being done and I can finally see the root that are broken. He wants to thank everyone and beliefs in what we are doing. What he can do, he will do.</p> <ul style="list-style-type: none"> <li>• KB – it’s been an incredible relationship. All have been relentless.</li> <li>• DB – Its been an incredible journey and our acceptance to WADA. Looking forward to whats ahead of us. Congratulations.</li> <li>• DW – thanked everyone.</li> </ul> <p style="text-align: center;"><b>MEETING END</b></p>	
13.	<p><b><i>Date of next meeting:</i></b></p> <p>Date: Wednesday 20<sup>th</sup> April 2022 Time: <b>TBC</b></p> <p>Location: On-line</p>	