



MINUTES

USATT Board of Directors Meeting

July 15, 2019
Teleconference

Monday, July 15, 2019 – Teleconference

Chair Anne Cribbs called the meeting to order at 7:00 p.m. EST.

1. Roll Call and Administrative Matters

The following board members were in attendance:

Anne Cribbs (Chair), Ed Hogshead, Bruce Liu, Tara Profitt, Deepak Somarapu (joined 7:12), Carolyne Savini (joined 7:17 pm and left at 9:20 pm, rejoined 9:55 pm), Gary Schlager, Rajul Sheth, and Erica Wu.

Also attending:

Virginia Sung (CEO), Dennis Taylor (General Counsel and Secretary), Mark Thompson (COO), Carl Danner (Representative of USTTA Foundation), Tammy Kuypers (Assistant Secretary), Jörg Bitzigeio (High Performance Director) Jasna Rather.

A quorum was established. No conflicts were reported.

Mr. Liu requested discussion of false claim of being an employee of USATT.

Ms. Cribbs mentioned this is on the agenda for the executive session.

Ms. Cribbs wants to remind Board members that everyone must be compliant with SafeSport. Members should check with Ethan Figge to make sure compliance issues are resolved.

Ms. Cribbs offered condolences regarding Mark's Mom and her Memorial this week.

Ms. Cribbs brought up a potential conflict. As chairperson of the California Senior Games, Ms. Cribbs rented ICC to do a Bay Area Table Tennis tournament. She provided a check to the ICC, and she worked with Mr. Sheth. She wanted the the board to be aware.



Ms. Rather brought up she may have a conflict between her position as Para High Performance Director and her ITTF involvement. Ms. Cribbs thought it is good to note, and everyone is knowledgeable.

2. Review and Approval of Minutes from the March 30-31, 2019 In-person Milpitas meeting

- The Board Members have not had a chance to completely review the draft of minutes sent out. Ms. Cribbs asked if the Board would like to make a commitment to getting back to the Minutes by Wednesday at close of business to get them posted.

ACTION 1. Consideration of the March 30-31 Minutes was deferred. Comments are to be submitted to Chair Cribbs no later than cob Wednesday, July 17. The final draft will then be distributed to the Board for an email vote.

Approved without objection.

3. CEO Report

Chinese Training visit - LA

- Fifty-eight players, coaches and officials are to come from China.
- The team from China is staying on the UCLA campus; USATT will set up a meal plan.
- Mr. Bitzigeio has selected male and female TTTUSA players to be a part of the visit and training.
- Having the Chinese team training in the US will bring USATT both local and international exposure.
- Aside from the main training camp there is possibly a ceremony at the Dodgers Stadium and other media events. Ms. Sung is also working with the Nixon library to host a welcome event there.
- CA clubs and the local table tennis community are being made aware of the visit.
- The Chinese National team is still finalizing plans for the visit and waiting for Visas to be approved.
- The trip and training will be self-funded by the Chinese Team and USATT hopes to raise funds for our National Team. The dates of their visit are not yet confirmed, but the tentative dates are August 8-26th.

US Open Report

- Fort Worth is offering the event space to USATT without charge. SUATT is exploring a separate arena at the venue to hold the semis and finals.



- Details are being negotiated with nearby Fort Worth hotels.
- Ms. Sung currently is working on primary sponsors for the US Open.
- The plan for the US Open is to recruit more local volunteers to reduce event costs.
- Ms. Sung is considering reducing the number of tables and possibly reducing the number of days to four.
- Ms. Sung said that union labor is not required, and she is working with us to keep costs reasonable.
- Ms. Cribbs asked for a timeline as the US Open develops, the checklist, and the terms of the budget. Ms. Sung's goal is to generate a profit. Ms. Cribbs said the BOD meeting generally has an in-person meeting in December at the US Open. Ms. Sung asked when the board members would like to meet. Ms. Sung noted the goal is to have the prospectus and entry form ready the end of next week.
- Mr. Hogshhead suggested that before finalizing the prospectus, USATT will need a primary sponsor.
 - Ms. Sung will have the US Open primary sponsor information next week.
- Mr. Somaparu asked if are we talking about multiple years in Fort Worth?
 - Ms. Sung knows Fort Worth would like a multiple contract but we will try for this year and then see if it worth signing for more years.
- Mr. Somaparu thinks it would be helpful to have one annual location.
- Mr. Liu asked about plans for US Nationals next year.
 - Ms. Sung said USATT is looking at regionalizing the Nationals.

