



## **IBA Board of Directors Meeting Minutes May 11<sup>th</sup> 10:00 (GMT+3) in Istanbul, Turkey**

### **1. Opening remarks by IBA President**

IBA President greeted the members of the Board of Directors and congratulated the newly elected Presidents. He also greeted the members of the Governance Reform Group, Dr. Heiner Kahlert and Melanie Schärer who were present in person at the meeting. He added that it was the last meeting of the current Board of Directors who had achieved a great deal of work over the past years, however admitted that the new Board would have more to accomplish in the future. He emphasized that the most important thing was to protect the interests of the athletes and the teams. He added that during the long history of IBA, nobody had ever accomplished the same amount of work in just one year. He reminded the Board of the initiatives that were started in the past year, such as the Fair Chance team, the prize money, etc. Once again, he thanked the Board for their service in boxing.

### **2. Roll call**

The quorum was reached. Members online: Mrs Gay Uera, Mr Yousuf Al-Kazim, Mr Wu Di (joined on the membership issues). Members excused: Ms Irma Testa, Mr Oleksandr Khyzhniak. Members absent: Mr Dian Gomes.

### **3. Opening remarks by IBA Secretary General**

IBA Secretary General thanked the Directors for taking time out of their day to attend this meeting regardless of their commitments with their teams and greeted the newly elected confederation presidents. He stated that IBA was traversing an exciting period between its problematic past and bright future.

He also brought to the Directors' attention the progress that had been made over the past year and a half, from IBA having only three (3) employees to over twenty (20), from no events to organising Youth, Women's, Men's Championships, elections and congresses in twelve (12) months. He mentioned the considerable amount of work done with regards to governance reform, the Olympic Qualification System, the rebranding and the investigations done by the McLaren group, and thanked the Board, IBA staff as well as the independent experts for their help.

He addressed the fact that the Board had not always been given sufficient time to prepare for decisions and emphasized that it was mostly due to circumstances beyond IBA's control, where IBA had to react in a timely matter. He mentioned the safeguarding concern at Boxing Canada as an example and reiterated that the safety of the athletes was IBA's top priority. He also reassured the Directors that IBA would ensure that enough time was provided wherever possible to make decisions in the future.

He mentioned that IBA had received comments from the IOC regarding the Confidentiality of Board of Directors meetings and asked the Board to respect the confidentiality of their meetings.





Finally, he thanked the Board again for their service and reiterated that it was important to continue making the right decisions to ensure IBA's strong position in the future.

#### **4. Summary of decisions taken by mail votes**

- 11.03.2022 - IBA Board of Directors approved the appointment of Mr Haidar A. Farman from Kuwait as IBA Observer
- 21.03.2022 - Board rejected the request to admit the athletes from Belarus to participate in the IBA Women's World Boxing Championships scheduled to be held from May 6 to May 21, 2022 in Istanbul, Turkey.
- 28.03.2022 - Board approved proposal to AFBC to held their congress in Istanbul on 10 May 2022, under its responsibilities, but with the Congress being organized with IBA support
- 31.03.2022 - Board approved to extend until December 31, 2022, the term of office of the members of the Governance Reform Group, subject to any decision by the Board further extending the term of the Governance Reform Group
- 07.04.2022 - Board approved the following decisions:
  1. An exception will be made regarding IBA Technical and Competition Rule 44.1, to allow white boxing gloves and white headguards to be used by all competitors, for all bouts, at the IBA Women's World Boxing Championships, Istanbul, 2022.
  2. Events and allocation of points for the IBA World Rankings
- 13.04.2022 - Board has approved the Agenda for the IBA Extraordinary Election Congress May 13-14, 2022  
Board has approved the list of eligible countries for the IBA Extraordinary Election Congress, 13-14 May 2022  
The Board has approved the Congress Format  
The Board has accepted some changes to the Regulations on Congress (art. 20.4 and art. 24.2)
- 28.04.2022 - Board agreed to initiate procedures that may result in a suspension against the National Federation of Timor Leste and Liberia due to non-submission of the annual report.  
Board agreed to refer the complaint filed on April 15, 2022 against the Russian Boxing Federation to the Ethics Committee  
The Board accepted to sign the settlement agreement with the Russian Boxing Federation re the GBC cancellation  
Board decided that IBA via the International Testing Agency, shall be in charge of all in-competition antidoping tests at continental boxing competitions organized by IBA Confederations;
- 06.05.2022 - Board approved the Change of Sport Nationality to the Georgia Boxing Federation for boxer Georgii Kushitashvili.





