



**Executive Committee Meeting
Genova (ITA)**

June 12, 2025

Attendance list:

1. Pascal Tesch
2. Etienne Van Can
3. Jacek Slupski
4. Nuala McGarrity
5. Hilary Philbin
6. Nikolay Mateev
7. Vincenzo De Bartolomeo
8. Vilem Madr
9. Martina Zmaic
10. Zsolt Csampa

Guests:

1. Balazs Nemcsik – Interpreter
2. Julius Kralik
3. Marjorie Ginouvier

N	Agenda Item	In charge			09:00
1	Welcome address of the President	Pascal Tesch	00:10:00		09:10
	Introducing the new DTA Marjorie Ginouvier	Pascal Tesch	00:10:00		09:20
2	Approval of the meeting minutes from the Comex meeting (2025-05-05)	Jacek Slupski	00:10:00		09:30
3	Approval of the meeting minutes from the Comex meeting (2025-05-19)	Jacek Slupski	00:10:00		09:40
4	Q&A of excom members regarding the Bureau + Ratification of decisions	Pascal Tesch / Jacek Slupski	00:20:00		10:00
5	General policy about handling external mail	Pascal Tesch	00:20:00		10:20
6	Financial matters	Nuala McGarrity	00:20:00		10:40
7	Ordinary Congress rundown / presentations etc	Pascal Tesch	01:00:00		11:40
	Q&A	All	00:10:00		11:50
8	New Website follow up	Pascal Tesch	00:20:00		12:10
	Q&A	All	00:20:00		12:30
	Lunch		01:00:00		13:30
9	Competition Commission's report	Zsolt Csampa	00:10:00		13:40
	Q&A	All	00:10:00		13:50
10	Referees Commission's report	Vilem Madr	00:10:00		14:00
	Q&A	All	00:10:00		14:10
11	Legal Commission's report	Etienne Van Cann	00:10:00		14:20
	Q&A	All	00:10:00		14:30
12	SEMI Commission's report / U14 Project	Martina Zmaić	00:20:00		14:50
	Q&A	All	00:10:00		15:00
13	Promotion and Marketing Commission's report / proposals for EFC competitions	Vincenzo De Bartolomeo	00:20:00		15:20
	Q&A	All	00:10:00		15:30
14	Medical Commission's report	Nuala McGarrity	00:10:00		15:40
	Q&A	All	00:10:00		15:50
15	Safeguarding Commission's report	Nuala McGarrity	00:10:00		16:00
	Q&A	All	00:10:00		16:10
16	Equality and Diversity Commission's report	Pascal Tesch	00:10:00		16:20
	Q&A	All	00:10:00		16:30

Welcome address of the President

Welcoming all participants. Introducing the new DTA Marjorie Ginouvier

The President mentioned the Congress arrangement: I'm trying to have two days of Congress, one day where we take decision and one day where we can really discuss the problems with the member federations. Because sometimes we have an impression and the member federations might have a different impression.

I don't really have to introduce her because we all know her. I suppose everyone knows her, Marjorie, who has signed the contract as DT assistant. As agreed in COMEX, she has one year probation, we will work together for one year at least. But of course, the focus is not to stop after one year, but to give both sides the possibility during one year to see if the collaboration is going to be good for both sides and most importantly so for fencing.

We also agreed that we have one job description in the papers now. But we might over time find that we will need other things to happen and the job will evolve according to what we really need. So I would like you to give some round of applause to Marjorie and wish her good luck.

Approval of the meeting minutes from the Comex meeting (2025-05-05)

The draft meeting minutes has been uploaded to the teams.

The meeting minutes were approved without comments.

Approval of the meeting minutes from the Comex meeting (2025-05-19)

Nikolay Mattev explained his voting against: some of the COMEX members, they have the information, the whole information, the others don't. He was against the procedure, not against the person, because for him the person which are involved from the beginning, they should not vote.

Pascal Tesch stated: We have the Bureau, which is like the operative arm and then we have the COMEX, the full COMEX, which is like the board and I made it very clear from scratch that I want to run the EFC such as a company. So the board made a proposal, we can, for the future, agree on improving our procedures, but we cannot change the path, anyhow. We will put additional information that Nikolay Mateev was against the procedure.

