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# iNADO Board Meeting 29 Nov 2023 – Record of Decisions

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Governing Board Meeting

Wed, 29 Nov, 2023 7:00 PM - 9:00 PM (CET)

**Present:** Nick Paterson (Chair, NP), Lars Mortsiefer (Vice Chair, LM), Maira Bakasheva (MB), Teemu Japison (TJA), Lindsey Stafford (LS), Tony Josiah (TJO, joined at 8:00 pm), Sarah Shibutse (SS), Antonio Nunes (AN).

**In attendance:** Jorge Leyva (CEO, JL), Tom May (Observer, TM), Martin Lauesen (Observer, ML)

## **I. Welcome and approval of the Agenda**

The Chair welcomed members and observers to the meeting. With regret, the recent passing of Dr. Hanem, director of the EGY-NADO, was noted by the Chair. Members approved discussing agenda item 10. following agenda item 3. as they are connected.

## **I. Strategic Issues**

### **1. Manifesto of the Ibero-American Anti-Doping Network (RILD) and iNADO's role – for discussion**

The Chair provided a summary of the issue, explained the problems in the tone of the manifesto which was perceived as harsh by WADA. Members agreed that iNADO is a network of experts, and our activities are based in facts and data. Thus, supporting the document was counterproductive to our mission, added tensions to the community, and misrepresented the wide interests of the membership.

The good intentions of the manifesto were noted, and despite the fact that the document landed poorly, reaching out and supporting this region – which is often overlooked globally - was perceived positively and as something to look forward to. WADA explained how the

manifesto was received on their end but noted that the relation with the RILD or the supporters of the document will not be impacted on the long run. Agenda item was discussed and received.

## **2. Update WADA NADO Expert Advisory Group and WADA Foundation Board Meeting – [for discussion](#)**

The Chair debriefed the Governing Board meeting following the NADO Expert Advisory Group (EAG) third in-person-meeting in November in Montreal. The main purpose of the EAG is to inform WADA programs and one of the issues discussed in Montreal was operational independence and what it means for the different regions. Report was received by the Board.

## **3. Draft Agenda 2024 iNADO Annual General Assembly - [for approval](#)**

Regarding the timing of the Annual General Assembly (AGA) it was agreed by most members that histing the AGA on 13 March after the WADA Symposium interfered less with other activities and travel arrangements. The Board asked the CEO to review pros and cons of all alternatives and decide the best alternative.

## **Draft Agenda 2024 iNADO Workshop (originally item 10) – [for information](#)**

The CEO informed briefly about the work done for the Workshop including working with a limited group of members in collecting feedback and supporting the agenda drafting phase of the event. The Chair proposed to have a keynote speech session every year in honor of Joseph de Pencier. The Board agreed and supported unanimously this proposal.

## **4. Strategic Performance Update - [for information and approval](#)**

The Board noted that many key performance indicators showed underachievement. The Chair clarified that targets and strategies are set to be met and therefore, the report by the CEO should provide sufficient context as to why the goals were not achieved.

Further, he suggested implementing a traffic light scheme to identify items with critical shortcomings, provide reasons and revise the course, if necessary.

JL explained that the shortcomings derived mainly from fluctuations in all staff positions during 2023 (incl. two resignations and one maternity leave). Board members welcomed the

opportunity to review the shortcomings in the execution of the strategy and inquired further about the reasons for the staff changes and highlighted the need to be able to deal with them properly and deliver our strategy. Report was received.

## II. Governance

### 5. **Financial Statements and proposed 2024 Budget** - for information and approval

The CEO confirmed that the latest 2023 financial statements were aligned with the numbers presented in August and for 2023 a financial deficit of around € 24.000 is expected (less than budgeted). The CEO also reiterated the reasons for the deviations. For 2024 a budget was proposed that reflected similar the levels of total income and expenditure, and therefore a deficit of € 34.000 was again proposed.

The Chair reiterated the mechanism in place to bring reserves down to an optimum level with which deficits were aligned. The 2023 financial update and 2024 proposed budget were approved by all members.

### 6. **Update Membership Fees 2025** - for information and approval

The CEO asked the Governing Board of iNADO to consider an update of membership fees to be presented at the next General Assembly for approval. While iNADO holds sufficient accumulated reserves, to avoid a cash flow problem in future, an update of membership is necessary.

He explained that the current document presented a proposal to increase membership fees to 20% splitting the increase over two years. The document also included different options for membership fees such as national GDP per capita or testing numbers for the Board to discuss.

The Chair noted the necessity to discuss this item more thoroughly and asked the CEO to make amendments to the document and bring it back to the next Board Meeting.

### 7. **Changes to the iNADO Constitution** – for approval

The CEO explained that during the last meeting the Board approved changes to the Constitution to take protective measures ("protective measures") in extraordinary circumstances. However, from the minutes of the last meeting, it is unclear that the new § 19 Savings Clause was approved as well. The Board approved unanimously § 9.12, § 12, and §

19 as listed in the draft version of the Constitution to be tabled at the next Annual General Assembly.

**8. Suspension of Member OCALUDS (Cameroon) – [for approval](#)**

The CEO mentioned that iNADO Member Cameroonian Organisation for the Fight Against Doping (OCALUDS) failed to request a fee waiver for its outstanding fees following the Board meeting of 30 August. Board members unanimously agreed to suspend OCALUDS with immediate effects and until further notice.

III. Operational items

**9. Operations report incl. staffing and CEO travel – [for information](#)**

The report was received.

IV. Any other issues

Next Board Meeting: **28 February 2024 - 7 pm CET**

Board meeting ended at 09:10 pm CET