- Board approved that IBA Technical and Competition Rule 20, Bout Review Rule, will be suspended (not applied) for the IBA Women's World Championships and other IBA owned and sanctioned events, until further notice.

It was announced that in the future, mail votes decisions would be published on the website right after approval by the Board.

## 5. Approval of previous meeting minutes

The previous meeting minutes had been circulated to the Board ahead of the meeting.

The proposal to approve the previous meeting minutes was passed by the Board.

## 6. Membership issues

Mr Yury Zaytsev, IBA Legal Counsel presenting:

- **Cameroon:**
  - Term of office of the current Board (including president) has expired on 2017, no proof of reelection has been provided to IBA
  - According to IBA Membership Policy,
    - *No National Federation shall remain without an elected president for a period exceeding six (6) months (para.5.3).*
    - *If the president of a National Federation is absent due to any cause, is incapable of carrying out his/her function as president, or has been suspended by IBA or any other body, 10 may call upon the National Federation to organize a new presidential election, which must be held within three (3) months of notification by AIBA (para.5.4)*
  - On 7 February 2022, IBA Secretary General requested Cameroon NF to conduct the elections within 3 months, this request has been ignored by NF.

Before the Board could proceed to voting on the proposal by Legal Counsel, Mr Mendouga Bertrand Magloire Roland asked to have the floor to comment on the situation:

He claimed that the NF did not refuse to conduct the elections, it had been decided by the Government that the elections would not be conducted for security reasons (terrorist group activity), this was beyond the NF's control. He continued to explain that once the security concern had been resolved, COVID had hit. He finally told the Board that they had received a letter from the Government informing them that elections could be conducted over the summer months (July, August, September) and that he had forwarded this letter to IBA.

IBA President thanked Mr Mendouga for his report. He then proceeded to ask Legal Counsel that in the future, a direct dialogue was to be conducted with the NFs before the case was presented to the Board. He stated that IBA should do everything possible to help its member federations to solve their issues. He then reiterated that IBA was not here to punish but to assist its NFs, even





through the use of the Financial Support Programme if needed. He finished by stating the importance of functional NFs for IBA's future.

Mr Mohamed Moustahsane suggested that the legal department of IBA monitored the election process according to IBA rules in the case of all African NFs as the case of Cameroon was not unique. He also stated that in his opinion respecting IBA regulations showed confidence and good governance.

Mr Mendouga proposed the following to the Board:  
Cameroon NF was to work together with IBA Legal team so they can monitor situation and provide information about when the election will be conducted by July (based on local situation).

IBA President expressed his support for the proposals by Mr Moustahsane and Mr Mendouga.

Mr Yury Zaytsev put forward the following proposal for voting:

Do you approve the decision to support the Cameroon federation and support all NFs during the election? The proposal was unanimously approved by the Board.

Mr Alfred Bongo stated that Gabon was facing similar issues. He explained that the Ministry of Sport in Gabon published an agenda according to which elections by Sport Federations could be organized, but many complaints were received once the elections were held. This led IBA to ask the NF to reconduct the election. However, the Ministry of Sport only financed elections according to their schedule, resulting in lack of financial means for the NF to organize elections again.

IBA President reassured Mr Alfred Bongo that IBA would provide legal and financial support to each NF and reiterated that IBA's purpose was to support the athletes, coaches and NFs.

Mr Yury Zaytsev introduced the next membership issue:

▪ **Vanuatu:**

- On 12 December 2022, the IBA Congress decided to confirm the suspension of Vanuatu until the next Congress, and continue the monitoring of their activities
- Vanuatu NOC took its responsibility to restart the National Federation, and it was planned to elect Interim Committee on 16 March 2022
- These elections have been postponed due to COVID situation in Vanuatu
- No significant progress achieved, but at least Vanuatu NOC demonstrated its interest to restart the National Federation.

Proposal:

Propose to the IBA Congress to keep the suspension of Vanuatu until the Ordinary Congress and continue the monitoring of their activities. The proposal was passed by the Board.

