

Minutes IMMAF board meeting

Date: Wednesday 20th April 2022

Time: 2pm London GMT

Location: Web-based on Microsoft Teams

Item No.	Item	Action
1.	<p>Roll Call</p> <p>Wissam Abinader (WA), Bertrand Amoussou (BA), Denitza Batchvarova (DB), Stewart Brain (SB), Kerrith Brown (KB), Vadim Finkelstein (VF), Viktor Frolov (VF), Han Jiuli (HJ), Iskander Karim (IK), Tatiana Klimenko (TK), Tom Madsen(TM), Svetlana Odintsova (SO), Raymond Phillips (RP), George Salfeldt (GS), August Wallen (AW)</p> <p>In Attendance: Densign White (DW), Gosha Malik (GM), Nick Davies (ND), Jas Sohal (JS), Michele Verroken (MV).</p>	
2.	<p>Apologies / Absent</p> <p>Apologies:</p>	
3.	<p>Conflicts of Interests</p> <p>KB - Greenhill</p>	
4.	<p>Presidents Opening remarks (KB)</p> <p>Abi Dhabi went well against a very tight turn around time.</p> <p>We have a three year deal with UAE for the world championships 22-23; 23-24 with 1.5 million. Half a million was put towards ‘The world championships’ for the beginning of 2022.</p> <p>This was past through Palm sport, lead by CEO Farad at the time of the agreement who was lead for the Abi Dubai sports council, hence, allowing us to run the world championships. Most of the cost were covered such as the venue and immunities.</p> <p>Some of the items that were promised to us did not materialize. This left us a little short, therefore having to unexpectedly financially support the ongoing cost.</p>	

	<p>Palm sports are still dealing with hotel and additional cost. The expectation is that we pay. We continue to address this issue.</p> <p>World Youth championships Looking to finalize a date for last week in July or first week in August. Ongoing resolution of planning, including financials.</p> <p>Abi Dubai Event went very well including the attendance of a GAISF representative.</p> <p>Events for 2022</p> <ul style="list-style-type: none"> • World youth championships - July-August • Europeans- it was due to take place in June - Postponed- because of the financial position we are currently experiencing. It will be moved to Q3/Q4 • The Czech Republic have put a request in to host. This could potentially be The Europeans. Alistair Petite and the team are looking into this. • African open - next week. in the region of 60 athletes participating. We are going through the clearing process. • Pan am -to be held June in Mexico- in the process of finalizing. Registration is currently open. This event should financially cover itself. • Kazakhstan- cancelled. Looking to resume in 2023. • World championships in Kazakhstan 2024, in discussion stage. <p>Hosting Met Mr Zuhha in Germany. He would like to set up a company to buy our hosting right fees for the world championships. Looking at 3 to 5 years with an option to extend it for a further year, with the same initial deal, same as what Saudi have. He would be an independent company.</p> <p>SuperCup Championships - Bahrain Went really well. It created a lot of interest and content. Due to the Ukraine war the decision had to be made to suspend Russia. Ukraine obviously could not attend. We brought in other federations such as Australia, New Zealand and Mexico.</p> <p>Asian Championships Pakistan - May host the Asian championships this year in Q3 or Q4.</p>	
--	---	--

	<p>WADA</p> <p>Had meeting in Poland. We're doing a lot of work on the infrastructure. Recently a coaching session was held with over 25 attending, 8 were female.</p> <p>World Championships</p> <p>Remains unsecured.</p> <p>National Olympic Committee / WADA</p> <p>Also during the visit to Poland , we met with 'The National Olympic Committee', and WADA president Witold Banka. Martin Lewandowski facilitated these meetings and we thank him for that. The result was very positive.</p> <p>Financial Position</p> <p>Not in a good position due to the pandemic resulting in the cancellation of the worlds in Kazakhstan. This has left us on a tight budget. We have however managed to secure an advance from the UFC on funding due in 2023. KB thanked DB for pushing this forward.</p> <p>Greenhill</p> <p>Continue to sponsor youth's. We need to step up a little more and utilize our 10 year experience.</p> <p>Board Review</p> <p>Will be conducted soon as a clean up exercise.</p> <p>(During KB's update, three members joined the meeting. August; Raymond and Stewart).</p>	
5.	<p>Minutes of the previous meetings (26th January 2022)</p> <p>APPROVED: Proposed by Stewart Brain and seconded by Raymond Phillips</p>	
6.	<p>Approval of the emergency board meeting minutes of the 1st March 2022.</p> <p>Emergency meeting held to discuss the affects of the Russian/Ukraine issue.</p> <p>Proposed by BM and seconded by SB</p> <p>APPROVED:</p>	
7.	<p>Actions from the previous meeting minutes</p>	