Strategic Priorities working with Denise Parker.

- Ms. Sung says USATT can start collecting the priorities of board members for USOC's Denise Parker to use in compiling the implementation plan. Information is needed by the end of August. Once Ms. Parker has completed the implementation plan, she and staff will meet to begin the implementation.
- Mr. Liu has his responses available to share.
- Ms. Cribbs has asked for help from all board members to get information completed.
- Ms. Cribbs is concerned that the Board Members and Mr. Danner have the opportunity to submit their list of priorities and give opinions.

4. High Performance Upcoming events -written report

- Mr. Bitzigeio explained the incident in Cancun. Details are available in the written report below.
- Mr. Bitzigeio and Ms. Cribbs were in touch and wrote a strong report to make sure minors are not put in this position again.
- Mr. Somaparu said the ITTF is working on reports on what happened.
- Ms. Cribbs commends Mr. Bitzigeio for looking out for our players since safety is so important.



- Mr. Bitzigeio submitted the following report:

ITTF Pan Am Youth Championships (23rd-29th June 2019 in Mexico)

As you all know, I reported this already by email on 6/30 to the BoD, the 2019 ITTF Pan Am Junior Championships unfortunately has not been able to be completed on the final day.

Before I will explain this more in detail, I would like to bring the focus at first to the achievements and success our group made happen till this unfortunate point. Both teams have been able to repeat their Gold medals from last year and underlined their predominance in the Pan Am area, and not only this, they also won these events for the 4th time in a row and remained unbeaten since 2016. Especially on the male side this was impressive because even by being the top seed, winning in year one after Kanak Jha's age-related departure is really good.

Also, in the 3rd completed event, the Mixed Doubles, our athletes stood out and won Gold and Silver, which after 2018 again lead to an American final. In all other unfinished events we were on the best way to celebrate more big successes, we have been very optimistic, after winning 6 out of 7 events in 2018, to achieve a clean sweep with 7 Gold medals this time, but more in regard to this below.

In regard to the tragedy which happened on the final day, the ITTF published the following announcement on 6/30 and since then they didn't follow up with more information:

"Due to circumstances out of the ITTF's control, and despite efforts from ITTF Officials and staff on site, it's a regret to inform the final day of the PANAM Junior Championships is not able to be completed. The ITTF will be doing a full investigation into the matter. More information to come."

Around lunchtime on the final day, right after the semifinals of the Juniors Girls Doubles had started, the owner of the venue suddenly stopped the competition, shut down the electricity and finally locked up the venue completely. Around 6:30pm I suggested and also begged the ITTF Officials to take action and make a final decision in regard to the competition since the situation became unbearable and irresponsible especially for the athletes, we talk about minors here, especially as we knew that a theoretical continuation of the tournament would last at least another 4 hours to play all remaining matches and with this said, we would talk about an end of the events at a certain point around midnight, not to mention the irresponsible conditions for the athletes after this development of that particular day. At 8:30pm the official ITTF tournament director announced to the coaches that the competition will not be continued, and we informed our players and most of them then went to the pool, took a shower or just hang out, since they were also completely done after all this waiting.



Suddenly around 10:00pm an agreement in regard to the financial discrepancies between the involved parties has been found and the venue unexpectedly was opened again. The ITTF tournament director asked the coaches to join a meeting and offered the opportunity to continue and finalize the tournament in case all involved parties would agree on this. We from USATT and also the coaches from Chile informed the ITTF that we consider this as irresponsible, especially in regard to our athletes/minors, and that even under these conditions we don't consider it to be a reasonable continuation of the tournament. I explained the officials that our girls, we still had three in semis of the Singles event and all four in the Doubles event, aren't available anymore because we already told them 1,5h before the official decision, meaning, that the competition is done. At the same time, we offered our solidarity in this extreme situation, but this just in case and provided that all of our athletes still wanted to play, so we looked out for them and then spoke with our athletes. As a result, the majority of our players and in total 6 out of 8 semifinalists in Singles said clearly that they didn't feel to be able to continue playing under all these circumstances, so we asked the ITTF to accept and respect this, even if the consequences for this tournament by not being completed would be very dramatic.