Q&A of COMEX members regarding the Bureau + Ratification of decisions

Pascal Tesch: we sent a questionnaire to the FIE regarding the decision to accept neutral teams at the European Championships and at the World Championships. I want to be very clear about my personal position. And I have not changed this since the beginning of the war.

I think that accepting neutral athletes is the right thing to do. Because we cannot blame and punish individuals for the mistakes their leadership does. This is also the clear position of the IOC saying that we have to accept neutral athletes. I think that we should loosen our position on Belarus. The reason for that is that Belarus has a different stance on that and doesn't occupy Ukrainian or other territory. We asked the FIE some questions. I got a response from Mrs. Gulnora saying that the letter has been answered. But leaving out all the answers to our questions.

We question the conformity of the decision taken by the FIE because it goes against the recommendations of the IOC that clearly says that individual athletes cannot be considered a team. The FIE ignores this.

The second thing that they are ignoring is our proposal to make a system that we already had in the past that would allow us to have at least a fair ranking based on the individual ranking. that it is not in our rules, but if they changed the rule for accepting teams on the one hand, why they are not ready to go to the consequences and to at least make it in a way that it is also sportively fair.

COMEX members expressed their opinions in summary as follows:

It would be irresponsible if we went against current IOC policy because the IOC will never allow a new sport in unless it throws another sport out and maintains the normal, so we are always at risk. Observing and complying with our own statutes, and the second one, not to offend the IOC because of the future these two points bear principles that are at a higher level. The IOC might say, again fencing. That is the problem. The problem is not AIN teams.

There is no mention in the FIE statutes nor in the administrative rules of the allowance of neutral teams to participate. So probably, and that is one of the things we asked in the letter, on the basis of what decision was that teams allowance done? This was not answered.

Even if it is taken as a common decision, it should have at least been handled in the statutes, or in the administrative rules of the decision.

You could consider the FIE as a federation. Because in the rules it clearly says you must be a federation to have a team. And one federation has only one team. More, even if it was an FIE team, I think it brings the sport into disrepute for all the world's press to be able to say the winner of the FIE World Championships is the FIE.

There's an imbalance here, because it clearly says in the organization rules, member federations can field only one team. But the FIE is not a member federation and it's fielding multiple teams. So that's not correct.

It's very easy to have these athletes have FIE level, but in the same zonal competition, you must be sure these athletes come from Europe. That's another problem: how do we know they come from Europe? If it's a World Championship, that's okay.

The statutes refer to refugees. But the AINs are not refugees. They live in their country, they train in their country, so they are not refugees.

We are putting our reputation at stake by not thinking the problem to the end.

Talking about the first round this is something completely falsifying the sport.

It will happen that there will be a team who will fence the games. And there will be the issue. It will come for sure. Maybe it will come officially. Maybe it will come unofficially. Maybe, it will come to the court. We could write again or email some emergency follow up to say: you haven't replied to these two important points.

The AIN in teams were added lately. They were added after the deadline. And O. 56 of the rules doesn't talk about adding teams. You can have a late entry of a fencer. And there is no penalty for adding a late team.

- A. Did you consult with the IOC? And can you provide this in writing?
- B. Could you address the question of the ranking?

We also need to acknowledge that it is an FIE tournament, but we are obliged to organise the tournament according to the FIE rules. And if we strictly apply the FIE rules, the teams cannot participate.

And now we are in a situation that, if the wrong team is opposing, the AIN T, and if the wrong team is losing, they are going to court. And we will have to annul the whole championship. That is why we need a solution.

We want that: particularly the indemnification of costs if anybody is sued, and the question about the IOC approval.

General policy about handling external mail

We should have a general policy to require to say that all inquiries and requests and so on, questions, should come through the Federation, except that we should have an exception, which is if there really was something terribly wrong going on in the Federation, and somebody wants to get some sort of solution, and there is nowhere else to go except to us or to the FIE.

Julius Kralik: from my practice, how it works with me. I'm receiving emails practically every day, and I make a distinction in two ways: if it's information which is needed, I give it.

In a moment when it relates to any decision, my answer is: only National Federation is the partner of the EFC, please address your request to the EFC Secretary General.

Pascal Tesch: if there is some real serious issue, which unfortunately happened, we had them in several countries, so it's not an isolated case, and most of the time, unfortunately, it is real bad things like sexual abuse or these kind of things. Then we need to have an independent entry point where people can report to if the federation doesn't respond.

