

Minutes

85th World Taekwondo (Extraordinary) Council Meeting

January 10, 2024 | 16:00-17:30 (Local time in Korea)

Via Video Conference

AGENDA

- 1. Establish Quorum: Call Meeting to Order**
- 2. President Report**
- 3. Report**
 - a. E-Vote: Results
 - b. ASIOF Governance Review
 - c. Athlete Declaration
- 4. Integrity**
 - a. Integrity Audit Report
 - b. Risk Assessment
- 5. Approval**
 - a. Allowance of the eligible AIN athletes participating in WT recognized competitions
 - b. Risk Management Policy
- 6. Other Matters**
- 7. Next Council Meeting**
- 8. Closing of Meeting**

Appendix: Minutes of the Extraordinary Council Meeting in Chuncheon, Korea on August 18, 2023

1. Establish Quorum: Call Meeting to Order

1. The meeting was called to order by the **CHAIR** of the meeting. The **CHAIR** asked **Mr. Jeongkang Seo**, Secretary General, to announce the quorum.
2. **Mr. Jeongkang Seo** announced the attendance of thirty-one (31) Council members including the President, Secretary General and the Auditor. Among them, twenty-five (25) participated online and six (6) participated on-site. With this attendance, the meeting fulfills the requirement for a quorum, as stipulated in Article 6.10 of the WT Statutes.

3 members absent with prior notice:

Mr. Athanasios Pragalos

Ms. Aicha Garad Ali

Mr. Pimol Srivikorn

1 member absent without prior notice:

Mr. Yangwoo Park

3. He also announced that no Council Members have reported an undisclosed conflict of interest related to the agenda, and none were found.

2. President Report

4. The **CHAIR** with a sense of great privilege, inaugurated the Year of the Dragon by convening an Extraordinary Council Meeting.
5. He expressed happiness at seeing all attendees and extends hoped that all had a joyous festive season with their loved ones. He mentioned that the Council members residing in Korea, **Mr. Kyu Seok Lee**, **Mr. Kook Hyun Jung**, **Mr. Jinbang Yang**, and **Mr. Chun-jae Park** have been invited to join the meeting in-person to collectively welcome the New Year.
6. Before delving into the prospects of 2024, he encouraged Council members to reflect on the collective achievements of the previous year, 2023, which marked the Golden Jubilee.

(Played a video of the highlights of 2023 Taekwondo Events)

7. He stated that it had indeed been a special 50th Founding Anniversary and World Taekwondo achieved remarkable results in 2023, and he proceeded to highlight a few of these accomplishments.
8. Firstly, World Taekwondo and the Taekwondo Humanitarian Foundation received recognition for the dedication to the Olympic Agenda and visionary efforts in assisting refugees and displaced persons globally. He mentioned, in 2023, World Taekwondo was awarded the prestigious Olympic Cup from the IOC and the Combat Sport Initiative of the Year at the Peace and Sport Awards.

9. He stated that, together with IOC President **Thomas Bach** and other great friends of Taekwondo, World Taekwondo installed a statue next to the Olympic Flame at the Olympic Museum in Lausanne, which is symbolizing Hopes and Dreams, fittingly represents the spirit of Taekwondo, aspiring towards Olympism and Peace.
10. He further emphasized that Taekwondo is undeniably a sport of Hopes and Dreams, and the inaugural Hope and Dreams Sports Festival, organized in conjunction with World Baseball and Softball Confederation at the Azraq Camp, marked a significant event. He noted that it was announced with great satisfaction that the 100th black belt was welcomed in Azraq in December, signifying a truly remarkable achievement. He expressed pride in the substantial contributions made to humanity since 2016.
11. He mentioned that World Taekwondo has 12 refugee athletes currently supported by the IOC Olympic Solidarity Programme as candidates for selection. He noted that behind athletics which is traditionally the first sport in this programme, World Taekwondo has the second highest number of scholarship holders. He wished them success in the journey to Paris 2024.
12. Venturing into innovation, he announced the successful introduction of the Octagon Diamond Game, Demonstration Championships, and Para Taekwondo Open. Furthermore, he stated that the Virtual Taekwondo made its debut at the Olympic Esports Week in Singapore, with strategic plans for inclusion in the inaugural Olympic Esports Games scheduled for 2025.
13. He expressed gratitude to the host cities, specifically Baku, Sarajevo, and Veracruz. Additionally, and pride was taken in launching the first edition of the Sustainability Awards, with the support from the IOC and ASOIF, aiming to position World Taekwondo as a respected and sustainable international federation in the Olympic and Paralympic movements.
14. He reflected on the remarkable journey from 17 MNAs in 1973 to 213 MNAs in 2023, attributing the success to the selflessness of members worldwide.
15. Expressing excitement for 2024, he highlighted a significant milestone: the 103rd IOC Session's decision to accept Taekwondo as an Olympic sport, with a nod to the contributors on September 4, 1994.
16. Anticipating the Olympic and Paralympic Games in Paris, he announced plans for a reception, likely on August 6th, with the IOC and the World Taekwondo Family.
17. He wished success to the athletes aiming for Paris qualification at continental tournaments in Dakar, Sofia, Tai'an, Honiara, and Santo Domingo. Highlighting exciting events in 2024, he looked forward to the 2nd Hope and Dreams Sports Festival, aiming for more Olympic sports joining hands together and the inaugural World Taekwondo Esports Championships.
18. Addressing the purpose of the meeting, he emphasized the focus on enhancing governance, particularly in relation to the ASOIF Governance Review. With a current A2 ranking, he stressed the continuous improvement in all aspects of good governance indicators, seeking cooperation from Continental Unions and MNAs for sustained excellence in governance and integrity.

