

MINUTES OF THE FIRST OPEN BOARD MEETING OF THE INTERNATIONAL SPORT FOR ALL FEDERATION (FISpT)

Date: 25 January 2026

Time: Approximately 09:00 - 10:30 CET

Venue: Cosmopolitan Business Hotel, Via Alcide De Gasperi 2, 62012 Civitanova Marche, Italy

Meeting Type: First Open Board Meeting (Inaugural Meeting of 2026-2030 Board)

1. OPENING AND ATTENDANCE

1.1 Call to Order and Open Board Concept

The first open board meeting of the International Sport for All Federation was called to order at approximately 09:00 CET by Mr. Marco Tomasini, CEO and General Secretary. The meeting followed immediately after the Extraordinary General Meeting and Electoral Congress held on 24 January 2026.

Open Board Philosophy:

Mr. Tomasini explained the innovative "open board" concept developed in consultation with President Isa Mohamed Abdurrahim Al-Rafaei and Dr. Ahmad Saad Al-Sharif in Dubai:

- Transparency initiative enabling members to observe and participate in Board discussions
- Platform for member involvement in organizational life
- Mechanism for members to interact directly with elected leadership
- Recognition that members are partners with the Board, not subordinates
- Board serves members; members can engage with Board decisions and direction

The open board model reflects FISpT's commitment to democratic governance and stakeholder engagement, aligned with IPACS principles adopted in the new statutes.

1.2 Presidential Recognition Ceremony

Before commencing formal business, CEO Tomasini presented recognition to newly elected President Isa Mohamed Abdurrahim Al-Rafaei, acknowledging his election by the General Assembly on 24 January 2026.

1.3 Presidential Opening Remarks

President Isa Mohamed Abdurrahim Al-Rafaei:

"Good morning, ladies and gentlemen. It's a pleasure to meet you today for our first board meeting. I hope the discussion will be a success. As Marco said, we want to be one part of the members as a board. The members want to be one family, and we discuss openly every time. Even if we don't have a meeting, I think we could receive emails or messages regarding anything day by day, so we can follow on success in our progress. Thank you."

1.4 Board Members Present

Executive Leadership (8 members):

Position	Name	Attendance
President	Isa Mohamed Abdurrahim Al-Rafaei	In Person
Chief Executive Officer	Marco Tomasini	In Person
General Secretary	Marco Tomasini	In Person
Vice-President for Education	Ahmad Saad Al-Sharif	In Person
Vice-President for Traditional Sports & Games	Enzo Casadidio	In Person
Vice-President for Sport	Michal Buchel	Online
Vice-President for Parasports	Omar Suleiman Hindawi	Absent (Excused)
Treasurer	Roberto Selci	In Person

Table 1: Executive Leadership Attendance

Board Members (12 members):

Name	Country	Attendance
Oleksandra Boliak	Ukraine	In Person
Anita Pariani	Italy/Malta	In Person
Stavri Bello	Albania	Absent (Excused)
Robert "Nob" Rauch	USA	In Person
Reka Reichard	France	In Person
Attila Adamfi	Hungary	In Person
Nouzha Bidiouane	Morocco	In Person
Reka Reichard	Hungary	In Person
Mohamed Abbas Ahmed Ali	Bahrain	In Person
Patrik Perosa	Slovenia	In Person
Essan Amino Marie-Laure	Côte d'Ivoire	In Person
Kuong Hon CHE	China	Absent (Excused - Asian Games duties)

Table 2: Board Members Attendance

Attendance Summary:

- Total Board Size: 19 members (7 executive + 12 board members)
- Present In Person: 17 members
- Present Online: 1 member (Michal Buchel)
- Absent with Excuse: 2 members (Omar Suleiman Hindawi, Kuong Hon CHE - duties in China)
- **Total Present: 17 of 19 members**
- Quorum: Achieved with 90% attendance

Guests and Observers Present:

Multiple FISpT national member representatives and individual members attended as observers under the open board format, including representatives from Code of War, Serbia, and other member federations.