On the other hand, I don't want to deal with the people who have not been selected in their country. Jacek to prepare a draft.

Financial matters

In the last, at the last meeting I told you that I expected by the end of June that we would have in our bank account something like 450,000. So even with the payment of 30,000 so far for this Comex and Congress, we, I'm happy to report that we still have about 450,000.

The result of last year, of 2024, we had a surplus of 77,818. So, we are in good health.

Regarding the budget for 2026, it looks as if that is going to cost so much less. Therefore, we will not have the deficit at the end of this year of 55,000.

Ordinary Congress rundown / presentations etc Q&A

The modified procedure at the roll call should save 10 to 20 minutes when the procedure of the presence confirmation should already give the number of present federations. Then, the proxies, this is something different. Jacek will ask the federations present with the proxies if they accept them.

Jacek will also go on, according to how many are there, as we have different quotas. So we will know which votes are the votes that are needed for a simple majority or a three-fourth majority.

He then will make a last call to make sure that everyone is registered, because after the Congress started, nobody can register anymore. One can only attend without voting.

If somebody during Congress leaves, the quorum doesn't change, but the votes will change. That means the cut-off point to registering is the exact time of the start of the Congress.

Then, Etienne explained the voting procedure. We are not doing a roll call anymore, because we have done the registration at the desk, the electronic voting will be used. The electronic voting device is a phone of the delegates. Irina will be there, and she will technically send out

the request to vote to all delegations. Irina will have the list of the telephone numbers, and email addresses. The reports, we can do them by acclamation. If we can do it by hand raise, we will do it by hand raise. If a qualified majority is forcing us to do it according to a secret vote, we will do that. If 10% of all registered delegates would like to vote secretly, we must do it. If somebody has a proxy, he has two votes, which can be different. The test of voting will be organized.

Designation of the auditors: the company of Maurizio is still available. Is the Comex in favour of continuing with the company of Maurizio? Yes, so we can also present this tomorrow that the Comex was in favour.

About Kosovo: We need to get all the documents together for Kosovo first and then we will have to go back to them and talk with them but we can accept them in the Comex after the Congress.

Fencing for Everyone award: we can just present the names. If some of those people are there of course they can receive the prize directly.

The same goes for to the winner of the Cup of nations – GBR.

The referees award: this is just to present.

There were lot of proposals concerning championships. Tbilisi wished to have seniors in 2027, but there will be held the European Games including fencing in Istanbul, which will be in at the same time the European Senior Championships. Than GEO immediately changed the proposal for the U23, but there we have Cagliari and Plovdiv for 2027 where Velichka insisted on the anniversary of the fencing in Bulgaria, therefore it is important event for them. Actually. We have for 2027 also Montenegro, so in 2026 should be voted one of Cagliari/Plovdiv.

New Website follow up

About the website, some of the contenders had a look at our transparently open figures, and their offer was more oriented towards the money we were ready to put on the table than the technical requirements. The 13,000 that are on the table to develop the website now are the figure that is requested for all the features that have been requested so far. We hope that we can maybe implement some additional features.

There are already some ideas coming up from different people, but we also will try to be very reasonable. We have to be aware that the CADET circuit, if the FIE is going to put it on the table, may have an impact on our budget.

How we can balance this a little bit, we need to come back to the shared costs.

A sample: We have big federations like France, Italy, Hungary, Poland, who are supporting our solidarity program generously by sending out coaches. So, Zsolt sent a coach to Slovenia, and of course he had to pay him, so thank you for the support. Italy sent coaches to Ireland, and of course they needed to be paid, so thank you Italy. And on the other hand, the receiving, the hosts, should also have a part of it, and the participants should have a part. If we distribute the load on many shoulders, there will be an acceptable load on every shoulder.

You have seen that Montenegro came up and they wanted to organize a championship. First they wanted to organize the junior - cadets. I called the president and I told him, my proposal to you is, start with the U23, because the U23 is smaller, and then you will understand how it works, and we the EFC will support you. So my proposal would be that the EFC is finding a spot together with Montenegro, where we will send our DT assistant to train with the Montenegro people, so that they get ready for the U23. That will be our support, and on the other hand, they will organize the U23, and if they do this right.

