



BoD Meeting Minutes – December 1, 2025 Online

Meeting Called to Order: Elise Seignolle, President, called the meeting to order at 15h04m Eastern Time.

No conflicts of interest were declared.

Roll Call: Chris Cugliari, Secretary General, conducted the roll call.

Board Members Present: Elise Seignolle, Ryan O’Shea, Tomas Cianca, Kathy Harper-Hall, Marcos Candido de Brito, Stephen Jones, Amabelis Camano, Abner Teixeira. Quorum was established.

Guest presents: Hernan Salvo, Oscar Contreras (President, Mexican Boxing Federation), Polo Aguilar (State of Puebla's Department of Sports), Antonio Rico (Profesor)

Board Members Absent: Tamm Thibeault (excused), Dhany Reyes (was on shortly before roll call then dropped without explanation)

Remote Approvals:

- Timeline that Organizing Committees of Multi-Sport events must meet (see Appendix) otherwise Board reserves the right to cancel – Elise, Kathy, Ryan, Stephen, Tomas approved. No response from Marcos, Amabelis, Dhany, Tamm.
- World Boxing endorsed Guyana and Puerto Rico for membership (not included in minutes below)

Quick recap

The meeting minutes from November 5th were approved. Ryan made motion to approve, Elise seconded, board unanimously approved. These minutes will be shared to Sharepoint immediately.

The meeting minutes from October 15 (meeting with Mexican Boxing Federation to approve bid to host Qualifier for Central American & Caribbean Games) was approved unanimously after Ryan made the motion to approve and Tomas seconded.

1. President’s Report

- Congress marks a turning point for World Boxing – new President (Gennadiy Golovkin from Kazakhstan) elected
- Congratulations to Ryan on his re-election as Vice President
- PBC has more representatives on the board of directors of World Boxing than any other Continental Confederation (Ryan O’Shea, Elise Seignolle, Richard Torrez, Dr. Armando Sanchez, Marcos Candido de Brito)
- It was evident that we showed up as a united confederation – very appreciative of all National Federation representatives who woke up very early in the morning to join remotely



- This bodes well for 2026 as Panama will host
- World Boxing currently has 123 full members – PBC represents 23% (28); 2 ‘endorsed’ members (Paraguay, Uruguay) and 5 are ‘in process’
- Currently missing 8 National Federations to have the entire continent represented (6 in Caribbean, 2 in Central America)
 - i. Expectation is within the next two months, we will have 81% represented
- Congratulations to Panama for 2026 Congress hosting award!
- Ryan mentioned that with next Congress in Panama and with Marcos’s position up for re-election, it will be very helpful to have critical mass of in-person attendees
- 2 VP and 2 Board positions will be up for election next year – would be great to at least hold serve, but potentially gain a seat

2. Secretary General Report

- Athlete Committee representation – 10 National Federations in Panamerica do not yet have a functioning Committee
- As a follow up to previous board meeting where we aligned on approach, Chris reached out to all 10 and instructed them to include this as an agenda item on next board meeting. The following responses were received:
 - Guatemala – Such a Committee/Commission is not defined in the National Law for the Development of Physical Culture and Sport nor in the Federation’s statutes. A procedure must be followed to establish an Athletes’ Committee or Commission and determine its regulations. The composition of the board of directors is defined in the National Law for the Development of Physical Culture and Sport, and therefore there are regulatory challenges to granting an athlete voting rights.
 - Jamaica - Next Board meeting is being set for early 2026, and the establishment of a formal Athlete Committee – including a voting seat for the Chair and a dedicated budget – will be added as a critical agenda item
 - Trinidad & Tobago – No formal Athletes Committee has been established. This will be added as a critical agenda item for January 2026 Board Meeting. They are currently managing a necessary legal proceeding scheduled for December 17, 2025. As a matter of prudence and to avoid any perceived procedural irregularities while under legal review, they must temporarily pause the introduction of any new governance measures, roles, or changes to their constitution or structure until this matter is formally resolved.
 - Bahamas - World Boxing Federation Bahamas have this matter as priority for its board meeting early January at which time the formation of its athletes commission will be established
 - Suriname - Surinamese boxing association is busy reintroducing boxing in Suriname. Boxing has been dormant since the late 1980s. Working for the Surinamese Boxing Association is pro bono, and currently, the Surinamese Olympic Committee is the only major sponsor. Despite all this, the Boxing Association is very positive and will immediately contact Panam to establish an athletes' committee once membership has increased.



