

iNADO Board Meeting 18 April 2024 – Record of Decisions

Governing Board Meeting

Thursday, 18 April 2024 14:00 PM - 16:05 PM (CEST)

Present: Anders Solheim (Chair), Lindsey Stafford (Vice Chair), Beatrice Bourgeois (BB), Li Zhiquan (LZ), Sarah Benson (SB), Deslyn Pather (DP), Teemu Japissou (TJ) from 14:30 PM

Apologies: Tony Josiah

In attendance: Jorge Leyva (CEO; JL), Andrea Gotzmann (iNADO Consultant; AG), Andrea Herrera (Communication and Office Manager; AH)

I. Welcome and approval of the Agenda

The **Chair** welcomed all participants, especially acknowledging the new members who were elected during the previous Annual General Assembly on 13 March in Lausanne. He expressed regret for the delay in distributing the documents for this Board meeting. Subsequently, the **Chair** invited each attendee to introduce themselves and engage in a round of presentations. Furthermore, the **Chair** emphasized the Governing Board's responsibility for iNADO and its commitment to advancing the organization.

The quorum was confirmed, and the Board members approved the agenda without any changes. No conflicts of interest were declared by the Governing Board members.

II. Governance Items:

1. Governing Board Meetings; Frequency, Preparations, and Observers – for approval

Future Governing Board Meetings:

AG provided an update, stating that the former Board had previously designated suitable dates for meetings, with quarterly intervals suggested. The office will launch a survey among the members regarding their availability for the next Board meetings.

Since the constitution of the new Governing Board on 14 March 2024, Chair, Vice Chair and AG hold weekly meetings and intend to continue this regular practice.

The **Chair** initiated a discussion regarding the frequency of face-to-face meetings versus online meetings.

LZ proposed scheduling a face-to-face Board meeting for late October or early December, coinciding with the CHINADA Symposium. **LZ** invited the iNADO Governing Board members to the anti-doping symposium in China.

All members expressed favor for holding at least one face-to-face meeting annually and thanked **LZ** for the invitation to convene in China in 2024. It was agreed that a second meeting could take place before or after the WADA Symposium in 2025. The final decision to meet in 2024 will be made once the date of the CHINADA Symposium is confirmed.

The **Chair** suggested that the Board raise any issues for discussion with the CEO, allowing 5 minutes, if necessary, at the conclusion of each Governing Board meeting.

Preparations of Governing Board meetings (**AG**): The invitation and the preliminary agenda will be provided two weeks prior to the Board meeting according to Rules of Regulation (§ 10.3).

Observers: The Chair proposed that members be able to request participation and openly join Board meetings, occasionally inviting individuals such as Tom May from WADA, ITA, or EGA based on the agenda. It was recommended to promote the agenda in advance among members, with requests to join handled on a first-come, first-served basis. Potential members should also be included in this process.

The **Chair** suggested drafting a policy regarding the attendance of observers and asked the CEO to provide a draft for adoption by the Board. The Board supported the proposal.

2. Registration of New Board iNADO e.V. – for information

AG provided the following update: Several documents must be prepared. It should be noted that German is the official language of the association, and therefore, all documents require translation. These documents have been prepared with the support of lawyer Dr Karsten Hofmann and were submitted to the notary in both German and English.

Both, **Chair** and **Vice Chair** are mentioned in the documents, and the registration process at the German *Vereinsregister* remains ongoing.

3. Revised 2024 Budget – for information

It was noted that there is a deficit in the bank this year. The **Chair** inquired about the equity. It was suggested that the equity should be reduced to no more than three months' worth of budget.

AG emphasized the importance of following up with members for outstanding annual fees. A reminder was sent out last week and the office will be monitoring the progress closely.

III. Strategic Issues:

4. Visibility of iNADO and Communications Strategy – for discussion and direction

The **Chair** provided updates on recent activities related to the Board.

Last week, ITA sent an invitation letter to the **Chair** and **Vice Chair** to discuss the cooperation and strengthening the relationship with iNADO.

