



USATT Board of Directors Meeting

Saturday, April 22, 2017
Sunday, April 23, 2017

Members Present:

Anne Cribbs, Chair
Gary Schlager
Carolyne Savini
Tara Proffitt, via telephone
Erica Wu
Larry Hodges
Rajul Sheth
Ed Hogshead, via telephone
Deepak Somarapu

Others Present:

Gordon Kaye, CEO
Dennis Taylor, Secretary and General Counsel (arrived at 2:15 on April 22)
Carl Danner, USTTA Foundation Representative
Anil Godhwani, Guest

Saturday, April 22, 2017, home of Anil Godhwani, Milpitas, CA

1. Call to Order, Roll Call, Quorum Established, Conflict of Interest Statements, Welcome Remarks

Ms. Anne Cribbs, Board Chair ("Chair") called the USATT Board to order at 1:15 pm PDT. Roll call was taken, and all members were present, Tara Proffitt and Ed Hogshead via telephone. The Chair established that a quorum was present. A routine call for conflicts of interest was made, and no conflicts were reported.



2. USATT Events Update (Gordon Kaye)

Events discussed included the 2017 SuperMicro US Nationals, the 2017 US Open, the 2017 US Para Open, the 2018 World Veterans Championships, and the 2018 Youth Olympic Games. Topics included:

- Need for lower beds for para athletes;
- The need, or lack thereof, for the Awards Dinner and Legacy Dinner at the Para Open;
- The possibility of outsourcing sales efforts for booth, programs, and lower level sponsorships at the WVC;
- Staffing needs for officials and volunteers at the WVC;
- Qualifications for the YOG, as opposed to Junior events;
- Dates for Team Trials; and
- Revenue issues at Team Trials, potentially indicating a decline in interest level.

At its December meeting, the Board will evaluate data to determine the effectiveness of moving the US Open to December and the SuperMicro US Nationals to July.

The Board went into Executive Session for a personnel discussion at 2:24, and returned to General Session at 2:53. Minutes are not kept of items discussed in Executive Session.

3. Committees

MOTION 1. MOVED to approve Rajul Sheth, Han Xiao, and Timothy Wang (athlete) as members of the Coaching Committee.

Movant: Larry Hodges
Second: Carolyne Savini

Discussion: The committee approval process was discussed in general.

Motion passed unanimously 9-0-0.

The Board went into Executive Session for a personnel discussion at 3:07, and returned to General Session at 3:15. Minutes are not kept of items discussed in Executive Session.



MOTION 2. MOVED to establish an ad hoc committee, known as the “Membership Development Committee,” chaired by Anil Godhwani, to explore opportunities to enhance and develop programs to grow our membership.

Movant: Larry Hodges
Second: Carolyne Savini

Discussion: The committee approval process was discussed in general.

Motion passed unanimously 9-0-0.

4. The meeting recessed at 4:00.

Sunday, April 23, 2017, India Community Center, Milpitas, CA

5. The meeting reconvened at 9:00 am.

6. Financial Update.

The 2017-q1 statement was distributed. Members asked Gordon clarifying questions. Gordon stated that he would distribute a balance sheet the following week. Carl Danner reviewed the history of the USTTA Foundation, and the Foundation’s history of giving to USATT. Gordon expressed his view of corporate philanthropy.

Anil Godhwani spoke of the history of fundraising at ICC, including guidance he had received from the local Jewish Community Center.

It was stated that most philanthropy in the US comes from facetime, as opposed to mailings and web postings. The opinion was raised that the Board must be more active in USATT fundraising efforts. The CEO-only model is not proving effective.

There was discussion regarding the need for the Board either to hire a developmental consultant for Gordon or to hire a Development Officer for the staff.

7. Presentation by Martha Johnson, CFRE, USOC Associate Director for NGB Fundraising.

Ms. Johnson’s presentation is available as Attachment A in the Minutes tab at the USATT website. Gary Schlager and Carolyne Savini committed to assist in recruiting participants in the Resource Development Advisory Board created by Gordon Kaye. Each Board member committed to being a donor to the organization.



8. Amended Service Rule Proposal.

Deepak Somarapu discussed the implementation of Service Judges at the 2017 TMS College Table Tennis National Championships. It was deemed to be a success. While a small sample, he suggests further implementation at USATT events, such as the 2017 SuperMicro Nationals. Concern was expressed regarding faults being called by Service Judges, only to be overruled by the umpire change the call to a mere warning.)

9. SafeSport

Larry Hodges led a discussion of issues with the implementation of background checks and review of the US Center for SafeSport training videos.

Andy Horn will follow compliance with SafeSport tutorials and background checks.

MOTION 3. MOVED to approve the following Motion.

Movant: Carolyne Savini

Second: Gary Schlager

Motion passed 8-0-1 (Larry Hodges abstained).

The Motion's text is as follows:

Insert the following as Bylaw 10-A:

ARTICLE X-A SAFESPORT

Section 10-A.1. Submission to Jurisdiction of U.S. Center for SafeSport.

Each person defined as a "Covered Individual" agrees that he/she shall be

- a. subject to the jurisdiction of the U.S. Center for SafeSport ("USCSS") with respect to the investigation and resolution of any allegations that such Covered Individual may have violated:
 - i. the sexual abuse and misconduct policies as referenced in the USA Table Tennis SafeSport Program Handbook and defined by the USCSS,
 - ii. allegations of violations of USA Table Tennis's SafeSport Policies that are reasonably related to and accompany a report or allegation of sexual abuse or misconduct;



- b. subject to any action taken by the USCSS as a result of such allegations, including without limitation, suspension, permanent suspension, and/or referral to law enforcement authorities, all as set forth in the USCSS Policies & Procedures.

