



INTERNATIONAL BARTENDERS ASSOCIATION

73rd ANNUAL GENERAL MEETING

Sunday 3rd of November 2024

(NEXT Hotel, Funchal, Madeira, Portugal)

Present:

President:

Secretary:

Treasurer:

Vice President (Education)

Vice-President (Classic):

Vice-President (PR & Communications)

In attendance

Honorary-President:

BOARD MEMBERS

Mr. Giorgio Fadda

Mr. Bruno Santos (Scribe)

Mr. Ryszard Berent

Mr. John Barreno

Mr. Salvatore Damiano

Mr. Ramon Ramirez

Mr. Derrick Lee



GUILD MEMBERS

- | | |
|--|--------------|
| 1. Albania – Albanian Guild of Bartenders | (A.G.B.) |
| 2. Armenia - Armenian Bartenders Association | (AR.B.A.) |
| 3. Australia - Australian Bartenders Guild | (A.B.G.) |
| 4. Austria - Österreichische Barkeeper Union | (Ö.B.U.) |
| 5. Belgium - Union of Belgium Barmen | (U.B.B.) |
| 6. Brazil - Associação Brasileira de Bartenders | (A.B.B.) |
| 7. Bulgaria - Bulgarian Association of Bartenders | (B.A.B.) |
| 8. Colombia - Asociación Colombiana de Bartenders | (A.C.BAR) |
| 9. Croatia - Croatian Bartender Association | (H.S.A.) |
| 10. Cuba - Asociación de Cantineros de Cuba | (A.C.C.) |
| 11. Cyprus - Cypriot Barmen Association | (Cy.B.A.) |
| 12. Czech Republic - Czech Bartenders Association | (C.B.A.) |
| 13. Dominican Republic - Union Nacional de Bartenders | (UNABAR) |
| 14. Ecuador - Asociación de Bartenders de la República del Ecuador | (A.B.E.C.) |
| 15. Estonia - Estonian Bartenders Association | (E.B.A.) |
| 16. Finland - Finlands Bartenders och Supporters Klubb | (F.B.S.K.) |
| 17. France - Association des Barmen de France | (A.B.F.) |
| 18. Georgia - Georgian Barman Association | (G.B.A.) |
| 19. Germany - German Bartenders Guild | (G.B.G.) |
| 20. Greece - Hellenic Barmen Association | (H.B.A.) |
| 21. Hong Kong - Hong Kong Bartenders Association | (H.K.B.A.) |
| 22. Hungary - Section of Barmen in Hungary | (S.B.H.) |
| 23. Iceland - Bartenders Club Iceland | (B.C.I.) |
| 24. Ireland - Bartenders Association of Ireland | (B.A.I.) |
| 25. Italy - Associazione Italiana Barmen e Sostenitori | (A.I.B.E.S.) |
| 26. Japan - Nippon Bartenders Association | (N.B.A.) |
| 27. Latvia - Latvian Bartenders Federation | (L.B.F.) |
| 28. Luxembourg - Association Luxembourgeoise des Barmen | (A.L.B.) |
| 29. Macau - União de Bartenders e Cocktails de Macau | (U.B.C.M.) |
| 30. Macedonia - Association of Bartenders of Macedonia | (A.B.M.) |
| 31. Mexico - Association Barmen de Mexico | (B.A.M.) |
| 32. Montenegro - Bartenders Association of Montenegro | (U.B.C.G.) |
| 33. Netherlands - Nederlandse Bartenders Club | (N.B.C.) |
| 34. Norway - Norsk Bartender Forening | (N.B.F.) |
| 35. Panama – Federación Panameña de Bartenders Y Baristas | (F.P.B.B.) |
| 36. Peru - Asociación Peruana de Barmen | (A.P.B.) |
| 37. Poland - Polish Bartenders Association | (P.B.A.) |
| 38. Portugal - Associação Barmen De Portugal | (A.B.P.) |