	<p>The board discussed briefly and were informed that the Russian sports ministry had approached the Russian MMA federation requesting copies of the emergency IMMAF meeting. The board were of the opinion that the minutes shall remain confidential. The letter notifying Russia of their suspension was allowed to be shared with the ministry.</p>	
<p>8.</p>	<p>CEO Report (DW)</p> <p><i>('REPORT TO THE BOARD OF DIRECTORS - CEO UPDATE - Report prepared by: Densign White MBE - 20th April 2022' - Sent with pack and displayed on screen)</i></p> <p><i>Please note: Changes have occurred since the distribution of the report.</i></p> <p>Governance Tracker This has progressed of which Nick (ND) will cover.</p> <p>Board Evaluation Boardclc was implemented, everyone on the board was contacted and asked to prepare a peer review of which is almost complete. We have a fair idea on the results. The information has been shared with KB. KB will be contacting individual board members to go through the assessments. This will give us a good idea about an action plan for improving our performance.</p> <p>We can access if we want to add onto the peer review as the peer review are opinions about other board members, however can go into depth with boardclc. DW thanked all for their participation.</p> <p>WADA Online catchup meeting was had with WADA representatives Valentin Capelli and Sebastien Gilot. The meeting was an opportunity to discuss our compliance to the code during the Abu Dhabi world championships.</p> <p>We met all compliance and for the first time no positive test from the world championships which is excellent when you consider there were over 420 athletes participating.</p> <p>WADA – Meeting with President KB and DW met with WADA's, Mr Witold Banka the current president (in post for maybe just over a year or so). It was the first opportunity for us to meet with him, thanks to Martin for arranging and facilitating. The meeting went extremely well in terms of the three areas of concern being tackled which were: -</p> <p>a) We did not want to move to a higher tier at this moment in time because of the potential cost and compliance implications. This was agreed.</p>	

b) We wanted the training previously promised for Michele Verroken and **Sophie Mueller** on the WADA ADAMS system used for managing results. This was agreed.

c) Finally, if GAMMA should apply to WADA, we want to be one of the international federations consulted at the application process. Also verbally agreed. As far as we are aware GAMMA have not submitted an application.

Polish Olympic Committee

We also met and had a good meeting with members of the Polish Olympic committee. Hopefully **Martin** Lewandowski will follow up with getting himself a member of the Olympic committee while the door is open for him to do so. We advised him to move forward on this. Action required is to complete a form and pay a fee.

Sportaccord

In February the **Sportaccord** convention scheduled for May in **Ekaterinburg**, Russia, was cancelled again. KB has spoken at length regarding the GAISF situation.

USFL

See next section: Nick update on how this is developing at a fast rate.

International events

These are moving quickly. During a visit to Paris we had a number of meetings with national TV, the authorities, the vice Mayor of Paris, French Olympic Committee president, **FFB** (who were given the delegation regarding MMA which is good news of which Nick (ND) will fill us in.

UFC London Event

Attendance at the O2 was fantastic, seeing one of our champions and two of our former champions, **Mokaev** winning in style, **Jack Shore** chalked up another win. A proud moment for us alongside performing to a high standard.

Anti-Doping Policy 2022 – Michele Verroken

Shared on screen - WADA Code Compliance Obligations: Roles and Responsibilities of International Federations (20.3).