- Colombia - A new executive committee was elected on June 29th, which will formally begin its new statutory term on January 1, 2026, until December 31, 2029. The next executive committee meeting will be held in the first half of January 2026. The athletes committee his will be discussed at the meeting, and it will be proposed for consideration at a general assembly to amend the statutes in order to create the committee. This amendment must be approved by the majority of the leagues affiliated with the Federation. The Federation's board of directors is composed of seven members with voting rights, elected by the general assembly. Implementing a statutory reform to create the athletes' committee and grant it a seat on the board of directors requires a comprehensive reform of the statutes and an increase or decrease in the number of board members to accommodate the president of the athletes' committee and establish the method by which this president is elected by the other athletes.
- Dominica – No response
- US Virgin Islands – No response
- Peru – No response
- Haiti – No response
- Working with PBC Athlete Committee (Tamm) to share Term of Reference doc with them to assist with their establishment
- Vice Chair of the Athlete Committee, Abner Teixeira, has resigned from his position due to personal bandwidth (school and competitions), and he is no longer a voting board member. The position must be filled by a male athlete; however, no male athlete candidates have been submitted by member National Federations. There are now 9 current board members. Athlete Committee requires 3 males (1 from Central America, 1 from South America, 1 from anywhere)
- Chris to follow up with Dinah to understand regulations regarding eligibility for World Boxing Athlete Committee – it appears that if NF does not have an Athlete Committee, an Athlete from this NF would not be eligible to serve on World Boxing Athlete Committee
- Judicial Committee – will send out call for candidates immediately after Town Hall (3-5 members per chamber)
- Open positions remain on Finance & Audit Committee, Coaches Commission, R&J Commission, Event Management Commission, Sustainability & Solidarity Commission, Marketing Commission, Media Commission
- KPI's and Ways of Working delivered to Committee Chairs – calendar shared for quarterly updates

3. Bolivarian Games

- Despite challenges, the competition has appeared to go well. Only recent challenge has been a few R&Js have gotten sick.
- Significant 'thank you' to Angel Villarreal, the Technical Delegate, who has guided this tournament successfully and has provided daily updates



- Proposal – Board reserves the right to cancel boxing at multi-sport games if PBC approved timeline is not adhered to (see Appendix). This will go to remote vote. It is critical that travel is booked well in advance, and site visits occur early enough.
- Hernan reminded us that we don't want to be responsible for any issues that impact the safety of the boxer that are out of our control
- IOC is in full support of this approach
- This will be included in host agreement documents for PBC owned events; otherwise, for multi-sport games, it will be a separate letter that will be delivered

4. Elite Continental Championships

- Mexican Boxing Federation presented the only bid to host this tournament
- Sport & Competition Committee met early morning of December 1 – accepted / endorses Mexico's bid
- Proposal from Polo Aguilar and FMB to host October 10-17; after feedback from Hernan, this was changed to October 17-25
- There are buses from Mexico City airport that can transport delegations to Puebla; there is also a smaller Puebla airport
- Preference is to use one ring – limits expenses (ITO's)
- Hotel rates are within our preferred range
- Feedback from Ryan and Tamm – better to call this PanAm Championships rather than Continental Confederation Championships; we can also sell naming rights to a sponsor
- Motion to approve Puebla's bid to host 2026 PanAm Championships from October 17-25 – Elise made motion, Ryan seconded. Unanimously approved. No objections or abstentions.

5. Pan Am Games Qualification

- South American Games will not serve as a qualifying tournament for Lima 2027
- Sport & Competition Committee is evaluating what the qualification system for this is – more information to come
- Issue of quotas – hard quota limit if not an Olympic qualifier (120)
- Will need to first understand LA 2028 Qualification System

6. ITOs

- Challenge – very small pool of officials certified by World Boxing
- Considering drawing up continental pathway / certification process (NOTE: World Boxing has confirmed that they will launch this in 2026)
- We can launch another R&J registration window in Q2 2026 – in line with R&J Commission mandates

7. Coaches Commission

- Coaches Commission has sent out a survey for all PBC National Federations to understand current coaching education landscape – deadline of 12/31
- Commission will assess responses and develop educational materials and seminars, and identify instructors, in 2026



8. Event Management Commission

- A lot of work on their plate for 2026:
 - i. Ray Silvas – Guadalajara Qualifier and Central American & Caribbean Games
 - ii. Carlos Sorbile – Youth South American Games
 - iii. Elite South American Games – TBD
 - iv. PanAm Championships – TBD

9. Xempower

- Agreement was shared ahead of time – will be exclusive and official scoring provider for PBC owned events
- Includes Cash, VIK
- Multi-sport games are NOT required to use, but it benefits all if we are able to broker relationships
- Elise made motion to approve signing agreement. Kathy seconded. Unanimously approved with no objections, no abstentions.

10. Golden Gloves VR

- Will be discussed more via email, but opportunity to receive cash and build ongoing, mutually beneficial relationship with e-Sport provider in virtual reality boxing
- Will get cash annually + % of revenue for esports memberships, esports competitions, and other revenue opportunities

11. Repayment to USA Boxing

- Will draft repayment schedule and letter acknowledging debt to USA Boxing rather than extensive loan agreement that requires significant legal vetting

12. Membership Fees

- Proposal to charge membership fee of \$200 for PBC membership. Ryan made motion, Kathy seconded. Unanimously approved, no objections, no abstentions.
- UPON FURTHER REVIEW – Conflict in Statutes:
 - i. 6.9 - All Members shall pay to Panamerican Boxing Confederation an annual membership fee, of an amount to be determined by the Confederation Board and notified to Members, to be paid on or before 31 December of each calendar year
 - ii. 7.19 – The authority of Congress is to (iv) approve the budget, financial accounts, auditors report and annual membership and/or other fees

The meeting was adjourned at 16h05m EST (Elise made motion, Stephen seconded)