39. Puerto Rico - Asociación de Bartenders de Puerto Rico	(P.R.B.A.)
40. Russia - Bartenders Association Russia	(B.A.R.)
41. Serbia - Barmen Association Serbia	(B.A.S.)
42. Singapore - Association of Bartenders & Sommeliers Singapore	(A.B.S.S.)
43. Slovak Republic - Slovak Republic Bartenders Association	(S.K.B.A.)
44. Slovenia - Društvo Barmanov Slovenije	(D.B.S.)
45. South Korea - Korea Bartender Guild	(K.B.G.)
46. Spain – Federación de Asociaciones de Barmans Españoles	(F.A.B.E.)
47. Sweden - Sveriges Bartenders Gille	(S.B.G.)
48. Switzerland - Swiss Barkeeper Union	(S.B.U.)
49. Taiwan - Bartender Association Taiwan	(B.A.T.)
50. Turkey - Turkey Bartender's Association	(T.B.D.)
51. Ukraine - All Ukrainian Bartenders Association	(A.U.B.A.)
52. United Kingdom - United Kingdom Bartenders Guild	(U.K.B.G.)
53. Uruguay - Asociación Uruguaya de Barmen	(A.U.D.E.B.)
54. USA - United States Bartenders' Guild	(U.S.B.G.)
55. Venezuela - Asociacion de Bartenders de Venezuela	(A.B.V.)

Absent:

1. Argentina - Asociación Mutua de Barmen y Afines de la República Argentina	(A.M.B.A.)
2. Belarus – Belarusian Bartenders' Guild	(B.B.G.)
3. Bolivia - Association Boliviana of Bartenders	(A.B.B.A.R.)
4. China - Association of Bartenders China	(A.B.C.)
5. Chile - Asociación central de Bartenders de Chile	(A.C.E.B.A.C.H.)
6. Denmark - Dansk Bartender Laug (<i>Suspended</i>)	(D.B.L.)
7. Israel - Israel Guild of Bartenders	(I.G.B.S.)
8. Nicaragua - Cámara Nicaragüense de Bartenders	(C.B.N.)
9. Mongolia – Mongolia Bartenders Association	(M.B.A.)
10. Philippines - Philippine Bartenders League Inc	(P.B.L.)
11. Vietnam – Saigon Bartender & Sommelier Guild	(S.B.A.)

Observers (Present):

1. India – India Bartenders Guild	(2 nd Year)	(B.B.A.)
2. Kosovo – Kosovo Bartenders Association	(1 st Year)	(Ko.B.A.)

Observers (Not Present due to Visa Issues):

3. Belize – Belize Bartenders' Association	(3 rd Year)	(B.B.A.)
4. Ivory Coast – Association Des Barmen de Cote D'Ivoire	(3 rd Year)	(A.B.C.I.)
5. Nigeria – Bartenders' Guild of Nigeria	(3 rd Year)	(B.G.N.)
6. Senegal – Association Senegalaise des Barmen et Acteurs de L'Hotellerie	(3 rd Year)	(A.S.B.A.H.)
7. Honduras – Asociación de Bartenders de Honduras	(2 nd Year)	(A.B.H.)

Preamble:

- A. Roll Call by Mr. Bruno Santos;

The meeting attendance is recorded in these minutes above.

- B. Welcome by Mr. Giorgio Fadda.

The President welcomed everyone and then started by referring that he was very happy with the selection of the last 3 WCC locations and at the same time congratulated the good work put on by the Associação Barmen de Portugal organizing this year's WCC in Madeira, Portugal.

He then stated that his most important task during his presidency was to keep alive and well the relationships with the sponsors, as when he took over these relationships were quite unstable and there were not many partners left in the beginning of his term as president. He continued by saying that this

was possible due to his consistent commitment to meet them face to face, which in his opinion is the only way to maintain a healthy, honest and longer relationship with our partners.

Out of several new partnerships announced, Mr. Fadda announced a new cooperation being established with Hosco in order to establish an IBA Online Career Center, Hosco is the leading global network dedicated to Careers in the hospitality industry, with this partnership we also have the possibility of increasing our visibility of our Academy and courses, this in the end will be direct benefits to our associations and all members.

He then thanked the whole board for their commitment and hard work, in particular his secretary Mr. Bruno Santos for being always available, referring to the countless phone calls and meetings during the year. He also highlighted and congratulated Mr. John. Barreno, recalling that since his appointment as Vice-President Education, the IBA Academy has grown quite a bit and conducted many courses specially in the Pan-American Region.

