



BoD Meeting Minutes – November 5, 2025 Online

Meeting Called to Order: Elise Seignolle, President, called the meeting to order at 14h05m Eastern Time. She started by expressing her sympathy for Stephen Jones, Jamaica, and other Caribbean nations after Hurricane Melissa and committed to discussing further on how the Confederation can help. She also thanked our two athlete representatives, Tamm Thibeault and Abner Teixeira, for joining.

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: Bernardino Santi

Board Members Absent: Dhany Reyes (Unexcused)

Remote Approvals:

- N/A

Quick recap

The meeting minutes from September 29th were approved pending one typo correction identified by Kathy. Stephen made motion to approve, Kathy seconded, board unanimously approved. These minutes will be redistributed 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. 2025 Congress Updates

- Materials in preparation for the Congress were sent out near the end of October – request that everyone review ahead of the Congress
 - Please submit any proposed changes to key documents in advance
 - We are scheduling a Panamerican Boxing ‘meet and greet’ the Saturday evening prior to the Congress at 6:30pm ahead of the 8:00pm gala
 - Ryan O’Shea was listed as a candidate for World Boxing VP and Executive Board; Oscar Contreras was listed as an Executive Board Candidate; Marcos Brito was listed as an Executive Board candidate; however, his term extends for an additional year so he is not up for re-election yet
 - All candidates have to go through independent vetting, so this is not yet the finalized list



- Our goal is to drive unity amongst the Confederation and we hope that voting reflects the best interests of our Confederation
- Kathy mentioned that a representative from Trinidad & Tobago was looking to attend; Ryan has encouraged him to contact Matteo from Italy for accreditation (non-voting delegate given that T&T will be voted in as a full member at Congress)
- Thank you to Tomas and Panama for presenting a bid to host the 2026 Congress

2. Central American Games

- Thank you to all who helped make this a successful event – Hernan (as Technical Delegate), David Batz (Guatemala Boxing Federation), Tomas, Dhany, and others
- Feedback has been overwhelmingly positive
- Our sponsor, Sting, provided the equipment for the event as well as customized gloves for the Champions
- Per Dr. Santi, Dr. Elvys is going to fill out a basic form that can be used for Ringside Physicians to fill out after events

3. Bolivarian Games

- Significant challenges with the organizing committee – have yet to hire a competition manager, and the tournament begins in <4 weeks
 - We have drafted the competition program, even though the local manager typically does this
 - Have yet to book flights for ITO's and NTO's – challenge for some of our ITO's who need formal itineraries to be exempted from obligations such as military duty
- Elise and Tomas will contact Baltizar from ODEBO, as well as other leaders of the organization, to escalate concerns
- Need to understand whether oxygen tanks will be available in Ayacucho – critical for R&Js, athletes, etc.

4. Elite Continental Championships

- Mexican Boxing Federation has submitted a bid to host this tournament in Puebla – letter of interest was submitted and will be accompanied by formal bid soon
- Sport & Competition Committee will review and it will be presented to board of directors for approval soon

5. Olympic & Pan Am Games Qualification

- Awaiting clarity on when IOC will finalize Olympic Qualification – this will impact qualification system for Pan Am Games Lima 2027

6. Other Competition Matters

- Media Commission – first meeting was just last week, and they are preparing an announcement of 2026 Calendar for the Confederation



7. Committees / Commissions – Ways of Working

- Goal – Drive accountability and coordination across our Committees and Commissions, as currently a significant burden is placed on Secretary General to move operational matters forward
- Per Statutes 9.5 - The duties and work of each Committee (other than the Athletes Committee and Judicial Committee) shall be assigned by the Board
- Committees should be meeting regularly and providing updates to the board
- KPI's are important – set by the board for the Committees to accomplish and will be measured against
- Next board meeting, we will review objectives of the Commissions
- Committee mandates below (note: should receive feedback from Committees before the board finalizes):
 - Finance & Audit – Bank account established, Quickbooks environment is live; key mandates:
 - Annual budget prepared and approved by the board no later than end of January 2026
 - Quarterly financial reports (i.e., budget to actual) to be delivered to board no later than 30 days post-end of quarter
 - Variance of budget to actual within +/- 10%
 - Full implementation of accounting software – this has been completed
 - Annual audited financials completed and distributed to members on time
 - Zero major compliance issues identified
 - Committee should meet to finalize these mandates
 - Sport & Competition Committee – Coaches Commission is currently identifying landscape of what NF's have in place
 - 2026 Competition Calendar finalized and published by a date to be defined
 - % of events delivered on schedule and within budget
 - Post-event satisfaction / debrief score from NFs/athletes
 - # of new R&Js recruited and trained annually
 - Delivery of education materials for local, regional, and international levels by a date to be defined
 - # of officiating complaints or technical errors per event
 - Completion of standardized coaching education modules / materials by a date to be defined – World Boxing should be collecting this information soon
 - # of coaches certified or upskilled each year
 - % of NF's using the materials
 - Increase in # of NF's participating in continental events (target 10% increase annually)
 - Per Tomas, it is critical that World Boxing work with us to certify Technical Delegates prior to summer 2026
 - Panama is willing to host a seminar in 2026 – they have previously done so