Section 10-A.2. Definitions.

“Covered Individual” shall, for the purposes of Article X-A, mean and refer to:

1. all persons serving as a member of USA Table Tennis’s Board of Directors, a committee, or in any other similar positions appointed by USA Table Tennis,
2. all members of USA Table Tennis certified as coaches,
3. all members of USA Table Tennis approved as Referees or Umpires,
4. all owners and officers of USA Table Tennis member clubs,
5. all Tournament Directors, League Directors, and Event Organizers of USA Table Tennis sanctioned tournaments and leagues,
6. all USA Table Tennis national staff, and
7. any person that is elected or appointed by USA Table Tennis or a USA Table Tennis member club to:
 - i. a position of authority over table tennis athletes; or
 - ii. a position with frequent contact with table tennis athletes.

“USOC” shall, for the purposes of Article X-A, mean and refer to the United States Olympic Committee.

“USCSS” shall, for the purposes of Article X-A, mean and refer to the U.S. Center for SafeSport (or any successor or otherwise named entity recognized by the USOC).

Section 10-A.3. Allegations Regarding Sexual Abuse or Misconduct.

- a. Reporting. In the event that any Covered Individual under the jurisdiction of the U.S. Center for SafeSport (“USCSS”) is alleged to have violated the USA Table Tennis SafeSport Policy prohibiting sexual abuse or misconduct, or in the event that USA Table Tennis or any USA Table Tennis member club receives a report that is required by the USOC to be referred to the USCSS, USA Table Tennis or the USA Table Tennis member club shall immediately report and refer such matter to USCSS. **The duty to report to USCSS and USCSS’s jurisdiction to investigate shall not supersede any local, state, or federal**



reporting requirements or jurisdiction, and shall not affect or impair the ability of any person that reports to the USCSS from also reporting to the appropriate local, state or federal authorities.

b. Investigation/Discipline/Adjudication. The USCSS shall have jurisdiction and authority to investigate allegations or reports of sexual abuse or misconduct and of any allegations of violations of USA Table Tennis's SafeSport Policies that are reasonably related to and accompany a report of allegations of sexual abuse or misconduct, to issue any interim suspension or measures pending conclusion of the investigation, to make recommendations of sanctions or disciplinary action as a result of such investigation, and to adjudicate such matter according to the USCSS procedures for adjudication. During the pendency of the investigation by USCSS, neither USA Table

Tennis nor any USA Table Tennis member club shall engage in its own investigation or disciplinary process related to any allegations or reports that are within the jurisdiction of USCSS. However, USA Table Tennis, or a USA Table Tennis member club, may issue a Summary Suspension which shall be effective until such time as USCSS has exercised jurisdiction over the matter and made a determination related to a person's eligibility pending the investigation and adjudication process. Irrespective of any final decision or determination of USCSS, USA Table Tennis, or a USA Table Tennis member club, may pursue further remedy under local, state, or federal law.

c. Appeals. There shall be no appeals of any decisions adjudicated by USCSS except through arbitration with the applicable arbitration body in conformance with the Supplementary Rules for U.S. Olympic SafeSport Hearings or other applicable USCSS or USOC governing documents in effect at such time.

d. Enforcement of USCSS Sanctions. Upon the issuance by USCSS of any interim or permanent suspension, disciplinary action, sanction or other measures, after conclusion of the adjudicative process or by agreement with a Covered Individual subject to suspension or other sanction, USA Table Tennis and its member clubs shall enforce such suspension, measures or other sanctions throughout USA Table Tennis programs. USA Table Tennis and its member clubs shall enforce any suspension or other sanction issued by the USCSS even if arising from allegations outside of USA Table Tennis programs.

Section 10-A.4. Related SafeSport Violations.

a. The delegation of authority and jurisdiction to USCSS as set forth above, and the restriction on USA Table Tennis and USA Table Tennis member clubs, shall also include the investigation and issuance of sanctions related to allegations of other violations of USA Table Tennis SafeSport Policies (e.g.,



physical abuse, emotional abuse, bullying, harassment and hazing) that are reasonably related to and which accompany an allegation that involves sexual abuse or misconduct.

b. If USCSS declines jurisdiction over any reported violation, jurisdiction shall lie with USA Table Tennis and its SafeSport Policies, as they may be amended from time to time.

10. Notice of Proposed Bylaw Amendments

General Counsel Dennis Taylor notified the Board of two proposed amendments to Bylaw 10.7. They cannot be voted upon for 30 days.

The current bylaw reads:

Section 10.7. Conduct of the Proceeding.

The Hearing Panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Proposal One is to insert the words “or other electronic medium” following “teleconference” in paragraph two.



Proposal Two is to insert the following as a new paragraph three:

The Hearing Panel, at its sole discretion, may mandate the appearance of non-parties deemed to have information helpful to the finding of facts relevant to the matter. The Hearing Panel, at its sole discretion, also may determine that such non-parties may participate in the hearing via telephone or other electronic medium.

11. Development Consultant Proposal

The Board reviewed a submitted development proposal. (The document is confidential.) Carlyne Savini will review similar companies and circulate proposal documents as appropriate.

USATT will determine whether to engage a development consultant, a development employee, or neither.

12. Entry Form Proposal

The Board reviewed a proposal from the previous Tournaments Committee to amend the contents of the entry forms at USATT-sanctioned events.

ACTION. **The Board does not adopt the TC “entry form” proposal.**

DENIED without objection.

13. Next In-person Meeting

The next in-person meeting will be September 9-10, 2017 in the DC area.

The meeting adjourned at 3:28 p.m. PDT

Respectfully submitted by,

Dennis Taylor
Secretary