Ahead of the coming elections Mr. Giorgio Fadda wished to remind the council that all Board Members are volunteers, but it's still required that the candidates are aware and ready to commit their free time into the role they volunteered for. He also then referred that the Board needs to work closely together with all guilds in order to grow. More communication is needed. The Board needs to be informed of all activities the associations are conducting and engaged with in order to be able to liaise with our partners as this is basic information Associate Members are looking for.

Before finishing his welcoming speech Mr. Giorgio Fadda by affirming that some of the council members probably still don't understand the strength we have in the world. We have a big potential but still don't know how to use it. There's no other organization in the world that has such a network, having the possibility to know in real time what's happening in different countries and continents, what are the upcoming trends in the beverage industry. These are things that our sponsors are really looking for and information that only us have. When we understand this, all associations will grow and IBA will grow, there will be no more concerns in recognizing us as the true leaders of the bar industry.

To finish he thanked Mr. Derrick Lee for being a great mentor to him during his presidency, Mr. Lee always supported him with great advices and guidance.

Agenda:

Before proceeding with the meeting Mr. Bruno Santos, IBA Secretary, apologized to the council and said that as per the constitution article number 6.4.2 he should have sent this Meeting Agenda together with the Annual General Meeting email notification that was sent one month before the scheduled date of this meeting. He then asked the council if they would like to proceed with this meeting, no one was against.

1. To introduce and welcome new guild presidents.

Mr. Bruno Santos, IBA Secretary introduced Guild Presidents to the Council.

- a. Asia-Pacific – Australia – ABG – Mr. Dennis Gray
- b. Asia-Pacific – Japan – NBA– Mr. Hidetsugu Ueno
- c. Asia-Pacific – Mongolia – MBA – Mr. Nyamzaya Ganbat (Not Present)

- d. Asia-Pacific – Taiwan – BAT – Ms. Abigail Kuo
- e. Europe – Latvia – LBF – Mr. Deniss Smirnovs
- f. Europe – Poland – PBA – Mr. Piotr Sajdak
- g. Europe – Switzerland – SBU – Mr. Hanspeter Ott
- h. Pan-American – Bolivia – ABBAR – Mr. Daniel Morales (Not Present)
- i. Pan-American – Panama – FPBB – Ms. Diana Altamiranda
- j. Pan-American – Peru – APB – Mr. Juan Carlos Alva Sánchez (Not Present)
- k. Pan-American – USA – USBG – Ms. Ingrid Shawn Rodriguez

2. To present Annual Membership Fee for 2025.

Mr. Ryszard Berent, IBA Treasurer referred that although the amount currently being charged as Membership Fee to every Guild is not enough to cover the costs that each association represents to IBA, the Board has decided to maintain the Annual Membership Fee value of 1000€ for more one year.

3. To approve AGM 2023 Meeting Minutes.

Mr. Bruno Santos, IBA Secretary hosted this agenda point. It was then motioned by Mr. CH Ridderstråle from Sweden motion, and seconded by Mr. Marcus Siebert from Germany for approval. There were no further discussions and then approved unanimously.

4. Board Report 2023.

President Mr. Giorgio Fadda started by saying that in 2023 he had the opportunity to visit many countries and get to know more about some associations, as examples he referred to his first visit to Croatia for the National Cocktail Championship and it was very interesting, followed by Albania. But his biggest focus was in the Pan-American Region, as IBA really needed to strengthen its presence and during the year we achieved great success, especially in terms of conducted certifications. In September he was in Santo Domingo with Bruno Santos where we chaired the Regional General Annual Meeting and assisted at a very well organized Pan-America Cocktail Championship. He also said that this Region is very united and all associations commit to get involved.

He then informed the council that even though he will stop being the President this year, he is always ready to contribute and support if invited. For example in 2 weeks he will be in Cyprus for a very important event organized by Mr. Costas Pishias and in conclusion he expressed that is the IBA Board's duty to be present and support every regional event if the local association invites and believes is of importance to our presence.

Mr. Bruno Santos, the IBA Secretary, went on next and started by referring that he had the pleasure to be with the President as well in the Dominican Republic where he too observed a very passionate and united IBA Region, a benchmark for other Regions to follow. He referred as well to his visit to the Czech Republic saying the like always is a majestic event but hopes that Mattoni gets involved in future WCC's as well.