This is a follow up from presentation presented at the General Assembly to help inform and as part of our code of compliance to also educate board members about what it is, that the code compliant project is expecting of us all. To also ensure that I share with you the impact across the organisation because this is probably the start of a bigger integrity journey.

<p>Highlighted at the General Assembly was certain clauses which require close attention of which we are starting work on.</p> <p>Michele suggested that the board read at their leisure and see exactly how we are planning to go about this.</p> <p>An intern consultant, Sophie Miller will be working with Michele. She will be dealing with a lot of the administration and is already enjoying the journey with WADA.</p> <p>The roles and responsibilities set up around policy and recognising applicable laws in countries and then more specific elements that are a little bit more operational.</p> <p>We have turned this into the code compliance project plan <i>(displayed on screen)</i>.</p> <p>What we want to share with you our plan to work through with our member federations. Help was provided by Gosha Malek and Jordan Curran. We are trying to ensure what ever happens with anti-doping, it also falls in-line with all the compliance. GM is working on this with member federations.</p> <p>We have specific requirements therefore we need to ensure we have correct policies in-line and those policies do have to sit with the national anti-doping organization, in some countries it's the national Olympic Committee. This is a great opportunity to make sure IMMAF get a seat at the table. I have a call arranged with the French national anti-doping organisation set for Friday. This came about because they now know about me due to sending findings from MMA.</p> <p>We are not expecting member federations to do this all alone. We will be there to help them build, because the code states 'they can rely on the input of the national anti-doping organisation'. Where this is not happening we can ask WADA, why they are not getting help. We have divided the area into policy, education, therapeutic use exemption, testing and results management on the operational side.</p> <p>Category C, B and A - we will start with a self audit. We will pilot with a couple of our member federations in order that they can identify themselves, about what it is. It's meant to be an honest assessment of where they are and where they need to get to, we can then help them with the category they are in and help them to move from C to B, B to A. I'm asking the board to be aware of how we are proposing to do this.</p> <p>Countries identified are e.g. Australia, Bahrain, Sweden and Italy as our pilot countries. Happy to have a few more so that all regions are covered. They may decide to communicate to members via a Facebook group or if they have enough to develop their own web-site we are ready to go.</p>	
--	--

	<p>The important element to bring to your attention, is the impact because there are wider impacts of anti-doping. (<i>Wider impacts page - displayed on screen</i>). The items that will have an impact are: -</p> <p>Event Registration</p> <p>We need to encourage a situation where there are no late entries because we should be preparing ensured testing has taken place on some of our key higher risk countries e.g. those where we are seeing a lot of adverse findings or for whatever reason WADA has indicated the country is at a higher risk, therefore we need to ensure we have a time for registration that would ensure we can properly educate, make sure of therapeutic use exemptions, ensure that approved to use a prohibited medication are in place. We can ensure we are not putting the athletes at risk e.g. if they shouldn't be there, they should have been tested and excluded beforehand.</p> <p>Nationality Changes</p> <p>We also need to make sure that nationality changes follow a tight process e.g. we stumbled across an athlete who is competing for one sport with one nationality and with IMMAF under a different nationality. This makes it highly difficult when it comes to being able to use the WADA system of recording athletes and managing the results because it doesn't take kindly to double-ing up an athlete.</p> <p>Amateur Status</p> <p>We are encouraging our athletes to speak to us about athletes who turn professional. This is something we can continue to make good use of with regards to good news when this leads to the credit given to IMMAF for developing athletes, at the same time it's causing us a slight problem with WADA because they have been trying to judge IMMAF as if it is a professional MMA organisation.</p> <p>Event Hosting</p> <p>We had to recognise the court of arbitration for sport decision in respect of RUSADA. We want to make sure we have a plan to bring forward minimum standards of vetting and education for our coaches and medics.</p> <p>Athlete Eligibility</p> <p>We will be ramping up the work on transgender athletes. We are looking at the prospect of how we actually best manage the transgender athlete issue both at a participants and elite level because we do have to be aware, that at the present moment most of the anti-doping controls that take place are observed urine sample collection and what we want to try to avoid is an embarrassment where a transgender athlete is participating and this has not been adequately noted in order to manage that better.</p>	
--	--	--

