



## USATT Board Teleconference Minutes October 4, 2021

Board Chair **Richard Char** called the Board Teleconference to order at **6:02 pm** US Mountain time.

Board Members in attendance: **Tara Profitt, Thomas Hu, Dan Reynolds, Kelly Watson, Brandon Lawrence, Arjun Chowdri, Tom Feng, Will Shortz** and **Board Chair Char**.

USATT Outside Counsel: **Brian Moran, Esq.**

USATT Foundation: **Timothy Crawley**

USATT Staff Present: **Virginia Sung** (CEO) and **Mark Thompson** (COO, Athlete Protection Officer, General Secretary), **Sean O'Neill** (High Performance Director), **Jasna Rather** (Para High Performance Director).

Auditors: **Bridget Hartnett** (Sobel) **Tyler Callahan** (Sobel)

Other Persons Present: **Willy Leparulo** (NCTTA) and **Larry Hodges, Lee Kondo, Niraj Oak, and Kagin Lee**.

### **Board Chair Call for Conflicts**

None noted.

### **Approval of Minutes from Board Meeting of August 11, 2021**

Upon Motion properly presented and seconded, the following Resolution was unanimously approved:

**RESOLVED:** That the Minutes from the Board Meeting held on August 11, 2021, are approved and formally entered into the record.

### **CEO Report**

Chief Executive Officer Virginia Sung reported on the current status of business activities for the organization. Those activities included the fact that the 2021 Pan Am Championships, which USATT was seeking to host in Salt Lake City, Utah, have been moved to Lima, Peru, because of unforeseen and insurmountable challenges created by new COVID-19 protocols and vaccination requirements being implemented by US immigration authorities for citizens of foreign countries entering into the United States. USATT has informed the ITTF that the organization would like to host this event in the United States in 2022.

Ms. Sung stated that USATT is preparing for what is hoped to be a return to 'normal' for the 2021 US Open with over 80 events being offered in at the Mandalay Bay Convention Center, which will have 80 tables set up for play. Ms. Sung reported that MGM has also made rooms available at the Luxor Hotel, in addition to Mandalay Bay, which should make it more affordable for more players to stay close to the playing venue. She stated that USATT continues to take active steps to make the organization's big events profitable and that USATT continues to learn lessons in this regard.



Ms. Sung stated that efforts are continuing to prepare for the World Championships in Houston. Ms. Sung participated in meetings with the Houston Sports Authority and the ITTF and that the event preparations appear to be proceeding smoothly. Semi-Finals and Finals tickets are almost sold out.

Ms. Sung stated that USATT has undergone three different audits – by the United States Olympic Committee, the US Center for SafeSport, and the new financial auditors for the organization, SOBEL. Each of those audits is at a different stage, and USATT is seeking to attain timely and proper compliance with each auditing entity.

Ms. Sung stated that the USATT Bylaws are undergoing an overhaul under the guidance of pro bono outside counsel, Brian Moran, Esq., which is a critical element of compliance with the USOPCs 2021 audit regarding USATT governance procedures.

With respect to USATT membership, Ms. Sung stated that the membership numbers are up seven per cent for 2021 when compared with the numbers during the height of the COVID pandemic, and the organization is seeking to reach 10,000 members by the end of the year.

Finally, Ms. Sung expressed her congratulations to the US Paralympic Table Tennis Team, who recently returned from Tokyo with a Gold Medal (Ian Seidenfeld) and a Bronze (Jenson Van Emburgh). Ms. Sung stated that the entire group, including coaching and support staff, deserved to be congratulated for representing our country with such success and class.

### **US Center for SafeSport Audit**

USATT Athlete Protection Officer Mark Thompson reported that USATT had recently completed an audit conducted by the US Center for SafeSport. Mr. Thompson reported that he believed that USATT's policies and procedures performed relatively well under the audit analysis, and the organization should expect a preliminary report on the graded performance by mid-October. Mr. Thompson stated that USATT expects to be graded as fully implemented in the Education and Training elements of the audit and partially implemented in the Communication and Reporting phase, as well as the Quality Control elements of the audit. Mr. Thompson stated that the next step in the SafeSport area for USATT will be to obtain Board Approval of the organization's newly revised Minor Athlete Abuse Prevention Policy, which will come before the Board later in this meeting.

### **High Performance Director Report**

USATT High Performance Director Sean O'Neill presented a Quarter Four Report on activities in the organization's High Performance Department. Mr. O'Neill praised the success of the US Paralympic Team in the recently completed Tokyo Paralympics, where the United States took two medals (Gold for Ian Seidenfeld; and Bronze for Jenson Van Emburgh) and got to the Quarterfinals (Tahl Leibovitz) and Group Stages (Michael Godfrey) in other events. Mr. O'Neill also recognized the success of the US National Team in the 2021 Pan Am Youth (U-19 and U-15) Championships in Santo Domingo, Dominican Republic, where the US won 37 total medals (including 20 Gold) – and ended up with the Number One U-15 Mixed Doubles Team (Sally Moyland and Daniel Tran) in the World.

Mr. O'Neill stated that there are some extremely exciting events upcoming for the US National Team and elite level players in October, including the 2021 ITTF Pan Am Hopes, which serves as a qualifier for the World Hopes in



December, the 2021 Pan Am U-11 and u-13 Championships, and a World Table Tennis Youth Contender event in Cuenca, Ecuador.

In November, the US will participate in the 2021 Pan Am Championships to be held in Lima, Peru; and several US players will get a chance to play in the World Championships in Houston. December will be equally busy with the Junior Pan Am Games in Colombia, the Junior World Championships in Portugal, and the 2022 Youth US National Team Trials, as well as the 2021 US Open at Mandalay Bay in Las Vegas.