Regarding the World Cocktail Championship he recalled Rome's Final scoring issue, and said he was very happy to see how the Council stayed united to resolve it. "We have learned from our mistakes, and this will not happen again", he stated. Mr. Bruno Santos then thanked effortlessly Mr. Fernando Brito, President of ABP for his consistent commitment to organize this year's WCC, his daily contribution was precious for the success of this event.

IBA Treasurer Mr. Ryszard Berent, started by announcing that his long journey in IBA is coming to an end. He has been with IBA since 1994, 30 years of his life where he met the most beautiful people from around the world. In his financial report he informed that all expenses IBA incurred to organize the event in Rome were completely covered by the sponsors. He then thanked the efforts of Mr. Giorgio Fadda & Mr. Angelo Donaloia for this success.

Vice President of Public Relations and Communications Mr. Ramon Ramirez Fresneda, started by thanking the cooperation within the Board for the communications department. He said that he has been with IBA since 1988 and due to his health conditions, he can't continue holding this position, nevertheless he will still be involved with his Guild FABE in Spain. He wished many successes for the new coming IBA Board and in fact he had already started communicating with Mr. Kleantino Goga regarding tasks in hand as he is the only candidate to take over his position.

Mr. John Barreno, Vice President of Education started by saying that he was happy with IBA Academy's achievements during his first year in this role. Nevertheless, he said that this project that he started implementing started being developed 13 years ago together with Mr. Giorgio Fadda and then President Mr. Derrick Lee, at that time the Educational Pyramid was first created and launched with only 3 levels. After this he reported the following certifications numbers in 2024:

- ★ 63 Train the Trainers Certificates (He informed that Trainers need to refresh their courses every 3 years).
- ★ 73 Classic Judges Course Certificates
- ★ 49 Tasting Judges Course Certificates
- ★ 36 Flair Judges Course Certificates
- ★ 413 Bartending Course Certificates
- ★ 477 Foundation Course Certificates
- ★ 85 Bar Management Course Certificates
- ★ 154 Social Responsibility Course Certificates
- ★ 9 Elite Bartenders Course Certificates
- ★ 43 Barista Course Certificates
- ★ 22 Soumelier Course Certificates

Mr. John Barreno then stated that just this year alone he participated in 93 different meetings with several guild Presidents and other Associates. He then went to explain all courses and levels of the IBA

Educational Pyramid in detail. He said the Judges Course was developed by himself together with Mr. Miguel Duarte Barbora and is important in his opinion that all Judges that participate in IBA Bartenders' Competitions are certified in order to have consistency among judges. Regarding the other courses Mr. John Barreno said that all materials are being updated taking into account industry's new trends and new information. In IBA's Train the Trainers Course he is now incorporating modern technology, life coaching skills and neuro-linguistic programming so that the new Trainers are prepared to handle different situations and generational gaps.

To finalize his report Mr. John Barreno presented to the council all guilds that engaged conducting courses in their countries this year and showed financial information to incentivize all associations to seek their independence from sponsorships just by pushing education in their own Regions.

Mr. Salvatore Damiano, Vice President Classic started by recalling the episode that happened in the last WCC held in Rome, he referred that it personally took him a little while to recover but was very grateful to the support received since the beginning from the remaining Board members and his WCC sub-committee members that acted quickly to resolve the issue.

During this year he had the pleasure to visit Karlovy Vary in the Czech Republic for the Mattoni Grand Drink Competition organized by Mr. Aleš Svojanovský and Mr. Miroslav Černík from CBA. After that he was in Sofia, Bulgaria for a great European Region meeting organized by Mr. Pencho Penchev from BAB where it set a very positive energy towards the future.

He then went on to say that in his 3-year mandate as Vice President Classic he was able to restructure WCC into a more modern competition and created a strong sub-committee of leaders that will continue this work for the next editions to come.

5. Financial Committee's Report (Auditors of accounts) for 2022 & 2023

Mr. Dimitris Zappas was the only appointed internal auditor to be present in this year's AGM, he started by saying that since last October that he was waiting for the IBA Treasurer to get back to him with answers, he had found some discrepancies and he would like them to be explained. He had received no explanation or even reply from the Treasurer. He expressed dissatisfaction for this matter not being followed up even though he uploaded the file in G-Drive Finance Folder one year ago.

Mr. Giorgio Fadda intervened to thank Mr. Dimitris Zappas, he showed great appreciation for his commitment and work ethics, he then added that IBA's money belongs to the association and needs to be well managed.