I have to say clearly that we, the coaches, have the utmost respect for the behavior our athletes showed, who all, same as everyone else involved, have dealt with the whole, very difficult situation very well and patiently throughout the day, and that in the end they stood by their legitimate opinion in this extreme situation, and expressed it, too. This is particularly emphasized considering the fact that, after winning already 3 gold medals in the previous days, our players have been on a very good way to probably win more, possibly all of the remaining and unfinished competitions. It takes a lot to make this kind of decision in moments like this with the heart of an athlete. With this said, the decision of the athletes and coaches should in our opinion even be more respected, because here reason should have priority and should be preserved.

ITTF Pan Am Adult Championships (3rd-8th September 2019 in Paraguay):

This week after the US Nationals the NT coaches, the High Performance Committee including athletes reps and the HPD decided with whom we will go to the Pan Am Championships (3rd-8th September in Paraguay) to fight there for titles, medals and honor with the teams.

The teams and individual athletes will be:

Wu Yue, Lily Zhang, Amy Wang and Crystal Wang
Kanak Jha, Kai Zhang, Nikhil Kumar and Sharon Alguetti



We are happy to have a larger group of male and female players in our country on a good level, meaning, not only these 8 nominated athletes, and we are sure that with these two teams we will be well prepared to try our best. The decision was taken in this case by the athletes themselves, as they have earned and deserved their spots because of their level, development, results and commitment. Beside the individual results in Singles, also the performances in Doubles have been taken into account because especially in the team event, the Doubles play an important role.

In regard to the preparation for Paraguay, most of our players will prepare in common prep camps and compete in different ITTF competitions and international leagues abroad the next weeks.

Upcoming actions

- From 15th July on three parallel TTTeam USA training camps with a total of 50 participants (Athletic camp at the OTC in Colorado (15th-21st July), TTTeam USA camp for 2 weeks at LYTTC (15th-28th July), Pan Am Games prep camp for two weeks in San Jose (15th-21st July) and Houston (24th-30th July))
- ITT World Hopes Week in Oman (25th-31st July)
- Pan Am Games (30th July-11th August)
- TTTeam USA camp in Sacramento at SITTA for 2 weeks (4th-17th August)
- Chinese camp in LA in August
- ITTF Hong Kong Youth and ITTF El Salvador Youth Open in August
- Eurominichamps + prep camp for 9 Hopes players in France (15th-25th August)
- 2nd USATT National Ranking Tournament at Westchester TTC (30th August-1st September)
- Pan Am Adult Championships in Paraguay (3rd-8th September)
- North American Olympic Team Trials in Rockford/IL (5th October)
- 2nd USATT National Youth Ranking Tournament (3rd-6th October) + TTTeam USA camp (7th-11th October) at Westchester TTC

5. Para upcoming events

[August 1-4](#) Para Japan Open (self funded)

[August 12-17](#) Para Camp in Clearwater (USOPC grant of \$4,000 and ITTF grant of \$3,000 + USATT funding for ticket which were already purchased in the first quarter and coaching fees for Gary and Angie; we are also fundraising to have food covered for athletes and money will be coming in to HQ; this was not mandatory camp since it is not fully funded)



[August 17-28](#) Parapan Games in Lima (all athletes and staff beside Daniel and Angie covered by USOPC, so for those two will be max \$5,000 from which we already purchased 2 tickets that were both around \$900 each, also USATT will cover coaching fees for all 3 coaches)

[October 10-14](#) Para Finland Open (self funded)