3. Report

19. The **CHAIR** invited **Jeongkang Seo**, Secretary General, to present the result of the recent e-vote.

a. E-Vote: Result

20. **Mr. Jeongkang Seo** reported on the successful Council e-vote conducted on November 22-29, 2023. Amendments to the WT Statutes, Finance Rules, and Administration of the WT International Poomsae Referee Regulations were all passed. The General Assembly e-vote taking place from November 30 to December 14, 2023 for WT Statute amendment was also passed without disapproval.
21. He emphasized that two amendments, WT Statutes and Finance Rules, were proposed in order to be in line with the efforts of good governance of WT, and the amended International Poomsae Referee Regulation is for bringing more young generation referees. He thanked the Council for the active participation in this important decision-making process.
22. Transitioning to the next agenda item, the **CHAIR** called upon **Jerry Ling**, Senior Director of Planning & Finance Department, to deliver the second report on the ASOIF Governance Review.

b. ASOIF Governance Review

23. **Mr. Jerry Ling**, greeted the council members, highlighting World Taekwondo's longstanding focus on governance, dating back to the reform committee's inception in 2004 that helped Taekwondo's survival as an Olympic sport. He emphasized the significance of the ASOIF Governance Review, outlining the purpose of his presentation to showcase progress and seek support for key changes.
24. He detailed the changes between the fourth and fifth reviews, emphasizing the addition of twelve new questions and revisions to seventeen existing ones. He presented World Taekwondo's current A2 ranking and underscored the target to continually improve governance, aiming for A1.
25. Additionally, discussing new questions, **Mr. Jerry**, highlighted examples related to transparency, gender equality, democracy, development and solidarity, and checks and balances. He outlined areas where World Taekwondo excelled and areas needing improvement, seeking support from the council for initiatives like independently audited funds for development programs and a risk management policy.
26. To conclude his report, **Mr. Jerry** emphasized the need for consistent improvement, detailing the targets set for each indicator category. He thanked the Council for their support, highlighted the importance of upcoming approvals, and stressed the forthcoming publication of information on the website and in annual reports. He concluded by expressing the need for governance improvements at all levels and affirmed World Taekwondo's commitment to sustaining excellence.
27. Acknowledging Jerry's report, the **CHAIR** expressed the aim to be one of the most respected and sustainable International Federations (IFs). While noting current achievements, he hoped that reaching A1 would catch the attention of the IOC, potentially elevating World Taekwondo's IOC rankings.
28. Transitioning to the next agenda item, the **CHAIR** called upon **Mr. Jay Lee**, Senior Director of Sport and Event Management Department, to deliver a report on the Athlete Declaration.

- c. Athlete Declaration.
29. **Mr. Jay Lee** emphasized the need to enhance governance by adopting the Athletes' Rights and Responsibilities Declaration from the IOC. To align with this, the WT Sport & Event Management Department updated the Terms of Reference for the WT Athletes Committee. Additionally, starting this year, the Athletes' Committee will collaborate with the Education Department to develop educational material for athletes.
30. The **CHAIR** reiterated World Taekwondo's commitment to placing athletes at the center of their endeavors. He highlighted actions taken, such as the Athletes' Declaration and a global survey on mental health conducted in October last year as part of the sustainability strategy. He mentioned the upcoming sharing of results from these studies and proceeded to move to the next agenda item on integrity.
31. **Ms. Wu Jingyu** and **Mr. Cheick Cisse**, co-chairs of the Athletes Committee, also expressed that they are in full compliance with the rules of World Taekwondo