	<p>Code of Conduct / Points System</p> <p>When people breach an anti-doping rule. There is a needle policy which will overlap with the IV policy i.e. reduce any harm the athletes themselves or their entourage are encouraging.</p> <p>Athlete Safeguarding</p> <p>This will be ramped up also to ensure we have adequate standards. Safeguarding has a further impact and we must ensure we set out clearly our requirements. IMMAF is probably the first international federation that I'm aware of, that has had feedback from its athletes commission to put in place a requirement that the anti-doping controls take place in separate sex facilities. Where as many other sports have a mixed sample collection at a doping control station. Our athletes asked for separate facilities and we try at all times while hosting events to separate male from female to avoid any potential embarrassment between the sexes and we would then hope we could roll that down to national championships.</p> <p>End of overview presentation.</p> <p>DB commented with regards to point 20.3.14. 'Accepting bids for world traditional events'. It states 'we cannot accept bids from countries that are under world sanctions from WADA e.g. Russia. How can we get the list and how often is it updated?</p> <p>MV responded by stating - sometimes there are countries on WADA's website. MV needs to check it out and ensure the team have total access. Examples of why they are listed may be a suspicion of a laboratory, so we know not to use that laboratory or sometimes its the national anti-doping organization. There may be a way around it where we could bring in a testing agency to collect our samples but where the country is suspended then its something we need to bear in mind which can get a little complex because for example there as a situation where there is 3 parts to Belgium and one part was suspended, so it all depends on where your hosting your event which makes the difference.</p> <p>DB - If we have a bid in place, should we run it by anti-doping? MV - Yes and we would continue to look for any changes during the process.</p>	
<p>9.</p>	<p>Governance Tracker Update (ND).</p> <p>The focus will be on 3 topics for this meeting.</p> <p>French Federation</p> <p>The FFB have been confirmed by the French ministry of sport to continue as what's known as a delegator on authority of sport. We welcome FFB as the ministry have decided to invest, which is good news for us. They have increased</p>	

the number of what's called 'technical delegates' and these people are paid by the French ministry. We will have 4 or 5 dedicated delegates to develop the sport.

The ministry have recognised MMA as an elite sport which in France is a sufficient jump in status and they allow stake holders especially athlete's to have increased opportunity to earn money and also have access to sources of government funding, which is a major step forward.

We are waiting for the presidential elections in France which takes place this coming Sunday. The budget will be finalised with MMA. We are pretty sure a new ministry of sport will be appointed.

Amateur competitions

These are planned this season for the 5 regional zones, including a French championships. It will be a qualifier for our world championships. The French federation are aware they need to improve dramatically and this is what the rescue will be used to come up with a communication and marketing plan to inform and educate potential members and licence holders in France about FMMAF . The task force will continue to watch and report to the board.

USA Federation

We have been working with the task force lead by Tom and recently the USA has affiliated officially to IMMAF with observation status, we felt that was appropriate. They are a non-profit, we have been working with them for some time and they have agreed to comply with all the IMMAF statutes.

The PAN AM's in June could already have a team from the USA. We have asked 2 of IMMAF's consultants (both US citizens) volunteering to support, particularly in the area of Communication and administration.

Forest Griffin the president of USC hall of fame has agreed to the chairman of their selection panel. He's motivated to support the development of amateur MMA and looking forward to working with a team which is basically a selection committee from different regions.

We have been clear that the role is to develop the sport from grass roots up. Amateur athletes safety first environment. It was made clear there will be no involvement in sanctioning professional events or compete with professionals such as promoters. The next steps is to finalise the website.