[October 24-29](#) Para China Open (self funded + donation from Mike Dempsey + possibly Raymond Sacco class 11 on USATT expense since his class at Parapan Games is canceled and he needs participation points that he would otherwise get through Parapans)

October 28-31 Para Research Camp in Pittsburgh (funded by grants from research team in Pittsburg led by Dr. Rory Cooper, donations efforts of Sharon Brooks and Jennifer Johnson that were already donated last year for this camp - Jon Redman and few other donors)

[November 1-4](#) Para Netherlands Open (self funded)

[November 21-26](#) Para Argentina Open (self funded)

[December 11-15](#) Para Costa Rica Open /self funded)

[December 15-17](#) Camp in TX before US Open (coach Mitch funded and if funds allow athletes who make to Olympic through winning Parapans, all others free training and just need to get their own accommodation/food/travel, gym is free at Texas Wesleyan, it is not mandatory camp)

[December 17-21](#) US Open TX (coach Mitch funded or another coach if Mitch is not fully recovered for the camp type of coaching, and if funds allow, we would fund athletes who make to Olympics through winning Parapans)

In Para program, if activity is not fully funded, it is not mandatory for teams members.

If any of athletes for Parapan Games who did not go to Spain and Italy win a gold at Parapans, we will need to fund two events for them to have required amount of participation points so they can participate in Paralympics. Those events can be also accumulated by March 21, 2020. Since class 11 has been canceled, and Raymon who was top seed at Parapan Games will not be able then to compete, we will need to send him instead to factor 40 event before March 31, 2020. To be safe, China would be good choice since we are not sure if any events before March 31, 2020 will be approved for factor 40 event.



Head Coach: Mitchell Seidenfeld (Paralympic Champion and developer of school program in MN, one of most experience and knowledgeable coaches around)

Assistant coach: Gary Fraiman (working daily with Jenson Van Emburgh who is currently #17 in the world, he got him from 60+ to 17, also experienced)

Assistant Coach: Angelita Bengtsson (former US team member in 70's and wife of Stellan Bengtsson who was world champion in 70's; unfortunately Stellan does not fly with airplanes so we could not involve him in international competitions)

Assistant Coach: Keith Evans (former National team member of Jamaica, coached couple of Paralympians, had 12 collegiate team titles as the coach, but he was not sent this year to events since we tried to mix coaches who were going to Parapans to go to Italy, Spain and Slovenia as well as to cover needs of top athletes).

Team Leader: Daniel Rutenberg (former National Team coach who is a great in role of TL as well, he will lead team in Peru together with Mitch, Gary and Angie)

Because we have many athletes, and so there is no confusion on who is suppose to coach whom, I spoke to each athlete and they had chance to express their wishes on preferences on who they want to coach them, so they will be grouped based on that. Some picked only one coach while some may say that it does not matter, and some went back and forth with it, but we got final lists and coaches were informed while back.

Jenson Van Emburgh is right now in Slovakia for the training camp with a few national teams. This is funded through Mike Dempsey donation which is directed to the top youth wheelchair athlete as Mike Dempsey was wheelchair athlete himself.

Sean O'Neill is still very much involved with Para and is always a great help. He was Paralympic coach, TL and can always be back on scene. Sharon Brooks is the lead classifier and just got inducted into the USA Table Tennis Hall of Fame. This was well deserved for all years of helping Para program and athletes. She is a great resource for so many different opportunities that help athletes. We are grateful to have these two around Para TT.

Para HPC is doing a great job and now it is much faster turn around on documents and 100% participation comparing to communication with regular HPC prior formation of Para HPC. Before, under regular HPC, not all members were vocal, interested or understood Para so there was no in the past 100% participation with input from all. Many thanks to the board for making and approving this valuable change especially now when Paralympic movement even made into the USOPC name. This was a great step forward.



Our Para athletes do need more funding through the year for more international events and training, so we hope that with the new leadership, athletes get to have program and support that will produce even more athletes like Jenson, Ian and Tahl who are medal contenders in major events.