The High Performance Department also continues to provide video and analytic support for National Team Members and is continuing towards obtaining grants from the USOPC in the Sport Science and Technology areas. Mr. O'Neill concluded his discussion by thanking all who made such an important impact in the development of High Performance, including the players, coaches, and staff.

### **Audit Committee Report**

Board Member Kelly Watson reported on behalf of the Audit Committee that the 2020 Financial Audit of USATT was completed, and the audit, which was conducted by the accounting firm Sobel Co of Livingston, New Jersey, rendered a Clean Opinion for the organization's Financial Statement. Bridgett Hartnett, a partner with Sobel Co, and Tyler Callahan, a manager with the organization, presented the financials and noted that they received complete cooperation from USATT management in conducting the audit and found no material weaknesses or significant differences during the audit and have rendered an unqualified opinion regarding USATT's Financials. Kelly Watson noted that Audit Committee has met and approved the Financials and that Virginia Sung will sign the Management Letter.

### **Approval of USATT 2020 Financial Statement**

Upon Motion properly presented and seconded, the following Resolution was unanimously approved:

**RESOLVED:** That the 2020 USATT Financial Statement as audited and issued by Sobel Co is hereby accepted and approved.

### **Para High Performance Director Report**

USATT Para High Performance Director Jasna Rather reported that the US Paralympians did a great job in Tokyo after turning the full year of delay due to the COVID Pandemic into additional training opportunities. Ms. Rather was particularly proud of the performance of Ian Seidenfeld and Jenson Van Emburgh who started together as young players in the USATT Para program years ago. Ian won gold in men's singles class 6 and Jenson won bronze in men's singles class 3 in Paralympics. Ms. Rather hopes for the US to continue success in years to come through continuous support of existing top athletes and through new Para Developmental initiative around the US. The goal of the new program is to recruit and develop Para athletes. Pilot program is starting in October of 2021 and will run for 7 weeks. USOPC will aid the program. In 2022, USATT is hoping for additional support from USOPC and continuous program development opportunities.



### **Proposed Amendment to the Bylaws**

Pro Bono Outside Counsel Brian Moran, Esq. stated that the project to prepare Bylaw Amendments for consideration by the USATT Membership has been completed. That there are several elements with the proposed Bylaw Revisions that need immediate action in order to comply with requirements imposed by the USOPC and the recently completed USOPC Audit, including the necessity of holding a proper election for the First and Second Athletes on the Board, and then holding elections for the Third and Fourth Athletes board seats as well. Mr. Moran stated that the first step in the process is to have approval of the proposed Bylaw revisions by the Board of Directors after opportunity is provided for Membership Comment. Mr. Moran noted that many, if not most, of the proposed Bylaw changes are mandated by the USOPC and will have to be implemented to meet the requirements of the recently completed USOPC audit.

### **Approval of Revised Minor Athlete Abuse Prevention Policy**

Athlete Protection Officer Mark Thompson requested that the Board formally approve the revised Minor Athlete Abuse Prevention Policy (“MAAPP”) to substitute for the version of the MAAPP that is currently included in the USATT SafeSport Policy. The revised version of the MAAPP was developed under the direction and with the assistance of the United States Center for SafeSport and had been previously circulated amongst the Board Members for review.

Upon Motion properly presented and seconded, the following Resolution was unanimously approved:

**RESOLVED:** That the revised version of the USATT Minor Athlete Abuse Prevention Policy is approved and incorporated into the USATT SafeSport Policy.

### **Approval of Chair and Member for Tournament Committee**

Board Chair Char stated that a new Chair is required for the Tournament Committee, since Wendell Dillon has stepped down from that position. Board Chair Char stated that Mike Babuin is well-qualified for this position and has expressed an interest in stepping in as the Chair for the Tournament Committee and enjoys the support of the Tournament Committee for his nomination as the Chair. Board Chair Char stated because of a position vacated on the Tournament Committee, that Committee needs to add a member and that Vlad Farcas of the San Antonio Table Tennis Club is well-qualified to serve on the Committee and has expressed an interest in doing so. Mr. Farcas had previously been interviewed by a Board task force assigned to interview candidates for the Tournament Committee and it was the recommendation of this task force that he be appointed to fill the vacancy.

Upon Motion properly presented and seconded, the following Resolution was unanimously approved:

**RESOLVED:** That Mike Babuin is hereby appointed to serve as the Chair of the USATT Tournament Committee.

**RESOLVED FURTHER:** That Vlad Farcas is hereby appointed to serve as a member of the Tournament Committee.



**Executive Session**

Upon Motion properly presented, seconded and approved, the Board excused the General Membership and moved into Executive Session where it discussed various matters.

Upon Motion properly presented and seconded, the following Resolution was approved, Eight Votes to One (Thomas Hu votes 'No'):

**RESOLVED:** That the proposed Bylaw Revisions be posted to the USATT website for seven days to obtain Member Comment; and that a Board Meeting be set for October 13 for final Board approval of the proposed Bylaw Revisions.

Upon Motion properly presented and seconded, the following Resolution was unanimously approved.

**RESOLUTION:** That the Board concludes the Executive Session and move back into the Board's General Session.

**Adjournment**

It was properly moved, seconded and approved to adjourn the meeting. Board meeting adjourned at 8:33 pm US Mountain time.

Respectfully submitted.

Mark Thompson  
USATT General Secretary

End. 21 10-19a