Mr. Bruno Santos then added that Mr. Dimitris Zappas was an excellent internal auditor and should continue being so. The Board is in fault and should have provided these 2 years of reports that are still missing. Mr. Bruno Santos clarified that he had prepared all bank statements, registered all in's and out's and sent all information to our external auditors Reanda. He clarified that this should have been

enough to receive a report to be presented in this year's AGM, but instead of a compiled report, the board received a very long questionnaire that delayed the entire process. Even though we replied to most of the questions due to time constraints we had to prioritize our efforts into organizing the World Cocktail Championship or we wouldn't even be sitting here to openly discuss these matters. He believes both auditors teams (internal and external) should remain the same. Mr. Dimitris Zappas intervened to say that this team didn't work well together. Mr. Bruno Santos rectified this statement, saying that is not the auditors fault, because they did not receive the information they should receive. He then concluded that this year there will be elections, and the new board will make this a priority. All this will be clarified, Mr. Dimitris Zappas agreed.

Mr. Ryszard Berent got involved as well in the end, to say that in these 3 years he spent as the Treasurer the IBA minimized cash handling, concentrated all assets into a single account and introduced Stripe online financial platform in order to manage payments more efficiently. All board members' expenses are paid directly with the IBA Debit card or are reimbursed by bank transfers, all files are kept in our email server and G-Drive. He also said that he takes full responsibility of all IBA Financial matters until the new board information is completely updated in the Singaporean Registry of Societies, the Treasurer's job is not an easy one, as IBA Business grows more is required from the treasurer, and this position really needs support from the internal auditors.

6. Financial Statement for Fiscal Year 2022 & 2023;

There was official report presented by the Treasurer. This agenda point will be postponed to next year's AGM and prioritized by the next elected IBA Board.

7. To appoint internal and external auditor for fiscal year 2024;

The IBA Council has decided to maintain the same internal and external auditors has the previous year.

8. World Cocktail Championships;

Regarding this agenda point, Mr. Bruno Santos informed the council that contrary to the information presented in this year's WCC Magazine, South Korea's guild has informed the board that it is not ready to host this event in the next year. On the other hand, Colombia's guild that was initially planned for 2026, accepted to anticipate this event to 2025. Macau is also now ready to take this challenge, and host the event in 2026. Both bidding guilds show great governmental support and commitment, that will set better financial opportunities for IBA.

The presented city for Colombia at this moment is Barranquilla, the event should be held during October or November.

Further information, USA and India also intend to bid for future WCC's, our Associate Members are quite interested in these 2 markets. Ideally the World Cocktail Championship should rotate through all different IBA Regions, but as we experienced this year in Portugal, it is quite complicated to coordinate all visa requirements in Schengen member countries, as Mr. Fernando Brito, president of ABP could also confirm. This year countless emails were sent to consulates around the world in order to get visas

approved, but in some cases not successful. All our African nations are not present and many issues were faced by South American and Asian guilds.

9. Information IBA Academy

IBA President Mr. Giorgio Fadda, started this agenda point by referring that IBA has been organizing the Elite Bartenders' Course for more than 60 years now, initially was known as the John Whyte Course but was renamed to its current name 7 years ago. He went on to say that is the most important course IBA is conducting and is also supported by some of our Associate Members. For example, Monin, which has been with us for many years, has employed students from this course, in fact, many companies such as Diageo have employed our students.

He then left a message, saying that it is important that every guild belonging to IBA, send their best students to participate in this course every year. Mr. Bruno Santos then thanked the associations from Hong Kong, Japan, Taiwan, Italy and Singapore for their tireless efforts in sending students continuously every year. He then said that this coming year IBA Academy will again host this course in 3 regions and only with everyone's commitment can it be successful.

10. IBA Members & Observers

a. Suspend Members

i. Belarus – Belarusian Bartenders' Guild, B.B.G.

This association was introduced has official member last year, it was part of the IBA's expansion project during the years of covid, unfortunately since they became members last year their activities stopped, there was no further communication, the membership fee was not paid and they are not present in this year's WCC.

Norway moved this motion and Czech Republic seconded it. There were no further discussions.

ii. Malta – Maltese Bartenders Guild, M.B.G.