6. Financials Update

- Budget details have been sent separately to the Board.
- Mr. Schlager thought the budget was to be put in QuickBooks by Mr. Mauro today and then the board would talk about budget breaks.
- Ms. Sung has the detailed information and it was sent out to the Board. Nothing has been changed.
- Ms. Sung says she needs the detail on High Performance to put in Quickbooks. The High Performance budget has been reduced to \$60,000.
- Mr. Schlager would like to get the Budget into the system even though Mr. Bitzigeio needs to go over with Ms. Sung how to allocate the changes made.
- Mr. Liu asked if USATT will have a 2020 budget ready sooner than in 2019?
 - Ms. Cribbs says typically the BOD reviews the budget at the December meeting so instead we should see this in October -November.
 - Mr. Schlager said we just got our accounting straight about a month ago and efficiency will increase.
 - Ms. Sung wants to focus on the current year.
- Mr. Schlager reminded everyone what a huge undertaking it was to get things in order. The chart of accounts is now reorganized, and the financials will be much more efficient in the future.

7. Update on 2021 World Championships in Houston

- There is no update on this because the agreement has not been finalized with ITTF.
- Ms. Cribbs is hopeful we will hear something soon from ITTF.

8. Discussion on Current Status of Officiating Committee Reorganization (Dennis Taylor)

- Mr. Somarapu's initial thought was to have only one committee for officials, but he has not had time to get more information due to personal commitments.
- Ms. Cribbs received an email from Ray Cavicchio about serving on the committee.
- Mr. Hogshead said Steve Banko and Elena Karstedt sent him applications as candidates for the committee.
- Mr. Taylor reminded everyone the Board already approved the committee of eleven people. Kagin Lee resigned from the committee and we are trying to fill the role.



- Ms. Cribbs brought up the possibility of putting more women on committees. Roman Tynyszyn has suggested Ms. Karstedt, and he is the committee chair.

MOTION 1. MOVED to approve the appointment of Elena Karstedt to the Umpire and Referees Committee

Movant: Ed Hogshead

Second: Deepak Somaparu

Approved by unanimous voice vote.

- Mr. Hogshead asked if people need to be appointed to the Resource and Development Committee.
- Mr. Schlager said that committee is on hold because the Foundation may take over the committee's functions.

9. US Nationals Report

- Mr. Thompson reported that overall the US Nationals went relatively well. The USATT staff and labor group worked together to get things done.
- USATT will always get comments and complaints and staff met last week to go over the event. Staff will continue to make progress on future events.
- USATT is looking at ways to improve the event and hold the venue at places other than convention centers that charge a lot of money. Once again, this event will be a monetary loss event. The loss of Joola's sponsorship has significant repercussions.
- Ms. Sung is committed to improving the tournaments and to improving on spectator enjoyment.
- Mr. Liu had players mention the draw was an issue and how difficult it was to know the stations and where they would play.
 - Ms. Sung agrees the draw should go by ratings and not by international rankings.
- Mr. Hogshead asked what was the feedback on low prize money?
 - Most of the USATT staff didn't really hear complaints on prize money.
 - Ms. Sung is aware of the lower prize money and wants to improve on it.
- Mr. Hogshead agrees that USATT should look at reducing the number of days and the number of tables.
- Ms. Cribbs asked Mr. Liu to pass on any feedback to the tournament committee.
- Ms. Cribbs thanked Mr. Thompson for the Nationals report and all hard the work he put in on the event.
- Mr. Danner commented that the world rankings were modified. It should have been a lot closer to ratings.



- Mr. Liu agrees with use of ratings for the US Open, since few players have the opportunity to play internationally.
- Mr. Somarapu mentioned in the past the key to seeding for the US Nationals is always ratings, and the key to seeding the US Open is world ranking.
 - Ms. Sung thinks the Nationals seeding should go by ratings. **She** thinks it was unfair that world ranking participation was the key item for seeding at this Nationals we went by.
 - Mr. Danner mentioned that going by ratings also has its own issues.