▪ **St. Vincent and the Grenadines:**





- On 12 December 2022, the IBA Congress decided to confirm the suspension of St. Vincent and the Grenadines until the next Congress, and continue the monitoring of their activities
- Two groups appeared at the National Federations: one of this groups established the Steering Committee to restart an activity of the National Federation, and another group held the elections without compliance with the requirements established by the IBA Membership Policy
- No significant progress achieved in the National Federation, further dialogue with the NOC is required

Proposal:

- To instruct the IBA Head Office to keep contact with both groups and to cooperate with the NOC with the purpose to understand which group is officially recognized as the National Federation at the local level
- Propose to the IBA Congress to keep the suspension of Vanuatu until the Ordinary Congress, and continue the monitoring of their activities

The proposal was passed by the Board.

Mr Claude Ramoni, Legal Counsel resumed the presentation of legal issues with the most recent issues.

▪ **Canada:**

- On 4 May 2022, an Open letter signed by numerous boxers from Canada complained about the abusive conduct of Boxing Canada High Performance Director Daniel Trepanier and asked for Boxing Canada to Conduct a full investigation.
- On 6 May 2022, IBA wrote to Boxing Canada to inform them that Mr Trepanier's accreditation was set aside and asking Boxing Canada about information on the measures that have been undertaken by them, informing them that if they do not act, the IBA Ethics Committee would consider this case
- On 8 May 2022, Boxing Canada published an open letter informing of the resignation of Mr Trepanier, and disputing the capacity of the IBA Ethics Committee to conduct an ethics review "*until it has resolved its own internal affairs and reinstated by the IOC*".
- On 9 May 2022, Canadian boxers wrote again to ask IBA to intervene as Boxing Canada had no procedure to safeguard people and did not act in a reasonable time
- Abuses cannot be accepted within boxing.
- IBA has adopted an anti-harassment policy that applies to anyone bound by IBA regulations, including Officials affiliate to National Federations. For National cases:

*In cases of an alleged incident of harassment or abuse which has occurred between persons belonging to the same National Federation, AIBA shall take action to safeguard the concerned Boxer/person, including by taking any disciplinary action, if necessary, if:*

- the relevant National Federation does not have an appropriate procedure to safeguard its members, namely Boxers, from abuse;*
- the relevant National Federation fails to act within a reasonable time to safeguard the concerned Boxer/person.*





- National Federations have to comply with IBA Regulations, which include notably being bound by the IBA Regulations, and recognising the authority of the IBA bodies, including the Ethics Committee.
- IBA will follow-up as per its anti-harassment policy.
- This is not acceptable however, that Boxing Canada challenges IBA authority to conduct an inquiry over this abuse allegations, bearing in mind that they pretended wrongly that Mr Trepanier was not supposed to be in Istanbul when they entered him into the competition.

Before Legal Counsel could put forward a proposal, Ms Selowati H. Soejono took the floor and a discussion started about the extent to which IBA should interfere with Boxing Canada's internal matters.

The proposal that was put forward by Legal Counsel as a result of the discussions was the following: IBA shall make investigations into the Boxing Canada case.

This proposal was passed with majority vote, 1 abstention.

- **Russia:**

IBA President stated that it was not appropriate for him to be in the room when they discussed this point and he exited the room.

The copy of the Ethics Committee recommendation was sent in advance for the Board's consideration.

Update further to the decision issued by the Board on 4 March 2022

- RBF challenged this decision before the Court of Arbitration for Sport
- It applied for provisional measures to have Russian athletes authorised to compete, notably at the WWCH
- No order on provisional measures has been issued yet.
- IBA received a complaint from several National Federations against the Russian Boxing Federation (RBF)
- The RBF had published on its Instagram account and website several statements in support of the annexation of the Republic of Crimea in Russia and supporting the armed forces of the Russian Federation in connection with the invasion of Ukraine.
- The Board resolved to refer the matter to the Ethics Committee in order to investigate the matter and issue a recommendation.
- On 9 May 2022, the Ethics Committee issued its recommendation to the Board of Directors
- According to the Ethics Committee:
  - The publications by the RBF breached article 11.1 (c) of the Constitution
  - RBF deleted the publication, but suggested that no valid evidence was provided that such publication had been made
  - The Ethics Committee recommends that the RBF shall at least be forbidden from participating in and voting at the upcoming IBA Congress in Istanbul. Possibly, the Congress could decide of any suspension of the RBF.