Trans-gender

During the past few months there has been a lot of discussion in the media, particularly swimming and cycling. The debate has shifted dramatically and there is now more people questioning what is being considered the policy. We feel the time is right for us to put this topic out there. The idea to create a panel discussion, a thought leadership event on trans inclusion in combat sports. This

	<p>is something we can use to promote the policy, which has been well received. Everyone seems to understand that its safety first and at that the IOC has also recommended the decision making on individual sports to be specific.</p> <p>Thought Leadership Event</p> <p>The plan is to have something by the end of June. The thought leadership event would be a follow up from last years event on weight management which did attract a global audience across sport. Though leadership aims will be:</p> <ol style="list-style-type: none"> 1. to position ourselves a little bit as a thought leader in the Olympic sport world 2. to highlight what we've done (good governance practice) and the effort we made in this policy as it basically involved all of the committee and experts at IMMAF 3. To progress the dialogue about trans-gender participation in a meaningful way. Not a lot of dialogue in other sports of which we could take this opportunity to build connections and relationships with other sport <p>The 2 items we want to discuss is: -</p> <ol style="list-style-type: none"> 1. Is there a 3rd category? Should we be considering having a trans-gender category e.g. men, women, trans-gender. If that's the case, what are the ethical, medical or logistic considerations. 2. Policies and Guidelines What are the consideration policy and guidelines for recreational performance at a national level? This is a different matter to IMMAF policy for championships which is clear, we do not permit trans-gender to compete. But should we be forbidding people from doing it at a recreational level? These are the 2 topic that we feel would be interesting and the idea and the following would be involved: - <ul style="list-style-type: none"> • Michele Verroken would chair. • Martin Elstrong - who is on a IMMAF trans-gender board and a trans-gender athlete (transitioned from female to male) • Amenza & Hilton who is a respected biologist and scientist • John Pike whose chairs the ethics perspective and chair of British philosophy sports association 	
--	---	--

	<ul style="list-style-type: none"> • Ross Tucker respective scientist, also a consultant for the sport of world rugby • Mike Loosemore to bring an opinion from boxing which we think would be very interesting <p>APPROVED: Thought Leader Panel.</p> <p>Action: Deni to follow up - suggested other members for the panel who could add perspective.</p> <p>APPROVED: Appointment of Christianna Goddelsampayo from Brazil (Former President of the Brazilian MMA).</p>	Denni
10.	<p>Finance report (JS) 1:29</p> <p><i>(Finance report 1st Jan – to 31st Mar 2022 shared on-screen)</i></p> <p>Turnover: -</p> <p>This period we have negative income due to some refunds of non attendance due to Covid for the event in January. There are no more dues to be issued for this period.</p> <p>Miscellaneous income includes</p> <ul style="list-style-type: none"> • WMMAA • French project • Sale of two cages (in the region of \$17,000) <p>Cost of sales</p> <p>The breakdown items have changed from listing all regular contractor payments. We have only included contractors relating to admin in the general office, everything else is in the relevant appropriate expense category. Further in the report there were changed to allow for detailed reporting.</p> <p>Administrative expenses</p> <ul style="list-style-type: none"> • Event cost of \$123,229 are unexpectedly high due to events in this period e.g. TV and broadcasting; cage hire; championship consumables; stage platform • Advertising – social media and branding. February is higher due to payment to ‘Inside the Games’ of £8,715. 	