2. APPROVAL OF AGENDA

2.1 Agenda Presentation

CEO Tomasini presented the agenda for the inaugural Board meeting:

1. FISpT Identity and Branding
2. Strategic Plan Implementation Framework
3. Governance Structures and Bylaws Development
4. Financial Management and Budget 2026
5. Co-option Process and Board Expansion
6. Communication Strategy and Website Development
7. Next Meeting Schedule
8. Other Business

Motion: To approve the agenda as presented.

Discussion: Board members noted the importance of establishing clear processes for agenda development, meeting minutes, and action item tracking for future meetings.

Vote: Approved by consensus.

3. FISpT IDENTITY AND BRANDING

3.1 Introduction by Attila Adamfi

Board Member Attila Adamfi introduced the topic of FISpT identity and branding, emphasizing its critical importance for organizational positioning within the Olympic movement and broader sports community.

Key Discussion Points:

Brand Identity Development:

Mr. Adamfi emphasized the need to clarify and shape FISpT's identity to establish the organization's position within the Olympic movement and international sports landscape[1]. The discussion recognized that without clear brand identity, FISpT cannot effectively communicate value to members, partners, or potential sponsors.

Olympic Movement Integration:

The Board discussed FISpT's relationship with the Olympic movement, including:

- Recognition by IOC and compliance with Olympic Charter principles (now mandated in statutes)
- Differentiation from elite sport organizations while maintaining Olympic connections
- Positioning as grassroots complement to National Olympic Committees and International Federations
- Alignment with Olympic Solidarity programs and development initiatives

Visual Identity and Communications:

Mr. Adamfi noted that brand identity extends beyond logos to encompass:

- Visual design system (logos, colors, typography, templates)
- Messaging framework and organizational narrative
- Differentiation from similar organizations (TAFISA, SportAccord members)
- Member value proposition articulation

3.2 Connection to Strategic Plan

CEO Tomasini connected the branding discussion to the strategic plan presented at the General Assembly:

Strategic Priority: Innovation and branding were identified as priority areas in the 2026-2030 strategic plan, including:

- Rebranding the federation with modern communication strategies
- Creating logos and branding that attract commercial sponsorship
- Enabling members to generate financial income through FISpT partnerships
- Integrating sponsorship with branding for sustainability

3.3 Board Actions Required

RESOLUTION BD-2026-01: The Board recognized FISpT identity and branding as a strategic priority requiring dedicated working group development.

Action Items:

1. Establish Brand Identity Task Force to develop comprehensive brand strategy
2. Include expertise in Olympic movement, sport marketing, and graphic design
3. Report preliminary brand framework at next Board meeting (11 March 2026)
4. Align branding with legal entity establishment in Italy

4. STRATEGIC PLAN IMPLEMENTATION

4.1 Strategic Plan Overview

The Board reviewed the strategic plan approved by the General Assembly on 24 January 2026, based on the presentation by CEO Tomasini and consultant Patrik Perosa.

Core Philosophy: Returning to Pierre de Coubertin's vision: "All sports for all people"

Strategic Pillars:

1. Member-centric approach (members at center of organization)
2. Financial sustainability through value creation
3. Traditional sports and games promotion
4. Cooperation with SportAccord and IOC-recognized federations
5. Continental Olympic Committee partnerships
6. Olympic Solidarity access for developing countries
7. Expanded membership structure (Committee and Associate Members)
8. Educational partnerships and certification programs
9. Parasports and adaptive sports integration

4.2 Implementation Framework Discussion

Governance as Foundation:

Multiple board members emphasized that strategic plan implementation depends on establishing proper governance structures first. As noted by Mr. Adamfi: "We have to clean our own house and we have to be aware of what's going to be in the statutes, what are the bylaws, how can we get someone on the executive board, what are the structures."

Prioritization Principles:

The Board identified three-phase implementation approach:

Phase 1 (Q1 2026): Foundation Building

- Legal registration in Italy (RUNTS certification)
- Statutes finalization and bylaw development
- Financial systems and budget establishment
- Board roles and responsibilities clarification
- Communication infrastructure setup

Phase 2 (Q2-Q3 2026): External Engagement

- Erasmus+ application submission
- Olympic Solidarity program initiation
- Continental Olympic Committee MOU negotiations
- SportAccord partnership discussions

- Committee Member integration planning

Phase 3 (Q4 2026-2027): Program Delivery

- Traditional sports and games championships
- Educational certification program launch
- Parasports integration initiatives
- Member support services rollout
- Commercial partnership development

4.3 Member Value Creation

President Abdurrahim emphasized the fundamental principle: "Value creation is the key to the future of the federation."