- The Board may suspend a National Federation for serious breaches of the Constitution, subject to ratification by the next Congress meeting.
- The RBF has been heard by the Ethics Committee.
- The RBF has been formally informed that the matter was referred to the Board

Mr Claude Ramoni put forward the Ethics Committee's proposal:

- To approve the recommendation by the Ethics Committee and to suspend the RBF's right to participate in and vote at the extraordinary IBA Congress of 13/14 May 2022
- To refer this matter to the Congress as per Section 13.3 of the Constitution

Mr Joseph Ayeni, Mr Franco Falcinelli, Mr Mohamed Touma and Ms Luisa Benitez expressed their opinion on this proposal by the Ethics Committee, stated that it was unjust and discriminative. Their opinion was that sport and politics should not mix and that the Board and IBA should refrain from getting involved in such matters, with their main goal being the protection of the athletes.

Mr Mohamed Touma proposed to remove this proposal.

Mr Eyüp Gözgeç added that we should respect the fundamental principles of Olympism outlined in the Olympic Charter, that sport should be borderless.

Mr Ted Tanner pointed out that the Board was only deciding on whether to pass this proposal to the Congress or not. He wished to remind the Board that not accepting recommendations from the committees could affect IBA's chances for reinstatement by the IOC.

Mr Claude Ramoni clarified that the decision was being made about RBF's eligibility to vote at the Congress.

The publication by RBF was shown to the board and the content was translated.

After further discussion whether the Board should pass this issue to the Congress with or without recommendation (from the Board), it was decided to vote on the original proposal.

The vote to accept the Ethics Committee's recommendation was rejected by the board, with six (6) yes votes, thirteen (13) no votes and two (2) abstentions.

Mr Claude Ramoni asked the board whether they wanted to pass this issue to the Congress without a recommendation from the Board. There is agreement amongst Board members that since the proposal was rejected by the Board, it shall not be presented to the Congress.

Mr Mapu Jamais noted that if such issues were decided by the Board, it was pointless to have an Ethics Committee.

## **7. Confederation issues**

IBA Secretary General congratulated once again the newly elected Confederation Presidents and for their election and reported briefly on the timeline of the elections.





He then passed the floor to the legal team to introduce the issues regarding the African Confederation.

- After several meeting of the AFBC Executive Committee and some mail votes, AFBC did not manage to schedule the congress to elect the President and to amend the Constitution
- On 28 March 2022, the IBA Board voted by means of mail vote on proposal to AFBC to held their Congress in Istanbul on 10 May 2022, under its responsibilities, but with the Congress being organized with IBA support
- Only on 23 April 2022, AFBC announced its Congress to be held on 12 May 2022 personally in Istanbul and by means of telecommunications for those delegates who are not able to attend in person
- There was very tough schedule to prepare the congress, particularly, the Nomination Unit had only a period between 27 April and 7 May to conduct the vetting check of the candidates
- There were many complaints submitted against the candidates which took a lot of time to investigate them by the Interim Nomination Unit
- On 9 May 2022, the Interim Nomination Unit notified the IBA Head Office as follows: *"given the extremely short deadlines to which we are subject, and the very incomplete files we receive, we are unable to investigate, process the files and take correct decisions, without falling into arbitrariness"*
- Considering the above, the Interim Nomination Unit requested for the postponement of the elections for the AFBC
- GRG advised to avoid hasty decisions on AFBC issue before the IBA Elective Congress, and offered to provide its input on a respective amendment of the Constitution after the elections
- According to article 34.3 (b) of the IBA Constitution, the position of that Director belongs to the AFBC President shall be deemed vacant, and shall remain vacant until AFBC elects a new President.

Mr Mohamed Moustahsane, AFBC President commented that he was grateful for IBA's legal support in conducting the elections in the most transparent way. He stated that the Confederation would have their Congress the following day and adopt a new Constitution to remain in IBA circles. He also stated that it was a major step for the African Confederation to have 38 countries present for their Congress, compared to the 20-25 previously, and he thanked the President for his support in achieving this.