10. Selection Criteria for Upcoming Events, including World Juniors

- Mr. Sheth says the web posting says that team members going to competitions are made completely by discretion. Mr. Danner says that a different system is actually used. Mr. Sheth recommends that the Board investigate how this is actually done and then approve the selection criteria that are used.
- Mr. Liu suggests that all international competitions funded by USATT, except the Pan Ams and Olympics, should have trials. All other events are selected with discretionary procedures.
- Mr. Danner noted we have the national ranking tournaments and there are two athletes in each age category and gender accepted to the squad. The remain team players are selected by National team coaches along with High Performance Director.
- Ms. Sung doesn't understand how this selection procedure is working.
- Mr. Sheth would like the board to review and approve the selection procedures.
- Ms. Wu was asked what she thought. Ms. Wu understands both sides. When playing and training she spent time analyzing the US players to do well at Nationals. Once Ms. Wu had made the team, she would try her best and that would be fine, and this was the mind set of most Nat'l Team players during her time.
- Ms. Wu does think international play is hampered in the US. Players can't prepare for International play with their focus only on the US Nationals.
- Ms. Wu thinks Mr. Bitzigeio is trying to turn our attention to international play. Mr. Bitzigeio just wants to put the best team together and this can improve our international events.
- Ms. Rather agrees that Ms. Wu has good points. Way back, USATT did not have the funding for the Adult National team. She doesn't see the purpose of the ranking tournaments if that does not qualify players to all the spots.
- There are several good things about the ranking tournaments, but Mr. Danner also says there are a lot of selections to make developmentally. The HPC is taking a hard look at everything. It is a great time to send suggestions. Work is in progress, and the committee can always improve on the procedures.
- Ms. Cribbs is not sure what the next steps are, perhaps monitoring and communicating the procedures?



- Mr. Sheth suggested the board review and approve the selection process it. The players are unsure of the selection procedure. There are many more trials and possibilities to make the team.
- Ms. Profitt notes it would be beneficial for the Board to see the options that are out there for selection. A summary of every team and the process that is used.
- Ms. Sung agrees the process is not transparent enough for everyone to understand.
- Mr. Danner said the process is a committee function, and the Board should give them specifics to debate the selection.
- Ms. Sung shared that the team players are confident that decisions have already been made. In June they were telling her who would be going to the Worlds.
- Mr. Bitzigeio said there has been no nomination for the World Championships and the kids are just confident. This shows that they don't know.
- Ms. Cribbs said there is a lot of work to do in communicating the selection procedures. It might be best to have people send their questions and information to the High-Performance Committee.
- Ms. Rather has questions regarding the Olympics. How will the three players in the 2020 Olympics be selected? Who is playing singles and who is going to play doubles? The topic can be on the agenda for the next meeting and it is very important to be transparent.
- Mr. Danner suggests people go to the website and review the selection process for a better understanding. He believes everything is clear.

Ms. Cribbs has asked that the board move on to the Executive Session.

11. EXECUTIVE SESSION

The Board went into executive session at 8:38. [Note: Minutes are not kept in Executive Session.]

The meeting returned to General Session at 9:01.

- The Board discussed SafeSport compliance. Should there be an investigation of being SafeSport compliant?
- Mr. Bitzigeio asked if volunteers must be SafeSport compliant?
- Mr. Thompson said volunteers who do not have regular contact or have very limited contact with minors do not have to be compliant. USATT does ask everyone to go through the process.
- Mr. Somarapu asked about the process in place where anyone can go to review who is compliant.
- Mr. Thompson notes there is a process in place to analyze membership and process of compliance.
- Ms. Cribbs says SafeSport information is outlined on our website.



- Ms. Cribbs turned the discussion to the SafeSport audit in Las Vegas.
- Mr. Taylor proposed to Mr. Liu that when a complaint is made known to headquarters there are procedures to be gone thru. Mr. Thompson as the Athlete Protection Officer is the one to review and then report. Mr. Thompson has a duty to follow thru with the issue.
- Point of Order is addressed to Bruce since he is the possible movant of a motion.
- Mr. Somaparau has asked should the board work on this if there is a process in place?
- Mr. Liu is willing to withdraw his motion as long a review procedure will happen; he believes that either a third party or Mr. Thompson should complete the SafeSport investigation.
- Mr. Taylor is reviewing the rules and needs to see what is in place regarding the Athlete Protection Policy.
- Mr. Schlager thinks if volunteers are paid then all should be SafeSport Compliant.
- Mr. Taylor suggests Mr. Thompson as APO ask USCSS the question of at what point does a volunteer have need to become SafeSport compliant.
- Mr. Thompson gave a preliminary analysis.
- Mr. Taylor will review USATT's policies and will read what rules are regarding making the report of the Athlete Protection Officer' investigation available to the public.
- Ms. Cribbs would like to hear what number of volunteers we have that are or are not SafeSport compliant. The board will wait to hear more information from Mr. Thompson and Mr. Taylor.