The Chair, Vice Chair and AG have arranged a meeting with the Council of Europe. The Board supported continuing the cooperation with CoE in that direction.

The Chair met with the WADA president. iNADO understood it would be given the opportunity to present its ongoing activities at the WADA Foundation Board. Further, iNADO suggested regular meetings with the WADA top management to keep the communication lines open.

Thankfully, the USADA communications department has agreed to assist iNADO in revising and creating a new communications strategy. An initial exchange meeting will take place at the end of April. AH will be the contact person for iNADO.

5. Policy Papers for Decision by the Board - for discussion and direction

The **Chair** suggested that the iNADO governing Board should look for an opportunity to discuss policy issues of importance for iNADO and/or its members.

The Board welcomed the concept of policy papers and supported presentations of policy papers deemed essential for NADOs.

6. CEO Recruitment – Update

AG will assume the role of an Interim CEO starting from 1 May 2024. She will shortly be approaching the **Chair** with a proposal for a contractual agreement for her activities. This agreement is to be structured in such a way that flexibility is guaranteed regarding the

termination of her activity to be able to react promptly in the event that the CEO position is filled again. Following the appointment of a new CEO and a transition phase to hand over the business, AG will step down from the position of interim CEO.

Consideration will be given to candidates from NADOs with practical experience and policy skills from anti-doping for the recruitment process,

A recruitment committee consisting of four individuals, including **Chair, Vice Chair, TJ** and **AG**, will oversee the CEO recruitment process. A secure exchange platform will be set up in Basecamp for this group.

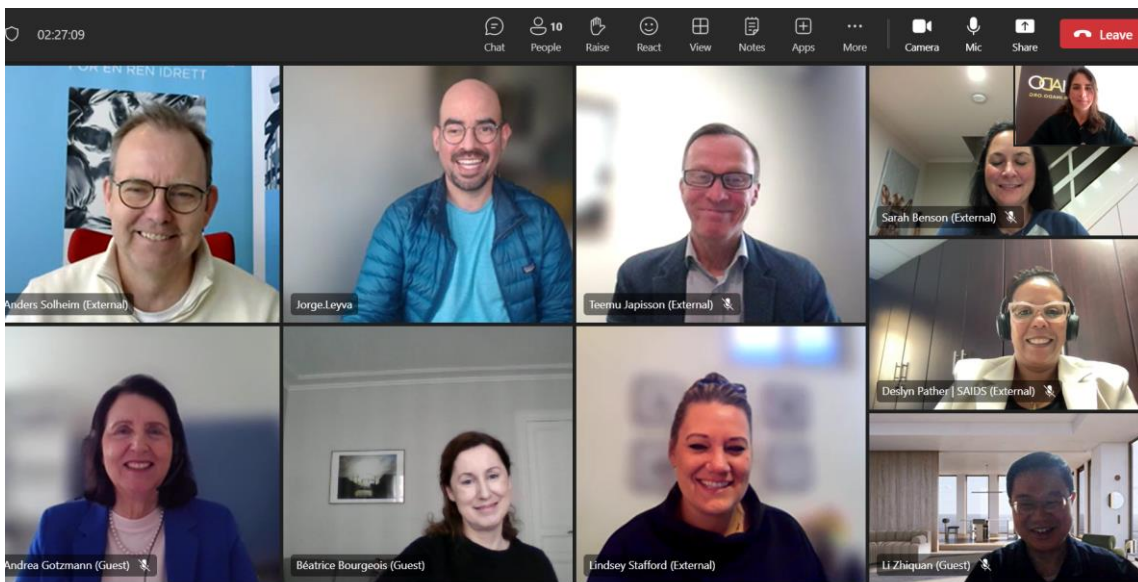
IV. Operational Items:

7. Handover CEO to interim CEO – oral update for information

JL and **AG** gave a short overview about all necessary steps for this transition process. **JL** underlines that he will still be available to answer organizational questions after his departure on 30 April.

V. Any other issues:

Next Board Meeting: Wednesday, **29 May 2024** – time tbd - for approval



The meeting ended at 16:02 (CETST).