4. Integrity

32. The **CHAIR** gave the floor to the Legal Counsel and Integrity and Safeguarding Officer, **Mr. Cobin Min**, to deliver two integrity-related presentations: the Integrity Audit Report and the Risk Assessment.
- a. Integrity Audit Report
33. **Mr. Corbin Min** reported on the integrity audit, recapping 2023 progress and discussing expectations for 2024.
34. As 2023 highlights he reviewed the launch of the integrity audit with the goal of reviewing WT's rules and practices through lenses of transparency, accountability, and ethics. He reviewed the creation of the task force team and integrity framework to support the audit. He reviewed key awareness and capacity building initiatives, such as the council integrity awareness survey, the cooperation with the IOC on safeguarding and PMC certification for all WT license holders, and the approval for the creation of the Global Integrity Unit.
35. He also reviewed the recommendations made during the year and progress toward implementation of the recommendations, including those completed, those with substantial progress, and those that are still in planning stages.
36. He then shared the revised integrity audit framework covering Governance and Management, Ethics and Integrity, and Risks Management, with multiple sub-categories each.
37. Moving to expectations for 2024, he highlighted the follow-up to incomplete 2023 recommendations, the expansion of the integrity review to other stakeholders starting with the Continental Unions, and the launch of the risk assessment process to support the new Risk Management Policy. He also introduced the Council Terms of Reference and the goal to develop this into a comprehensive manual to guide both members and staff throughout through the full "council lifecycle" from identification and onboarding, to continuing education and feedback, to knowledge capture.
- b. Risk Assessment

38. **Mr. Cobin Min** then introduced WT's 2024-2026 risk assessment plan, including stages, timeline and deliverables. He introduced the traditional ISO 31000 model, and then provided a more intuitive way to think about the risk assessment mindset. He introduced WT's risk registry and explained its significance in decision-making.
39. He highlighted the necessity of risk management as it is required by the IOC and is integral to demonstrating strong governance practices. Managing risks aids officers and officials, including council members, in fulfilling their duties and responsibilities. Additionally, an effective risk assessment optimizes WT's resources by providing actionable insights.
40. In terms of planning, he outlined a timeline, with the next council meeting focusing on team formation, defining objectives, and identifying preliminary risks. By the Ordinary Council Meeting scheduled for October, there would be sufficient data to quantify potential risks and introduce mitigation strategies. The final report, including the risk registry and implementation strategies, is expected in the first half of the following year.

5. Approval

- a. Allowance of the eligible AIN (Individual Neutral Athletes) athletes participating in WT recognized competitions
41. The **CHAIR** proceeded to invite the **Mr. Jeongkang Seo** to present his report before seeking approval.
42. **Mr. Jeongkang Seo** reported that Council has played a key role in determining the eligibility of participation of athletes with Russian and Belarussian passports. As all recall, the Council decided on March 3, 2022 that athletes with Russian and Belarusian passports are not allowed to compete in WT competitions following the recommendations of the IOC, and a year later on April 3rd, the Council decided to accept participation of the athletes, holding passports of Russia and Belarus in the WT promoted championships only on the basis that they are recognized as individual neutral athletes, along with other conditions of participation, following the IOC's new recommendations.
43. He continued that on December 8, 2023, the IOC Executive Board decided that individual neutral athletes who have qualified through the existing qualification systems of the IFs will be declared eligible to compete at the Olympic Games Paris 2024 with strict conditions, meaning that that any AIN athletes who have qualified through ranking or grand slam or continental qualification tournaments are eligible to compete at the Olympic Games Paris 2024.
44. He mentioned that since there are no more WT-promoted championships before Paris, it could be considered as discrimination to the athletes if we only allow the AIN athletes at the WT promoted championships and not in other events.
45. He stated that the reason for not having allowed AIN athletes to compete in the competitions other than WT promoted championships is the complication of the eligibility verification process which requires very strict process and funding.
46. He noted that after consultation with the IOC, WT would like to propose to the Council to allow participation of the AIN athletes in all WT recognized competitions such as G1, G2 or continental level championships only if these athletes have been declared eligible first at the

WT promoted championships. AIN athletes who have not been declared eligible at the WT promoted championships will not be granted for participation in WT recognized competitions.

