BOARD OF DIRECTORS MEETING MINUTES  
DECEMBER 16-17, 2014

A. Call to Order, Roll Call, Quorum Established, Conflict of Interest Statements

The USATT meeting in Las Vegas was called to order at 9:09 am PST on December 16th, 2014 by Mike Babuin, Chairman of the Board (COB).

Roll Call was taken and a quorum was established. A routine call for conflicts of interest was made, and there were no conflicts reported.

Members present:

Mike Babuin, Chairman of the Board (COB)  
Peter Scudner, Independent Director  
Kagin Lee, National Organization Director  
Han Xiao, Athlete Director  
Attila Malek, Club Representative Director  
Jim Kahler, Independent Director

Also in attendance:

Gordon Kaye, Chief Executive Officer (CEO)  
Dennis Taylor, Secretary & General Counsel  
Lee Kondo, Assistant Secretary  
Doru Gheorghe, Chief Operating Officer (COO) (joined meeting at 11:40 am)  
Carl Danner, Foundation Representative  
Larry Hodges (guest)  
Roman Tinyszin (guest) (entered at 9:40 am)  
Wendell Dillion (guest) (entered at 9:40 am)  
Richard Finn, Public Relations Consultant (entered at 1:41 pm)

B. Approval of Minutes from November 12, 2014

MOTION 1. MOVED that the Minutes of November 12, 2014 be approved as modified.

Discussion of this motion was postponed.
C. Tournament Advisory Committee (TAC) Report

The CEO reviewed the 2014 TAC Summary Report. Date protection was removed for tournaments, and an updated Tournament Guide was released. A procedure was defined for sanctioning 5-star events, and the Star Rating System was refined. Guidelines were implemented for release of non-celluloid balls. The CEO mentioned his goal to automate the tournament process, with gradual phase-out of handwritten forms.

D. ITTF Equipment Committee Report

Mr. Lee noted that ITTF's release of the non-celluloid ball continues to have significant impact on the sport. Ball durability and quality was a major concern and may remain problematic until the manufacturing process is stabilized. The Japanese TTA proposed that a simple bounce test be added to the racket control procedure. The ITTF Equipment Committee will evaluate the bounce test for potential adoption in the future.

E. Officials and Rules Advisory Committee (ORAC) Report

Mr. Tinyszin submitted a report enumerating umpires and referees at various levels. It also includes budgetary items. Mr. Scudner noted that there was prior Board action taken to change the structure of ORAC and inquired as to the status of this structural change. The COB said that this issue was on tomorrow's agenda.

F. High Performance Committee Report

Mr. Danner reviewed performance for men, women, and junior events, complimenting our athletes for having achieved improved world rankings in 2014. However, the USOC has informed USATT that no funding would be provided to support our High Performance program for 2015. In response, the CEO said that he wishes to locate financial resources to fund USATT's high performance objectives, and he has already met with two potential donors. Mr. Xiao noted that an application process is in place for athletes to receive funding based upon their specific plans for achieving their personal performance goals. Sending junior teams on to overseas tournaments was discussed.

Mr. Roman Tinyszin and Mr. Wendell Dillion joined the meeting at 9:40 am.

The COB said that several reasonable paths exist for reaching USATT's high performance objectives, including scheduling tours, providing an application process for
funding, and provision of stipends based upon defined criteria. The COB mentioned the need for USATT to recognize the women's team, in particular, for their significant achievements in 2014.

Mr. Scudner asked whether the HPC will formulate a program that the Board can endorse. Mr. Danner said that he would email the HPC's recommended program to the Board.

G. Officials and Rules Advisory Committee (ORAC) Report

Mr. Tinyszin presented his report, noting 2014 statistics for active vs inactive umpires and referees. Responding to Mr. Danner's question regarding referee shortages in some parts of the country, Mr. Tinyszin said that the Regional Referee (RR) position was created to address this issue. Mr. Malek asked whether a Code of Conduct existed for officials, and Mr. Dillon said there was none at present.

Mr. Tinyszin noted that ORAC voted at its meeting to recommend to the Board that ORAC not be eliminated, with the duties generally split between two new committees: an Umpire and Referee Committee (URC) and a Rules/Equipment Committee. The CEO acknowledged receiving both sets of reports from ORAC regarding this issue. The Board then directed ORAC to provide advice regarding how to divide existing ORAC responsibilities between the two committees.

Mr. Tinyszin recommended that since ITTF was increasing umpire fees from $20 to $25 per day, USATT umpire honorariums should similarly be increased $5 per day for both USATT sanctioned events and world title events. Mr. Dillon indicated his support for the $5 per day increase. The matter was taken under advisement.

The meeting was recessed at 10:14 am.
Mr. Tinsyzin, and Mr. Dillon left the meeting at 10:15 am.
The meeting was called to order at 10:34 am.

G. Athlete Advisory Committee

Mr. Xiao raised the issue that current ITTF rules prohibit using any chemicals or substances on rubber surfaces which modify rubber characteristics in any way. While the presence of illegal boosters are not currently detected by the ITTF’s volatile hydrocarbon-detecting instrumentation (accepted for ITTF and USATT tournaments), a
racket might fail the rubber thickness test. Other chemicals might have been used on these failed rackets.

Mr. Xiao commented that the HPC plans to use a multiple trial system for choosing team members for junior, men's, and women's teams. Mr. Danner suggested that perhaps competitions should be weighted (e.g., 20% weight on U.S. Open performance), in part, to motivate those prospective team members who are training overseas to compete in U.S. events. Mr. Xiao wishes to begin junior team trials first, then run women's and men's trials. Different trial formats were discussed (e.g., Olympic, round robin). Team selection based upon domestic versus international competition was discussed.