MOTION 2. MOVED to initiate a formal investigation regarding alleged false claims of USATT employment.

Movant: Bruce Liu
Second: Rajul Sheth

Motion failed: 2 (Liu, Sheth) – 7 - 0

12. Audit Committee Report Financial Audit Conducted by Lane McMillen

- Ms. Cribbs and the committee are waiting on the final report. The draft may be ready For the next Audit teleconference.
- Audit committee will be reviewing potential new audit companies.
- Mr. Hogshead has a few companies in mind to audit USATT.



13. Planning for Upcoming In-Person Board Meeting

- All Board Members need to send their potential available dates for the in-person meeting.
- Possible BOD in-person meeting dates and places include:
 - a. August 10-12, with the Board meeting and interaction with the Chinese team visiting the US.
 - b. August 11-17, Para Camp in Florida.
 - c. September 14-15, in Colorado Springs.
 - d. September 21-22, in Washington DC arriving on Friday.
 - e. October 4th & 5th Olympic trials, Saturday & Sunday. Hotel from Chicago -shuttle every hour to Rockford.
- Ms. Sung or Mr. Thompson can run some numbers on the cost of having the meeting in DC.
- Ms. Cribbs can work with Mr. Schlager on possible meeting sites.

14. Resolution to Approve Proffered Donation

- Ms. Profitt thinks we should go over all the details another time.
- Mr. Taylor asked if the proposal is not approved tonight is it possibly off the table?
- Mr. Danner would like to address fundraising and the discussion for the funds. This is a great opportunity.
- Ms. Cribbs would add we have had discussions about funding, we are happy about this and it is a wonderful opportunity to work through.
- Mr. Hogshead would like to see the deal done but remove the names and titles within. Allowing the donor to review and approve what is going on is written very tricky.
- Mr. Liu thinks we do need to modify the terms.
- Mr. Hogshead thinks we don't have to get radical to modify the contract. The donor wants it to work. Terms specifying names in the letter and titles and who the money goes to is not really manageable. He doesn't want the board to turn down the offer from the donor.
- Ms Cribbs asks if we should make a motion to simplify the terms?
- Mr. Hogshead noted it is clear where the hierarchy is which is management and the CEO.
- Mr. Schlager thinks it is premature to make a motion. He doesn't know who the donor is, and he would like information from people who know the donor.
- Ms. Cribbs thinks there is a risk we may have to accept. The donor requested anonymity. With the information that is already out we can still stay positive. If the donor and the donor's agent want to see this work, then it will.
- Ms. Cribbs understands other people's perspectives.