47. The **CHAIR** stressed that the war in Ukraine is still ongoing and within the Olympic Movement, the IFs are taking difference stances with regard to the participation of the eligible AIN athletes. He continued that it is about the Taekwondo value of tolerance and inclusiveness, hoping that WT can lead to peace eventually in Ukraine and also in the Middle East at this moment.
48. He believed that World Taekwondo should take a strong leadership on this issue. Before asking Council's decision, as per procedures in previous meetings, he kindly asked **Mr. Anatoly Terekhov** to leave the room for a while when the Council has the discussions.
49. After excusing **Mr. Anatoly Terekhov**, he asked Council if any objections or comments.
50. A majority of the Council members spoke in favor of allowing the eligible AIN athletes to participate in WT recognized competitions.
51. The CHAIR asked the Council if any member wishes to vote. After some initial discussions, several members proposed to pass this resolution with a unanimous decision.
52. Subsequently, the **CHAIR** invited **Mr. Anatoly Terekhov** into the room.
53. He declared that the Council members unanimously decided to allow AIN athletes to participate in WT recognized competitions with immediate effect, as long as the athletes were already declared eligible at the WT promoted championships.
 - ***Decision: The Allowance of the eligible AIN athletes participating in WT recognized competitions is approved by the Council.***
54. **Mr. Anatoly Terekhov**, expressed gratitude for the hard works and efforts in making this decision.
 - b. Risk Management Policy
55. The details on the implementation of the risk management policy were presented by **Mr. Corbin Min** earlier during the discussion of the Risk Assessment. The CHAIR asked the Council if there is any comment or objection. There was none. The CHAIR announced that the Risk Management Policy is approved by the Council.
 - ***Decision The Risk Management Policy is approved by the Council.***

6. Other Matters

56. The **CHAIR** asked the Council if there were any other matters to be raised.
57. **Mr. Jean-Marie Ayer** WT Council member as well as holding a position of board member of Taekwondo Humanitarian Foundation (THF) noted that he wishes to present regarding THF fundraising.
58. The **CHAIR** invited him to present.
59. **Mr. Jean-Marie Ayer** presented a solution to boost THF funds. He emphasized the limited

current sources, mainly from WT, Olympic Refugee Foundation (ORF), private donors, and others, amounting to approximately 210,000 CHF. Three reasons were outlined for seeking new recurrent funding: limitations in 2023 sources, potential expansion of support to refugee athletes and teams, and the need for a secure, sustainable funding model.

60. In order to leverage recurring funds, he proposed appealing to the solidarity of Taekwondo federations, emphasizing shared values and collective efforts for global improvement by 2030. He noted that the WT GMS System, registering 65,000 athletes annually, was suggested as an entry point for voluntary donations to support ongoing and future THF projects. He highlighted the easy implementation of this solution within the current WT GMS System, offering a quick and straightforward path to achieving a common goal.
61. The **CHAIR** expressed gratitude to **Mr. Jean Marie Ayer**, stating that the proposal would undergo a thorough review with the WT administration. and the final decision would be made at the upcoming meeting on May in Muju, Korea. He then thanked the Council and inquired if there were any additional comments.
62. The CHAIR asked the Council if there are any other matters to be addressed. The Legal Counsel asked for floor for announcement of disciplinary decision. The CHAIR gave floor to the Legal Counsel.
63. Next, **Mr. Corbin Min** announced the final decision regarding **Mr. Rick Shin** regarding ethics and integrity violations. He reminded the Council of the previously reported governance failures within the former Pan America Taekwondo Union organization in 2020, which ultimately led to the Council's approval of emergency measures regarding that organization in June 2021, and eventually resulted in negligence charges against former officers including **Mr. Rick Shin** by the WT Integrity Committee. This was followed by Mr. Rick Shin's subsequent engagement in activities that seemed designed to defame WT, such as soliciting safeguarding reports through an unregulated website and social media and publishing false accusations regarding WT finances. Further, **Mr. Rick Shin** engaged in what seemed to be in tactics intended to delay a decision in the case against him, including the alteration key information contained in emails. Ultimately, the case was concluded in December 2023, with a finding that **Mr. Rick Shin** should be banned for life from any association with WT, its members, and events.

7. Next Council Meeting

64. The **CHAIR** announced that WT will organize a joint training camp for coaches and referees in Muju, from May 11th to 15th. Consequently, he proposed holding a Council Meeting at 15h00 on May 12th in hybrid format and expressed he is looking forward to meeting the council in Korea.

8. Closing of Meeting

65. The **CHAIR** expressed gratitude to the Council for their decisions, hopeful for a positive impact on governance improvement. Acknowledging the harmony and solidarity among the members, he emphasized the significance of unity. As the Council looks ahead to a year of Olympism and Peace, he expressed pleasure in serving another year as President.
66. He adjourned the Extraordinary Council Meeting.