Value Proposition Development:

The Board discussed what tangible value FISpT must provide to members:

- Access to funding (Erasmus+, Olympic Solidarity)
- International recognition and legitimacy
- Educational resources and certification
- Event organization support
- Best practice sharing and technical assistance
- Partnership opportunities with recognized international federations

Financial Sustainability:

The strategic plan's emphasis on reducing reliance on government funding was discussed, with recognition that:

- Ministry of Sport support is insufficient globally
- Commercial sponsorship requires professional brand and safeguarding policies
- Membership fees must be tied to demonstrable value
- Self-sufficiency protects organizational independence

5. GOVERNANCE STRUCTURES AND PROCESSES

5.1 Bylaws and Policies Development

Critical Foundation:

Multiple Board members emphasized the urgent need for comprehensive governance documentation. As articulated by Ms. Reka Reichard: "We need to have clear communication for our members and for the outside world as well... We need to have the statutes. We need to provide the strategic plan."

Mandatory Policies (per Statutes Article X):

The new statutes require development of the following policies:

1. Financial rules and regulations
2. Electoral rules and procedures
3. Member regulations
4. Code of ethics
5. Disciplinary code
6. Anti-doping educational guidelines
7. Safeguarding policies
8. Gender equality policies

5.2 Board Roles and Responsibilities Clarification

Terms of Reference Development:

The Board recognized need for clear definition of:

Executive Position Responsibilities:

- President: Overall strategic leadership, external representation, IOC liaison
- CEO: Day-to-day management, legal representation, member services, operational implementation
- General Secretary: Administrative coordination, meeting management, documentation, communications
- Vice-Presidents: Portfolio leadership (Education, Traditional Sports & Games, Sport, Parasports)
- Treasurer: Financial oversight, budget management, accounting compliance, reporting

Board Member Roles:

- Constituency representation (National Members, Individual Members, Committee Members, Associate Members)
- Strategic oversight and policy approval
- Working group participation
- Regional and thematic expertise contribution

Dual Signature Requirement:

The Board reviewed the new statutes' requirement that no single person can sign documents alone:

- All official documents require two signatures
- Authorized signatories: President, CEO, General Secretary (combinations of two)
- CEO may sign alone only for acts previously approved by entire Board
- Ensures transparent and democratic organizational control

5.3 Meeting Management and Documentation

Professional Meeting Standards:

Ms. Reichard emphasized: "Every meeting that we want to have, I think we should have an agenda. We should stick to it and we should always have an outcome. I don't know who is taking meeting minutes right now... but afterwards we should have condensed version of this meeting, and then what are the outcomes and who's going to be responsible."

Meeting Protocols to Establish:

- Advance agenda circulation (minimum 7 days prior)
- Supporting documents provided with agenda
- Official minute-taking and approval process
- Action item tracking with responsible parties and deadlines
- Decision register maintenance

RESOLUTION BD-2026-02: The Board resolved to establish professional meeting management standards including advance agendas, official minutes, and action item tracking for all future meetings.

6. FINANCIAL MANAGEMENT

6.1 Current Financial Position

The Board acknowledged the financial position reported at the General Assembly:

- Zero balance in accounts (all previous expenses paid personally by President Abdurrahim)
- €10,000 donation commitment from President Abdurrahim announced at General Assembly
- No existing contracts or obligations
- Clean slate for new financial management systems

6.2 2026 Budget Development

Immediate Financial Planning Need:

Mr. Robert "Nob" Rauch emphasized the importance of budget development: "Perhaps you could work with Roberto over the next month and a half and put together our basic budget. What's the 2026 budget? What expenses do we think we'll have that need to be funded from the limited resources we have? I think that would be very helpful for this first board meeting."