With covid Malta completely disappeared, last year there was an approach from a previous president of this guild Mr. Joseph Farrugia that came to our WCC in Rome to try save the association, but in vain as there were no more communications from that moment on. The association has not paid the IBA Membership fee for 3 years now and according to our constitution this association should be suspended. USA moved this motion and Sweden seconded it. There were no further discussions.

iii. Philippines – Philippine Bartenders League Inc, P.B.L.

The association has not paid the IBA Membership fee for 3 years now and has not been present in any IBA event since covid. USA moved this motion and Finland seconded it. There were no further discussions.

iv. Vietnam – Saigon Bartender & Sommelier Guild, S.B.A.

The association has not paid the IBA Membership fee for 3 years now and has not been present in any WCC 2022 and WCC 2024. USA moved this motion and Greece seconded it. There were no further discussions.

b. **New IBA Members**

- i. Belize – Belize Bartenders' Association, B.B.A.
- ii. Ivory Coast – Barmen Côte D'Ivoire, C.I.B.
- iii. Nigeria – Bartending Guild of Nigeria, B.G.N.
- iv. Association Nationale Des Barmen et Serveurs Du Sénégal, A.S.B.A.H.

All these countries were ready to participate in this year's WCC but unfortunately due to visa restrictions applied to their countries they couldn't make it and be present in Portugal. Nevertheless, the IBA Board believes in giving the opportunity for these countries to continue their activities has observed and become official Members. USA moved this motion and Venezuela seconded it. There were no further discussions, these four associations are the new members of IBA.

c. **IBA Observers**

- i. India – India Bartenders Guild, IBG – (2nd Year)
- ii. Kosovo – Kosovo Bartenders Association, KoBA – (1st Year)

11. Any other business/Questions and Answers.

- a. Mr. Giorgio Fadda invited Mr. Eric Button from MONIN, present in this meeting to address some information to the council. Mr. Eric Button started by saying that he has been with IBA since 2005, at that year the meeting was held in Finland and in fact MONIN is currently the oldest continuing Associate Member. With that said he then referred about the ongoing conversations with the IBA Board in order to establish a 5-year agreement with IBA, this would also set a positive example to other associate members to follow. Mr. Eric Button shared that MONIN is currently present all over the world, this year a factory was opened in Brazil and in July 2025 another factory will open in India.
- b. Ms. Stéphanie Federhpil and Mr. Franck Choisine from Distillerie COMBIER, introduced themselves to the IBA Council and expressed much happiness for this newly formed collaboration with IBA.
- c. Mr. Steinar Jensen from Norway presented to the council the recent formed project between IBA and Cocktail Club, and shared all advantages for each guild to engage and collaborate as well in this project.

12. Elections

Each Candidate presented themselves and their campaign information.

The elections for the IBA Board 2024 - 2027 was voluntarily supervised by the following guilds:

1. P.B.A. Mr. Piotr Sajdak (President)
2. A.B.S.S. Mr. Steven Chen (President)
3. A.B.V. Mr. Nepomuceno Ramirez (Honorary President)

The results of the elections were counted and appointed by majority votes as follows:

Position	Candidate	Total Votes	Yes	No	Abstain	Elected by Majority Votes
IBA President	Mr. Bruno Santos	54	52	1	1	Mr. Bruno Santos
IBA Secretary	Mr. Xino Wu (Wu Liujiang)	54	53	1	0	Mr. Xino Wu
IBA Treasurer	Mr. Robert Dagostino Ms. Margit Kikas Mr. Dimitris Zappas Ms. Kathrin Leisi	54	2 9 10 33	0 0 0 0	0 0 0 0	Ms. Kathrin Leisi
IBA VP Classic	Mr. Ales Ogrin Mr. Serge Guillou	54	6 48	0 0	0 0	Mr. Serge Guillou
IBA VP Flair	Mr. Miguel Duarte	54	54	0	0	Mr. Miguel Duarte
IBA VP Communication	Mr. John Barreno	54	53	1	0	Mr. John Barreno
IBA VP Education	Mr. Kleantino Goga	54	52	1	1	Mr. Kleantino Goga

13. There being no other matter to discuss, Mr. Bruno Santos ended the meeting. The meeting had a total duration of 4 hours and 50 minutes.



Bruno Santos – IBA Secretary



Giorgio Fadda – IBA President