- Coaches commission needs to develop manuals and materials to drive performance
- Per Elise, we first need to focus on material before we start scheduling seminars – what has World Boxing developed?
- Critical to have uniformity in the materials that are delivered
 - Per Ryan – Confederation may want to consider when adaptive boxing becomes part of our scope
- Medical & Anti-Doping Committee
 - Annual review and publication of medical rules
 - Average medical incident response time at competitions
 - # of education sessions to be delivered to athletes / coaches on anti-doping per year
 - % of athletes completing anti-doping education certification
 - % of required doping tests completed vs. planned
 - Gender testing process approved and operational by a date to be defined
 - Currently relying on World Boxing’s policy – Dr. Carter and Elise have assisted Dr. Santi with finding labs that can assist our members
 - Could add as KPI that at a date to be determined, we have a full list of labs identified in our member NFs
 - # of eligibility cases processed within established timelines
 - # of medical professionals in continental pool vs. target
 - % of competitions with certified medical personnel onsite
 - # of serious injuries at events
 - Time taken to issue medical incident reports and recommendations
 - Dr. Marcelo from Colombia is preparing anti-doping seminar for our members – will be discussed at upcoming committee meeting
- Committee / Commission Chairs are responsible for scheduling meetings, setting the agenda, and ensuring that notes are taken and sent to Secretary General

8. Judicial Committee

- Elise has spoken with IOC to get feedback on a structure – must be independent from the board
- 2 chambers:
 - Governance – constitution, governance review, electoral oversight
 - Adjudication – disciplinary cases, dispute resolution, sanctioning
- Individuals should be appointed and independent
- Critical to stand up quickly

9. Commissions

- Proposal of creating two Commissions:



- Sustainability and Solidarity – leverage the sport of boxing to foster sustainable social development, promote universal ethical principles, and cultivate solidarity across the region
- SafeSport – Every NOC across PanAm region is committed to this; would be beneficial to have a welfare officer; defends, supports, and ensures that SafeSport is properly executed
- Appointment of Rebecca Freeman (CAN) to the Media Commission
 - Stephen made motion, Elise Seconded. Unanimously approved
- Membership issue of Trinidad & Tobago was not yet resolved – unable to propose Commission member from there at this time; may be resolved if added as full member at Congress
- Shawn Rees declined potential position as R&J Commission co-chair
- Proposal that Stephen and Kathy serve as board liaisons to Sustainability & Solidarity Commission
- Proposal that Ryan and Dhany serve as board liaisons to SafeSport Commission
- Proposal that Tomas serve as board liaison to Coaches Commission
- Proposal that Elise and Marcos assist the Marketing Commission as liaisons
- Proposal that Chris assist the Media Commission as liaison

10. Athletes Committees

- 37% of our members (full and endorsed) have an Athletes Committee
- It is our responsibility to work with our members to ensure that this is established
- Phase 1 – approach National Federations to communicate strategic case for why Athlete’s Committee is important
 - National Federations must ensure sufficient athlete representation on the board (voting rights)
 - Will follow up with NFs to ensure understanding
- May be beneficial for our Confederation Athletes Committee to draft a template or something to assist Athletes Committees from our members
 - Per Tamm – each requires a mission statement
 - Our Athletes Committee will need to draft a Terms of Reference which can be used as a guide for NFs – we will check to see what World Boxing has in place
- Goal – ensure all members have a Committee stood up in 6 months
- Phase 2 – Ensure Athlete Committee elections are held
 - Must occur in democratic fashion
 - Ensure Committee can meet, develop working plan, get regular meeting schedule
- Phase 3 – Monitoring and review of Committee progress

11. Solidarity – Hurricane Melissa

- First step – assess damage in affected areas
- UNICEF – has program for these situations; Elise will share contact information
- Per Stephen: World has rallied together quickly to assist



- Montego Bay gym that visited in 2020 has ties to embassy and donated funds to repair a boxing gym
- Toronto Police Department also has helped collect items for donation – hygiene products, clothes, non-perishable items
- Stephen will reach out to American Friends of Jamaica, Food for Poor
- Similar initiatives could be done for Cuba, Haiti, etc.

12. Payment to USA Boxing regarding Expenses

- Biggest charge – vetting of candidates for election at Inaugural Congress + voting system
- Proposal that Panamerican Boxing Confederation acknowledge these costs – currently lack the funds to repay, but we should work on an interest-free loan agreement with USA Boxing to repay this
- Per Ryan – we should work to define a repayment plan, as the Confederation required these expenses to function
- Elise has started working on a draft budget, which will be shared with Chris and the Finance / Audit Committee, and it will consider this repayment plan
- We are looking to charging a membership fee for 2026 – likely \$250, nowhere near Europe’s fee that they charge
- Should be proposed at the November board meeting

13. IBA Affiliation

- Kathy mentioned that IBA reached out to them and suggested they hold off on formal withdrawal from IBA, as the political winds are changing
- Kazakhstan is planning to send team to IBA World Championship – several NFs maintain dual membership
- Elise and Ryan asked for Kathy to pass along the message from IBA

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