Budget Development Parameters:

The Board discussed 2026 budget considerations:

Revenue Sources (Limited in 2026):

- President's €10,000 donation (confirmed)
- Potential additional member contributions (to be explored)
- Minimal membership fees (deferred pending value demonstration)

- Grant opportunities (subject to legal entity establishment)

Essential Expenses:

- Legal registration costs (Italy RUNTS certification)
- Website development and hosting
- Communication infrastructure (email, document management)
- Meeting costs (online platforms, occasional travel support)
- Basic administrative operations
- Insurance and statutory requirements

Expense Management Principles:

- Minimize fixed costs during startup phase
- Prioritize investments enabling revenue generation (Erasmus+ application, Olympic Solidarity access)
- Leverage volunteer contributions from Board and members
- Transparent financial reporting to members

6.3 Italian Registration Financial Requirements

CEO Tomasini noted the financial compliance requirements for Italian RUNTS (Registro Unico Nazionale del Terzo Settore) certification:

Italian Non-Profit Standards:

- Specific balance sheet format required by Italian law
- Annual financial statement and audit requirements
- Separation of operational and restricted funds
- Public transparency obligations for certified organizations
- Eligibility for Italian government funding for non-profits

Treasurer Roberto Selci was tasked with ensuring FISpT financial systems comply with both international standards and Italian legal requirements.

RESOLUTION BD-2026-03: The Board directed CEO Tomasini and Treasurer Roberto Selci to develop a preliminary 2026 budget for review and approval at the 11 March 2026 Board meeting.

Action: CEO and Treasurer to prepare budget draft including revenue projections, essential expenses, and financial management procedures aligned with Italian legal requirements.

7. COMMUNICATION STRATEGY AND DIGITAL PRESENCE

7.1 External Communication Imperative

Member and Stakeholder Communication:

Ms. Reichard emphasized the critical importance of communication: "The communication, like the outside world, which is not only the logo and whatever, but also how we're going to

communicate, like managing our Instagram, website, all that stuff, like what we communicate outside. So also the members see that this is an organization that is working, is really having an output."

Communication Objectives:

- Demonstrate organizational activity and progress to members
- Attract potential new members and partners
- Build credibility with IOC, Continental Olympic Committees, and international federations
- Support fundraising and sponsorship development
- Provide transparency to stakeholders

7.2 Website Development

Current Status: FISpT website exists but requires comprehensive update to reflect new governance, strategic direction, and branding.

Website Priorities:

- Governance section: Statutes, bylaws, board composition, meeting minutes
- Membership information: Categories, application procedures, benefits, member directory
- Strategic plan and organizational vision
- News and announcements section
- Event calendar and activity reports
- Resources for members (templates, guidelines, best practices)
- Contact information and member services

Italian Registration Connection:

Website transparency is critical for Italian RUNTS certification, which requires public availability of governance documents and financial information for certified non-profit organizations.

7.3 Social Media and Digital Platforms

Platform Strategy:

The Board discussed establishing FISpT presence on key platforms:

- Instagram: Visual storytelling, event coverage, member highlights
- Facebook: Community building, event promotion, news sharing
- LinkedIn: Professional network, partnership development, B2B communication
- YouTube: Event recordings, educational content, promotional videos
- Twitter/X: Real-time updates, Olympic movement engagement

Content Development:

- Member success stories and activity highlights
- Traditional sports and games promotion
- Event coverage and results
- Educational content and resources
- Partnership announcements
- Governance updates and transparency communications

7.4 Press Releases and Media Relations

CEO Tomasini noted the importance of press release capacity: "Let's start also to discuss about the press release and how we can improve... Put in our folder of things to do, website press release and communications."

Media Strategy Elements:

- Press release templates and approval process
- Media contact database development
- Spokesperson designation and media training
- Crisis communication protocols
- Partnership and event announcement procedures

RESOLUTION BD-2026-05: The Board recognized communication strategy and digital presence as immediate priorities requiring dedicated resources and working group attention.

Action: CEO to coordinate website update planning and social media strategy development, reporting progress at 11 March 2026 Board meeting.

8. TASK FORCE AND WORKING GROUP STRUCTURE

8.1 Governance Task Force

Mandate: Develop comprehensive governance framework including bylaws, policies, and procedures required by new statutes.