Julian who was addressing the technical points of our tender, and we were not giving side information. We got for exactly the same technical provision, we got a different amount of money, and eventually the company that did our website now, they didn't take advantage of their huge inside knowledge.

The website will be merely the display. The main information will reside in what Julius calls the service portal.

The ranking portal, the registration portal, and license portal that is managed by Fencing Time, by Dan Berke, and all the rankings are calculated there. Basically, the problems that we face now is that the website we have now is recalculating everything, and is taking the information and putting it in a separate database. Which is not really best practice, as if we have two databases, you always need to synchronize them so that the data stack is coherent.

At the time being, our database manager, Julius, is the guy who has to correct these manually, which comes to a lot of work.

Julius: it's not a problem of a lot of work, the problem is the inconsistency, and even what I do in service portal, should be mirroring in the website, but it is not. The reason is that they bring new data from the Service portal in their database system, they treat them then, they show it on the website. This is wrong, and there is also the problem that if you change something in the Service portal, usually you need to wait 24 hours for the publishing on the website.

Pascal: therefore, everything will be just presented on the website in a nice form, and the database will be our service portal. One single database. So now we have a feature set that we already agreed upon, and the huge step forward will be the payment portal.

If whatever federation wants to have additional licenses in the middle of the night, it can be done via payment portal. So using a credit card, you get the license, everything is sorted. It sounds easy, but I think that there will be some tricks to get there.

This is what we want to get. So this is the main feature of the new website. We will also have a more clear display of what we are doing, so there will be subsites of the commissions where we can present our work.

There are two challenges to give the ideas about it:

- 1) Should we as the EFC offer everything for free?
- 2) Or shouldn't we have some premium features that we will deliver for a reasonable fee, subscription fee?
- 3)

The majority of opinions went in the direction described by Hillary: having a sort of two-class system where some federations will have a budget for something, and if the data is there, then I would prefer that everybody had access to it.

The second question about if they're advertising training camp where they're making money, then it's perfectly reasonable that we make some sort of budget for that.

Pascal: the federations, they already pay a membership fee, and they should get a service. We should sometimes remind the federations that we are delivering a service, and that is part of the service.

It's very important to have the calendar, for example, referees on the list, where we should provide the service to the federations, and they see which referee they can use to get for a couple of dollars.

So for federations to get all the data, it should be for free, and if someone besides the federation wants to get access, we should investigate the possibility of making that on a pay-per-use or pay-per-subscription.

Still, if the federation is offering a job, we should make this for free, but if a club is offering a job or a coach is looking for a job, we should have some small fee. It is not about hundreds of euros, but something that might be also linked to our payment.

We have to invest with our system if they can use debit cards. we should open our portal to all the cards. And if there are fees that are like in the 3-5% border, the EFC should cover them for the federations.

Competition Commission's report

President of the Competition Commission Zsolt Csampa presented his report verbally.

Referees Commission's report

President of the Referees Commission Vilem Madr presented his report ([annex 2](#)).

Legal Commission's report

President of the Legal Commission Etienne Van Cann presented his report ([annex 3](#)).

SEMI Commission's report

President of the SEMI Commission Martina Zmaic presented his report ([annex 4](#)).

Promotion and Marketing Commission's report

President of the Promotion and Vincenzo De Bartolomeo presented his report ([annex 5](#)).

Medical Commission's report

President of the Medical Commission Nuala McGarrity presented his report ([annex 6](#)).

Safeguarding Commission's report

President of the Safeguarding Commission Nuala McGarrity presented his report ([annex 7](#)).

Equity and Diversity Commission's report

President of the Equity and Diversity Commission Pascal Tesch presented his report ([annex 8](#)).

Training and Fencing Masters Commission's report

President of the Training and Fencing Masters Commission Nikolay Mateev presented his report ([annex 9](#)).

Veterans Council's report

President of the Veterans Council Jacek Slupski presented his report ([annex 10](#)).

Annex 1



Report_RC.pdf

Annex 2



Report_LC.pdf

Annex 3



Report_SEMI.pdf

Annex 4



Report_P&M.pdf

Annex 5



Report_MC.pdf

Annex 6



Report_SC.pdf

Annex 7



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Annex 8



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Annex 9



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