#### **8. Report by representatives of the Governance Reform Group by Ms Melanie Schärer and Dr Heiner Kahlert:**

Dr Heiner Kahlert reiterated the significance of the reform that IBA had decided to undergo, and stated that this reform was not only an end in itself: IBA seeks to rebuild trust and regain IOC recognition. He also stated that the IOC would decide on the status of IBA in May 2023, the IOC Executive Board to make recommendation in March 2023. In January 2023: IOC would report on governance, finance & judging/refereeing, and the IOC's governance report would be based on implementation reports by Governance Reform Group ("GRG"). He reiterated that it was the







last chance for IBA to remain within the Olympic family and for boxing to remain part of the Olympic programme.

He stated that it was the GRG's impression from the continuous discussions with the IOC that the IOC expected nothing less than the full acceptance of the GRG recommendations, and a change in governance culture along with the recommendations being implemented in the regulations.

He continued to outline the work done by the GRG:

- 15/11/2021: GRG issued recommendations on how to enhance IBA's governance, recommended implementation before the 2022 elections
- IBA decided to hold elections in May 2022 already => difficult to implement all recommendations prior to the elections
- GRG recently made further recommendations due to the Russian invasion of Ukraine
- GRG to provide an interim report on the implementation of its recommendations after the 2022 Extraordinary Congress, and a final report after the 2022 Ordinary Congress

He then outlined the steps made by IBA to be more compliant with the recommendations:

- Constitution amended to provide for the Boxing Independent Integrity Unit (BIIU)
- Interim Nomination Unit appointed to perform eligibility checks for 2022 elections
- Board of Directors reduced to 18 members, 10 of which are "Independent Directors" to ensure gender and geographic diversity as well as necessary skills.
- "Fresh start": election of 4 new Continental Presidents (election for Africa not yet held), 23 (out of 29) new candidates for the Board of Directors
- AIBA Council abolished
- Previous AIBA Committees reorganized
- New: Finance and Strategy Committees, Member Federations and Diversity Commissions.
- Role of Audit Committee changed: independent internal audit.

He continued by highlighting the outstanding changes:

- BIIU to be staffed and become operational => "old" Ethics and Disciplinary Committees have difficulties to timely handle all cases related to the elections
- Finances: restructuring expert to be appointed, restructuring plan to be devised with a focus on diversification of income
- Institutionalized strategic planning to be implemented as a basis for accountability towards Congress
- Role of Secretary General to be elevated to "CEO"
- IOC Liaison Officer to be appointed (IOC feedback on candidates outstanding)
- Membership to be informed prior to the elections of the status of the Gazprom partnership
- Unclear if "President Office" has been completely dissolved in practice
- Last but not least: Sustainable change in governance culture

At the end of Dr Heiner Kahlert's presentation Mr Franco Falcinelli thanked him for the great work that he had been doing and wanted to know if the IOC had been informed of it. Dr Heiner Kahlert reassured him that the GRG was in regular contact with the IOC.





IBA President took the floor to address the resignation letter of Ms Emilia Grueva and its content, particularly the negative mention of the work done by independent experts such as the GRG. He reiterated that it was of paramount importance to consult these experts in order to continue the development of boxing, that the expertise of these independent consultants was needed to ensure we maintain transparency and we should thank them for their help, not attack them. He then added that regarding the Gazprom agreement, IBA was not in a position to stop accepting funds from Gazprom, but he reassured the board that when the current contract expired at the end of the year, it would not be extended, and this was in line with the recommendations from the GRG. He also mentioned that IBA was in discussions with many other potential sponsors and he expected that he could finalize these discussions with them after the Congress.

Mr Eyüp Gözgeç reminded the Board that Gazprom was one of the best sponsors in the history of IBA and asked the Board to think about all the support that IBA could provide to NFs, athletes, and coaches thanks to this sponsorship agreement.

IBA Secretary General thanked him for his remark and passed the floor to Mr Claude Ramoni to proceed with the next point in the agenda.

## **9. Gazprom Agreement**

Mr Claude Ramoni mentioned the following:

- Gazprom agreement is confidential
- Agreement entered into for a fixed term that will end on 31 December 2022.
- IBA cannot currently afford to take the risk of breaching the agreement by formally terminating it before its term.
- Recommendation by the GRG not to extend the Gazprom Agreement.

He then asked the Board to listen to the report on IBA finances by IBA Chief Financial Officer, Mr Rob Garea before the vote.