Proposed Members:

- CEO Marco Tomasini (Chair)
- Vice-President Michal Buchel
- Board Member Reka Reichard
- Board Member Robert "Nob" Rauch
- Board Member Attila Adamfi

Deliverables:

- Draft bylaws
- Terms of reference for executive positions and Board members
- Co-option procedures
- Membership regulations

- Electoral procedures update
- Meeting management protocols
- Review of the Statutes

8.2 Financial Management Task Force

Mandate: Establish financial systems, develop 2026 budget, ensure Italian legal compliance.

Proposed Members:

- Treasurer Roberto Selci (Chair)
- CEO Marco Tomasini
- President Isa Abdurrahim
- Board Member Patrik Perosa (Erasmus+ expertise)

Deliverables:

- 2026 budget proposal
- Financial rules and regulations draft
- Italian RUNTS compliance roadmap
- Bank account establishment plan
- Accounting system recommendations
- Membership fee structure proposal (for future implementation)

8.3 Brand Identity and Communications Task Force

Mandate: Develop comprehensive brand strategy and communication infrastructure.

Proposed Members:

- CEO Marco Tomasini (Chair)
- Vice-President Michal Buchel
- Board Member Reka Reichard
- Board Member Robert “Nob” Rauch
- Board Member Attila Adamfi

Deliverables:

- Brand identity framework
- Visual identity guidelines (logo, colors, templates)
- Website redesign plan
- Social media strategy
- Communication protocols and templates
- Press release procedures

8.4 Strategic (IOC/SportAccord) Partnerships Task Force

Mandate: Initiate relationships with Continental Olympic Committees, SportAccord, and IOC-recognized educational organizations.

Proposed Members:

- CEO Marco Tomasini (Chair)
- Vice-President Michal Buchel – specifically delegated to AIMS / SportAccord
- Board Member Reka Reichard – specifically delegated to Continental Olympic Association
- Board Member Robert “Nob” Rauch – specifically delegated to ARISF / SportAccord
- Board Member Attila Adamfi – specifically delegated to IOC / SportAccord

Initial Priorities:

- International Olympic Committee
- European Olympic Committee / ANOCA / OCA MOU (Reka)
- Olympic Solidarity program access
- SportAccord partnership discussions
- ICCE (International Council for Coaching Excellence) cooperation
- ICSSPE (International Council of Sport Science and Physical Education) partnership

RESOLUTION BD-2026-06: The Board approved establishment of four initial task forces (Governance, Financial Management, Brand Identity and Communications, Strategic Partnerships) with mandates and deliverables for 11 March 2026 Board meeting.

9. LEGAL ENTITY ESTABLISHMENT IN ITALY

9.1 RUNTS Registration Priority

Critical Path Dependency:

CEO Tomasini emphasized that Italian legal entity establishment is the critical path for virtually all strategic initiatives:

Dependent Activities:

- Erasmus+ application eligibility (requires EU member state legal entity)
- Olympic Solidarity program access (requires recognized legal status)
- Bank account opening for operational finances
- Contract execution capacity (partnerships, sponsorships, grants)
- Staff employment capability (CEO, administrative support)
- Official correspondence and document issuance

9.2 RUNTS Certification Process

Italian Third Sector Registration:

RUNTS (Registro Unico Nazionale del Terzo Settore) is the Italian national register of third sector organizations, established by Legislative Decree 117/2017.

Benefits of RUNTS Certification:

- Legal recognition as Italian non-profit organization
- Access to Italian government funding for third sector organizations
- Tax advantages and fiscal benefits
- Public credibility and transparency designation
- EU funding eligibility (Erasmus+ and other programs)
- Simplified administrative procedures

Registration Requirements:

- Approved statutes compliant with Italian Third Sector Code
- Registered office address in Italy
- Board composition and governance structure documentation
- Non-profit mission and activities description
- Financial transparency commitments
- No-distribution constraint on surplus revenues

9.3 Timeline and Action Steps

Target Timeline:

- February 2026: Finalize statutes and governance documents
- March 2026: Submit RUNTS application
- April-May 2026: Address any government requests for clarification or amendment
- June 2026: Obtain RUNTS certification (target)

Board Authorization for Minor Amendments:

The statutes authorize the Board to make minor amendments requested by Italian government authorities without reconvening the General Assembly, provided:

- Amendments are requested in writing by Italian government
- Amendments are technical/administrative only
- Changes are necessary for legal compliance

This provision avoids bureaucratic delays while maintaining General Assembly sovereignty over substantive statute changes.

