



Minutes
Board of Directors Teleconference Meeting
Monday, February 11, 2019

Chair Anne Cribbs called the meeting to order at 7:01 p.m. EST.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Larry Hodges, Ed Hogshead, Tara Profitt, Deepak Somarapu, Carolyne Savini, Gary Schlager, Rajul Sheth, Erica Wu.

Also attending:

Dennis Taylor (General Counsel and Secretary), Mark Thompson (COO), Jörg Bitzigeio (High Performance Director), Dan Reynolds (Chair, Ethics and Grievance Committee) (7:45-8:05), Tony Kiesenhofer (ITTF) (7:47).

A quorum was established. No conflicts were reported.

Ms. Cribbs gave thanks to all for taking time out to attend. She also recognized Larry Hodges for his many years of service to USATT.

2. Review and Approval of Minutes from October, 2018 Board Meeting

MOTION 1. MOVED to approve the Minutes from October 15, 2018, as submitted.

Movant: Larry Hodges

Second: Carolyne Savini

Motion passed 6-1-2

In Favor: Ms. Cribbs, Mr. Hodges, Mr. Hogshead, Mr. Somarapu, Ms. Savini, Mr. Schlager

Opposed: Mr. Sheth

Abstaining: Ms. Profitt, Ms. Wu

3. High Performance Update

Mr. Bitzigeio's presented a summary of what happened since the last board call:

- Kanak Jha won Silver and Wu Yue Bronze at the 2019 Pan Am Cup.
 - With his victory Kanak qualified for the Men's World Cup.
 - It is likely that Wu Yue will earn her spot for the Women's World Cup through a combination of the final position and her World Ranking ("WR"), but this will be announced in August.
 - Lily Zhang lost a close 3-4 match in the quarters.
 - Nikhil Kumar made the quarters at this, his first appearance, by beating WR 89 Marcos Madrid (MEX).
- The USATT Hopes regional camps & tournaments started successfully. After four out of eight weekends, a total of 130 youth have already attended.
- Nikhil Kumar became the 9th TTTeam USA member to make his debut in a European league this season.
- In February, a total of 30 US players will participate in ITTF tournaments in Portugal, Czech Republic, and Sweden.

4. CEO Search Update

- Ms. Savini reported that USATT has hired the search firm, Cogo.
- Cogo has been on the job about two weeks.
- Cogo reports that all internal applicants have been contacted, although there is a report that this has not been done consistently.
- The job description has been posted in Indeed. Ms. Savini will be suggesting other places to have it posted.
- Board members should be free to recommend people to Cogo.

5. Financials Update

- Mr. Schlager reported on the review of the 2018 numbers.
- The books said USATT had approximately \$195k at the end of 2018, and \$600,000 at the end of 2017.
 - A call was placed to Waugh. It was determined that a significant amount of entry fees for WVC had been received in 2017.
 - This explains the \$500k discrepancy in comparative audited financials.
- The Audit Committee will have its first meeting on February 28. It will meet monthly until July, then quarterly.
- The 2018 Audit is expected to be completed around September 2019.

6. Board of Directors Code of Conduct Revision

- Mr. Hodges presented his revisions to the Board Code of Conduct and the Board Social Media Policy.
- There was significant discussion about whether a member could be critical of the opinion of another member, which the current version seems to imply is not allowed.
- The Board supports dissent within a meeting, but seeks that members uphold decisions made within meetings.
- The documents need a “ramification” statement added.
- Mr. Hodges will circulate a revised draft in anticipation of an email vote.

7. Status of General Membership Code of Conduct Development

- The Ethics and Grievance Committee, among others, has created a General Membership Code of Conduct.
- All of those who have General Membership Codes of Conduct to be considered will submit during March for consideration at the March in-person meeting.

8. Memoranda of Understanding Between USATT – ITTF NA and TTCAN – ITTF NA

Tony Kiesenhofer presented the draft USATT – ITTF-NA MOU.

- Mr. Kiesenhofer stated that he had run a number of tournaments as CEO of TTCAN; however, he does not believe they achieved their commercial potential.
- When he met Gordon Kaye, he found someone of similar attitudes.
- When staged at Drexel University in 2016, the Women’s World Cup (Gordon Kaye, President) was the first professional stand-alone event held in North America in over thirty years. The following year, the Women’s World Cup (Tony Kiesenhofer, President) was staged in Canada. It was a significant financial success.
- ITTF has come to realize the financial potential in North America.
- On June 2, 2018, ITTF announced an intention to bring both the institutional and professional side of table tennis to North America. Mr. Kiesenhofer and Mr. Kaye resigned their positions and accepted positions with ITTF.
- Mr. Kiesenhofer answered questions as to what execution of the proposed MOU might mean.
- Ms. Cribbs appointed herself, Ms. Profitt, Mr. Hogshead, and Mr. Taylor to work with ITTF in preparation of a refined potential agreement.

9. EXECUTIVE SESSION

The Board went into Executive Session at 8:49 [Note: Minutes are not kept in Executive Session.]