- Ms. Cribbs asked Mr. Schlager what he would need to make a motion.
- Mr. Schlager asked for advice as to what changes the donor might accept.
- Mr. Danner used an analogy to the USOC. We have received funding in explicit restriction on how money is used. If not tied to our current High Performance Program, the donor would not stay interested.
- Mr. Schlager thinks there is a problem if the HP Director in charge leaves, and we would lose the agreement. He wants to know if we can make a connection to tweak the agreement?
- Mr. Danner says the proposal does say upon Mr. Danner or Mr. Bitzigeio no longer in their position, the donation shall terminate. However, he does not think it is a big deal since if the donor is happy, they will only reserve the right to terminate.
- Mr. Danner thinks Mr. Hogshead has an optimistic view. The proposal may have been leaked and the donor will trust who they trust. The donor wants options to terminate and not as a requirement. There are also more options for more money behind the donation.
- Mr. Schlager says this is a watershed moment. This kind of money has never been offered in the history of table tennis. If we blow this, it is a big mistake. Ms. Sung and the Board can do what is necessary to make changes if this doesn't work out.
- Mr. Sheth says there could be a concern of someone with money trying to buy USATT High Performance.
- Mr. Schlager says the CEO is a member of the board circle and would have a say.
- Mr. Sheth thinks it is a great opportunity if we can adjust the contract some.
- Mr. Liu agrees the board wants to do the right thing.
- Ms. Profitt gave great insight, as a member of the High Performance Committee, that we should not take the deal as it is structured now.
- Ms. Wu thinks that after this discussion if we don't like the agreement perhaps, we can give suggestions. Hopefully we can come to an agreement. People make donations to specific programs all the time. So that is a good thing. This support is huge.
- Ms. Wu noted a lot of discussion is centered around the terms, but perhaps with modification we can assure the program is good. Maybe in the bylaws the HP Director does have to report to the CEO. As a compromise keep the clause but keep the structure. Show the donor we are committed to moving the program in the right direction.
- Ms. Cribbs added one thing as a clarification. The funding is to go to enhance the High Performance and the donor just wants to know where the money goes, not control of the program.
- Mr. Danner says the Bylaws do allow the CEO to delegate a function.
- Ms. Cribbs says a lot of exciting things are coming up. The Board could propose some slight modifications. Real mistake if we don't take this.
- Mr. Hogshead thinks paragraph five in the letter and paragraph seven in the contract need to be cleaned up.



- Ms. Profitt just thinks the terms are the problem.
- Mr. Schlager just thinks the donor wants to tie the money to a specific person.
- Ms. Wu agrees that we don't have big problem with the terms on who the HPD is, but it is who the Director reports to. Perhaps we can ask the donor to allow us to follow the bylaws and reporting to the CEO.
- Ms. Cribbs asked if very last sentence would be modified. We have no control over how the USOC may modify its budget.
- Ms. Wu asked if we would be in agreement if we just changed the reporting structure and ask if the donor is okay with it.
- Ms. Cribbs asked what if we change the hierarchy on the contract and then submit it?
- Mr. Hogshead asked the question if Mr. Danner leaves what happens. Will the donor stay with USATT?
- Ms. Cribbs to set up a committee to work on possible agreement modification. The committee with consist of Mr. Hogshead, Ms. Wu, Mr. Sheth, Mr. Danner, Ms. Profitt, Ms. Cribbs, Ms. Sung, and Mr. Taylor.

ACTION 2. A committee consisting of Ed Hogshead (Chair), Carl Danner, Anne Warner Cribbs, Erica Wu, Dennis Taylor, Rajul Sheth, Bruce Liu, Tara Profitt, and Virginia Sung will prepare a revised version of the July 9, 2019 donation proposal to benefit the High-Performance and Para High-Performance programs. The revision shall administer funding as prescribed in the USATT Bylaws.

Approved without objection.

- We need to let the donor know we are very interested.
- Ms. Rather asked if Para is part of the donor's offer.
- Mr. Taylor wrote in his memo that the first 12,500 would be dispensed after an agreement is in place. The contract just references the next monetary amount and nothing on Para until later. Logic says that USATT should submit a similar budget/spending plans for Para as would be done for able-bodied.
- Mr. Somaparuru noted how important it is that everyone work together with the new CEO.
- Ms. Sung is in full support of all the HP programs and HP is part of USATT. She would appreciate being a part of the negotiations and deal.
- Mr. Danner asked if all the donor conversation is out of executive session?
- Ms. Cribb agreed it is out of executive session
- Ms. Cribbs thinks we all want the same, grow our base and to continue to achieve competitive excellence.
- Mr. Schlager gets the sense the donor has a history and thinks we should send in the best team whoever has the best chance to make the deal.
- Ms. Cribbs noted the end of this discussion and we all want it to be successful.



The meeting adjourned at 10:43 pm EDT

Respectfully submitted,

Tammy Kuypers
USATT Assistant Secretary