RESOLUTION BD-2026-07: The Board reaffirmed Italian legal entity establishment as the organization's highest operational priority, directing CEO Tomasini to pursue RUNTS certification with target completion by June 2026.

10. NEXT BOARD MEETING

10.1 Meeting Schedule

Date and Time: 11 March 2026, 18:00 CET (online via Zoom)

Format: Online meeting to enable broad participation and minimize costs during startup phase.

Rationale: The new statutes mandate development of defined rules and regulations for remote participation in meetings. The Board recognized that frequent online meetings during the startup phase enable:

- Rapid decision-making on critical governance issues
- Cost-effective participation for all Board members
- Faster implementation of strategic plan
- More regular monitoring of progress

CEO Administrative:

- RUNTS application status update
- Action item progress report
- Draft agenda for 11 March meeting (circulated 7 days prior)

10.3 Future Meeting Frequency

The Board discussed meeting schedule for remainder of 2026:

Proposed Schedule:

- Monthly online meetings (March-August 2026) during critical startup phase
- Quarterly meetings thereafter (September 2026 onward)
- In-person meetings when justified by agenda importance and budget availability
- Special meetings as needed for time-sensitive decisions

RESOLUTION BD-2026-08: The Board scheduled the next meeting for 11 March 2026 at 18:00 CET (online) and approved monthly meeting frequency through August 2026.

11. OTHER BUSINESS

11.1 Membership Fee Deferral

Strategic Timing:

Ms. Reichard articulated consensus position: "When we prove that [FISpT is working and having output], I think we can announce that there is some kind of a fee, whatever it's going to be. But first, to begin with, I would not charge a fee. It would be later on."

Rationale for Deferral:

- FISpT must demonstrate value before requesting fees
- Legal entity establishment must precede fee collection
- Financial systems must be operational before processing payments

- Member services must be defined and launched
- Early membership growth prioritized over revenue

Timeline: Membership fee structure to be developed by Financial Management Task Force for Board consideration in Q3 2026, with potential implementation in 2027 once value delivery is established.

11.2 Continental Confederation Coordination

The Board acknowledged that European Sport for All Union would conduct its own inaugural open board meeting immediately following the FISpT Board meeting.

11.3 International Traditional Sports and Games Committee

The Board noted that the International Traditional Sports and Games Committee would hold its inaugural General Assembly later on 25 January 2026, under the patronage of FISpT. This initiative aligns with strategic plan priority to promote traditional sports and games as core FISpT activity.

BOARD RESOLUTIONS SUMMARY

The First Open Board Meeting adopted the following resolutions:

RESOLUTION BD-2026-01: Recognition of FISpT Identity and Branding as Strategic Priority

Status: APPROVED

Action: Establish Brand Identity Task Force to develop comprehensive brand strategy

RESOLUTION BD-2026-02: Professional Meeting Management Standards

Status: APPROVED

Requirements: Advance agendas, official minutes, action item tracking for all future meetings

RESOLUTION BD-2026-03: 2026 Budget Development

Status: APPROVED

Action: CEO and Treasurer to prepare budget for 11 March 2026 Board meeting

RESOLUTION BD-2026-04: Co-option Process Deferral

Status: APPROVED

Action: Establish co-option procedures before considering any Board expansion; reconsider Mr. Sharma's candidacy once procedures adopted

RESOLUTION BD-2026-05: Communication Strategy Priority

Status: APPROVED

Action: Develop comprehensive communication strategy including website, social media, and press releases

RESOLUTION BD-2026-06: Task Force Establishment

Status: APPROVED

Task Forces: Governance, Financial Management, Brand Identity and Communications, Strategic Partnerships

RESOLUTION BD-2026-07: Italian Legal Entity Priority

Status: APPROVED

Target: RUNTS certification by June 2026

RESOLUTION BD-2026-08: Next Meeting Schedule

Status: APPROVED

Next Meeting: 11 March 2026, 18:00 CET (online)

Frequency: Monthly through August 2026