The Board returned to General Session at 8:57.

10. Consideration of New By-Laws

- The Board discussed adopting a new Mission Statement in the Bylaws and Strategic Priorities.

MOTION 2. MOVED to replace the text of Bylaw 3.1 with the following text: “The mission of USATT is to support, grow and inspire the table tennis community, and to provide resources that enable athletes to achieve sustained competitive excellence and pursue Olympic and Paralympic success.”

Movant: Gary Schlager

Second: Larry Hodges

Motion passed 9-0-0

- Mr. Reynolds led discussion of the proposal of the Ethics and Grievance Committee to modify USATT Bylaws, Article X.
- Voting on the proposal was tabled until the March in-person meeting.

11. Strategy for Handling Alleged “Match Dumping” Issue

- Mr. Hogshead set the stage, speaking of players who appear to be losing matches on purpose to get themselves in positions to win additional prize money in subsequent tournaments.
- He does not believe that events should have to file a grievance and pay a filing fee in order to have USATT discipline someone who dumps.
- The Ethics and Discipline Committee has been considering the matter since January and has recommendations involving the Rules Committee, the Umpires and Referees Committee, the Tournaments Committee, and the Ethics and Discipline Committee.
- Mr. Reynolds will send a proposal to Mr. Thompson, who will distribute it to the other potentially involved committees.

12. Board of Directors Election Process and Status

- Mr. Taylor, Staff Liaison with the Nominating and Governance Committee (“NGC”), updated the Board on the status of the election process for the At-large position.
- The NGC has selected Mike Babuin, Bruce Liu, and Lily Yip as the candidates.
- Voting will take place via Survey Monkey from February 25, to March 3, 2019.
- The NGC has decided that it will require a candidate to receive 50%+ of the votes cast in order to prevail. If no candidate receives a majority vote, the candidate receiving the fewest votes in this round will be eliminated, and a second round of voting will take place March 13 through March 17, 2019.

13. Committee Membership Process and Status

- The Board was disappointed in the number of applications received for membership in the 2019-2020 committees. The invitation will be reposted, with narrative job descriptions added to supplement the bullet-point listing of committee responsibilities.
- Mr. Somarapu suggested that the Selection Committee should be renamed the Selection Sub-Committee.

14. Foundation and Fundraising Update

- USTTA Foundation Chair Carl Danner and Ms. Cribbs met to discuss the possibility of the Foundation taking over a more active role in fundraising for USATT.
- Moving forward, they will explore various options, discussing the fundraising arrangement with others at the USOC and sister NGBs, who might have advice regarding best practices.
- The ideas and thoughts of other board members ideas and thoughts are welcomed as arrangements are being made to ensure that USATT has the funds to grow and continue to prosper. This initiative will be important as the High Performance Committee and the High Performance Director work to make USATT more competitive in international competition.
- Further progress reports will follow.
- Mr. Danner spoke of the To-Do list for the Foundation.
 - Create and reinforce a culture of giving on both the USATT and Foundation Boards.
 - Seek USATT staff to support Foundation “back office” functions.
 - Determine focus and legal registration requirements for fund-raising activities.
 - Identify purposes (targeted recipients) for fund-raising efforts.
 - Find some additional Foundation board members.
 - Think about donation and status levels, and donor care and feeding.
 - Collect more information about USATT’s membership.
 - Identify and empower local representatives to start fund-raising.

15. US Nationals Preparations Status Report

- Mr. Thompson reported on the preparations for the 2019 US Nationals.
- This year, the event will be contested in the South Halls of the Las Vegas Convention Center.
- The tournament hotel will be the Renaissance Hotel, located just one block from the South Halls.
- The prospectus for the event is expected to be ready shortly after February 15.

16. Status of Appointment of Referee for Nationals

- Mr. Taylor, Staff Liaison for the Umpires and Referees Committee and the Selection Committee, spoke to the Board about the procedures for the selection of the Referee for the Nationals.
- The Referee for the event is to be National Referee, if possible, as opposed to an International Referee.
- In previous years, the selection had always been made by the Umpires and Referees Committee (“URC”). However, the URC and the Selection Committee agreed upon a new distribution of duties in October, 2018. Beginning in 2019, the appointment of Referees for the Open and Nationals will be made by the Selection Committee. The appointment of the Referee for the 2019 US Nationals should be made soon.

17. Update March, 2019 In-Person Board Meeting (Milpitas)

- Mr. Thompson reported on arrangements for the March 29-31 Board meeting in Milpitas, CA.
- The meeting will be held at the Embassy Suites Hotel, with the exception of a meeting with members and parents at the India Community Center.
- Members are asked to arrive on Friday by 4:00 p.m. PST, and depart no sooner than Sunday at 3:00 p.m. PST.
- The suggested airport is San Jose. Members should contact Tammy Kuypers for reservation assistance.

18. Old Business

- No old business was discussed.

19. New Business

- No new business was discussed.

The meeting adjourned at 9:40 p.m. EST

Respectfully submitted by,

Dennis Taylor
Secretary