## **10. Report on IBA finances**

IBA remains a going concern, having resolved its historical indebtedness. Revenues and expenses remain at a relatively high level, with historically high outflows to national federations and boxers (in the form of prize money). Planned budgets for the coming months must be adhered to and contracted revenues must be secured.

Expenses around independent expertise on reform and investigations are also significant, although a high proportion of these are not expected to recur in the medium to long term. Significant risk results from dependence on IBA's General Partner. The diversification of revenue sources must remain a key priority.

Sponsorship revenue:

The remainder of the full contracted amount of Gazprom's General Partnership agreement remains available to IBA. The recognition of that revenue, however, remains dependent on the continued acceptance of service delivery. Failure to recognise this revenue would have a very significant detrimental impact.



Event revenues:

Following the unforeseen cancellation of the Global Boxing Cup, the planned revenue of 5M has been removed, pending the securing of a replacement host. As a result, the available contingency for the coming quarter is estimated at only 548K.

Mr Mapu Jamais wished to know whether any revenue from 2020 Tokyo Olympics had been received, since IBA funded the qualification for the event. Mr Rob Gerea clarified that zero (0) revenue from the IOC had been received.

Mr Ted Tanner asked whether all sponsorship money had been received and Mr Rob Gerea clarified that the sponsorship money had been split in two parts. After further dialogue regarding the sponsorship money and contract, Mr Rob Gerea noted that the Audit and Finance committees had met and agreed that the cancellation of the contract would damage the stability of federation.

Mr Ted Tanner then asked whether the host fee (prize money fund rather) of 2.4 million had been received.

IBA President said that the Serbian NF would pay in June.

Mr Ted Tanner clarified that he meant the host fee from the Turkish NF and asked Mr Eyüp Gözgeç

Mr Eyüp Gözgeç stated that it will be received after the Championships.

IBA SG stated that it was common that boxers receive prize money 4-6 weeks later to allow all Anti-Doping checks to be concluded.

Mr Franco Falcinelli reminded the Board that it was the first time in history that IBA paid significant prize money and that it was a great benefit to amateur boxers.

- Mr Claude Ramoni continued with the proposal to implement the GRG recommendation and not to extend or renew the current Gazprom agreement, which will expire on 31 December 2022.

The Board was informed that Gazprom had announced that the contract would not be extended.

After further discussion it was decided not to issue any decision on the matter further to the proposal by the GRG, as the Board had been informed that there was no intent to extend the contract.

## **11. Update on the Congress preparation**

IBA Head of Administration, Mrs Anastasiya Dlala presented a brief update on Congress preparations and the schedule for the following days.

- Number of eligible NFs - 165
- NFs participating in person – 143



- NFs confirmed for online participation - 9
- NFs pending approval for online participation – 3
- NFs could be added for online participation due to visa issues – 11

Pre-congress seminar:

- Online seminar hosted for NFs to explain how the voting system will work. 120 participants from 106 countries took part in the seminar
- IBA Secretary General welcomed the NFs to the seminar
- LUMI, independent voting platform providers explained to the NFs how voting on-site and online will work
- The legal department explained to the NFs the election procedure
- Video recording and seminar's presentation is now available on IBA website.

## 12. Additional Business - Dispute vs Alex Gonzalez

Alex Gonzalez, member of the Board, has been sanctioned by the Disciplinary Committee for a breach article 46.3 of the 2020 Constitution (currently 47.3) as he served as competition official during an AMBC competition.

Sanction of a fine of CHF 1500 and a one-year ban from boxing activities both suspended for a period of 18 months expiring on 28 February 2023.

Alex Gonzalez appealed the decision with the CAS

The CAS issued its award (without ground) on 10 May 2022 dismissing Mr Gonzalez's appeal, confirming the DC decision and condemning Mr Gonzalez to pay CHF 5,000 to IBA as contribution toward its costs.

## 13. Decision regarding the information disclosure after the meeting

The Board has accepted to disclose information with a majority vote.

Before IBA President could deliver his closing remarks, there was a motion by Mr Eyüp Gözgeç: giving honorary titles to those directors that had served on the board for a long time and could not be reelected.

## 14. Closing remarks by IBA President

IBA President repeated Mr Eyüp Gözgeç's proposal and thanked the Board for devoting their life to serving boxing, the same way as he had done and concluded the meeting.



István Kovács OLY  
IBA Secretary General