	<ul style="list-style-type: none"> • IT – large payments to IMMAF live web-site and a supercup tournament tool • Over \$60K was accounted for in the overall expense • Courier - (breakdown of cost shown on-screen) • PCR Test – High in January due to the increase in travel <p>Cash Flow Forecast Report</p> <ul style="list-style-type: none"> • Net loss – Jan: \$267,281 Feb: \$120,914, Mar: \$72,806 • Opening Balance - \$591,768.32 • Cash Flow In – \$508,293.54 • Cash Flow Out – \$1,094,816.04 • Closing Balance - \$5,245,83 <p>The supplier payments were far higher than the monies taken in of \$114K (supplier payment \$649K).</p> <p>Cash flow deficit \$587K, leaving a balance of \$5K across the main bank account.</p> <p>Forecast - Apr-Jun 2022</p> <ul style="list-style-type: none"> • Opening balance \$5K. • Supplier payment \$331K, mostly to regular contractors <p>An accelerated sponsorship payment from UFC for \$500K which is to cover the first 6 months of 2023, however will be used in 2022 to cover payments up until August 2022, giving us a cashflow of \$1K positive with a closing of \$172K closing balance for the end of May.</p> <p>There will be a reliance on posting rights and championship fees to support supply payments, cost and any other creditors.</p> <p>There will be more internal checks in the form of increased monthly meetings between DW and myself to review the financials and working on better control of spending.</p> <p>The internal finance function will be transferred to the accountants. We currently process the invoices and bank transactions through real-time basis, we will also be processing bank payments to creditors on a monthly basis.</p> <p>Year End 2021</p>	
--	---	--

	<p>These will be finalised in the next quarter. Will be approaching PWC to schedule the audit of those accounts.</p> <p>TM requested year on year comparison for the past 3 years and asked what are our plans?</p> <p>DW – There is potential income; funds are owed to us by UAE which is part of the deal for the 3 world championships for youths to include hosting rights. Funds are in the region of \$1m. Money will be received in advance of the championships.</p> <p>The revenue has not kept up with the growth of the organisation, therefore looking at cuts where possible and perhaps slow down activities in an effort to conserve our resources.</p> <p>KB - Looking for a deal from ESPN. We are aware and discussing how we can generate income.</p>	
<p>11.</p>	<p>Membership (GM):</p> <p><i>(Report shared on-screen)</i></p> <p>Very busy with new memberships. It's time to take a closer look into the activities of members.</p> <p>Request for suspension of the following federations: -</p> <ul style="list-style-type: none"> • Latvia - Full Member since May 2018 (WMMAA). Very little interaction e.g. no MMA updates at all for the past year and no participation in general assembly. Recently a member of GAMMAA • Sierra Leone - Full Member since January 2022. Main issue is lack of understanding of Federation and governance. They do however have a good administrative set-up, however focused on athletes platform. Investment of time is needed. Member of GAMMA • Canada - Full Member since 2014. Unreconciled breakdown in CCA administration for almost 3 years. Were in close contact during 2021. • South Korea - Full Member since May 2018 (WMMAA). Breakdown in communication in trying to work in partnership. Very little interaction, no activities, the Federation is based under SAMBO <p>APPROVED: - Suspension of all</p> <p>New Memberships - <i>(see Federations Suspension 2022 document)</i></p> <ul style="list-style-type: none"> • USA - Observational 	

	<ul style="list-style-type: none"> • Grenada - Observational • Turkmenistan - Observational • Vietnam - Full • Netherlands - Observational <p>With the aim of Olympic recognition by our federation, therefore still working on Slavakia. Poland came with Olympic recognition, however waiting for the actual documentation to come through before moving forward with the information.</p>	
12.	<p>Risk register (DW) (<i>Report 'Risk register 7th April 2022 shared on-screen</i>)</p> <p>Items raised for clarification: -</p> <p>Insurance policy – this remains unchanged. GM will reach out to a London based company on progress of possible insurance sufficient to cover IMMAF.</p> <p>Board members were asked to bring to DW's attention, any items for the risk register.</p> <p>APPROVED: Items and Status</p>	GM
13.	<p>AOB</p> <p>KB:-</p> <ul style="list-style-type: none"> • Kickboxing is being reviewed in Canada • The President of Iran is showing an interest in hosting an event, however have their own challenges. They are positive and keen to develop in Iran. • GAISF General Assembly to be held on 22nd May 2022. <p>DW – Resignation announcement from Jaine Shah. She has done an amazing job for IMMAF and we wish her well.</p> <p>MEETING END</p>	
14.	<p>Date of next meeting: TBC</p> <p>Date: Wednesday 27th July 2022 Time: 2.00pm London GMT</p> <p>Location: ????</p>	