USATT direct funding for athletes was discussed by Mr. Danner, Mr. Taylor, and the CEO. Mr. Taylor recommended that direct funding criteria be published only after being finalized and approved. Mr. Xiao noted that a new USOC ombudsman starts in January 2015, which may impact the continuance of their training centers.

Mr. Xiao, Mr. Lee, Mr. Scudner, and the CEO noted that the Athlete Advisory Committee (AAC) consists of seven members. The bylaws explaining the selection of these committee members were discussed.

H. Approval of Minutes from November 12, 2014

**MOTION 1.** MOVED that the Minutes of November 12, 2014 be approved as modified.

Discussion: Mr. Lee suggested making two minor modifications in the Minutes, one involving an abstention from voting. Mr. Scudner recommended that there be guidelines for vote abstentions, where a Board member may only abstain if there is a perceived conflict of interest.

Movant: Jim Kahler  
Second: Peter Scudner

The Motion was approved 6-0-0.

I. Ethics & Grievance Committee (E&GC)

The E&GC addressed no major ethics or grievance issues in 2014. Mr. Coombe compiled a draft Code of Conduct which will be discussed later.
J. Coaching Committee

Mr. Bassetti provided a written overview of coaching objectives for 2015. Coaches Bassetti and McAfee will develop ITTF Level 1 online modules. The Coaching Committee is actively working on a proposal to implement a continuing education program for coaches. This proposal is being developed with input from Chris Snyder, USOC Coaching Education Director. The Coaching Committee is also working with the National Collegiate Table Tennis Association (NCTTA) to form a Table Tennis Educator's group.

The CEO attended an ITTF training session. He has plans for elite athlete training camps in 2015, where USOC training centers, and perhaps another camp location, will be utilized. He is working with an Austin, Texas representative on a model for developing USATT club/coaching programs.

K. Juniors Advisory Committee

This topic was tabled to a later time.

L. USOC General Assembly Meeting

Mr. Hodges recommended that we might have different USATT stations at the USOC General Assembly meeting whereby individuals can rotate to different stations, depending on their specific table tennis interests: for example, a clinic on service and receive; club leaders talking about forming new clubs; or officials discussing rules. Mr. Xiao suggested that USATT committees be delegated responsibility for suggesting activities at these stations; and the COB noted that committee chairs can be assigned this task with a year-end deadline. Perhaps USATT can focus on topics that impact membership, such as developing tournaments. The CEO said that we can work towards a more interactive experience at these events. Survey Monkey can be used to determine what others might wish to hear as topics at the Assembly meeting.

Mr. Scudner noted that Mr. Kaye can be introduced by the COB as USATT's new CEO who has ideas regarding how to grow the sport, where a primary focus is upon adding value to becoming a USATT member. Members will be encouraged to participate in USATT activities because of these added values.

M. USATT Annual Assembly Discussion
The Annual Assembly meeting will be held between 7 - 9 pm tonight. The COB will chair the meeting which will have a question/answer format. The CEO and COB will answer questions, and the CEO will provide his vision for 2015.

N. Legal Briefing

This discussion was tabled.

O. RailStation (RS) and Technology Discussion

The CEO stated that USATT will continue to move forward with work on the RailStation computer platform. The CEO noted that RS provides for a complete audit trail, which is an important feature. USATT is working towards fully electronic entries of tournament data. Use of recent technology advances may help automate the system.

Mr. Gheorghe joined meeting at 11:40 am

P. Sponsorship Update

The CEO provided an overview of his 2015 marketing-expansion plans for USATT. He compiled demographics showing there are over 17 million table tennis players in the U.S. with 4.7 million playing more than 13 times/year. There are partnership opportunities for USATT to obtain sponsorships. For example, the CEO is approaching major casinos to determine whether one of them might help USATT on an ongoing basis to grow the sport and hold premier table tennis events in Las Vegas.

The 2015 U.S. Open will be held in Las Vegas as the host city. USATT is pursuing a marquee hotel/venue partnership with a plan to significantly increase prize pool monies to attract marquee international players. There will be an emphasis on event presentation and hospitality opportunities.

Regarding participant attendance at the upcoming U.S. Open and Nationals events, the CEO noted that if entrants are shown that they receive greater value in their tournament events, then USATT will see increases in participation.

The meeting was recessed at 12:18 pm.
The meeting was reconvened at 1:07 pm.

Q. Membership Update
The CEO noted that some USATT members did not renew their annual memberships because they did not perceive that they were receiving sufficient value. The CEO proposed that an Associate Membership be started at a lower cost (e.g., $25 or $29 per year), where these members would be permitted to have all membership benefits, including hotel and sporting goods discounts (e.g., Paddle Palace, Joola), but with the option to purchase unlimited $10 tournament passes. This gives flexibility in membership options. The CEO said that this approach is consistent with the "escalator principle," where customers are seen to be on a continuum with free event tickets on the bottom and season ticket holders on the top. The principle is to engage the 4 to 17 million table tennis players to step onto the escalator. The CEO said that this tactic also creates opportunities for USATT to market itself to players through table tennis vendors/suppliers. Mr. Scudner suggested that 3 levels of membership might be contemplated: general, supporting, and league.

**NOTICE:** Notice was hereby given that article 5 of the Bylaws should be amended to create new membership categories, including one that allows for a member's purchase of tournament passes and a second category for business organization members.

Mr. Taylor said that the Bylaws provides that unanimous written Board approval is required to waive the 30 day waiting period between notice of a motion to amend a bylaw and a vote. Since the next Board meeting is 30 days from today, a bylaw amendment can be voted on in mid-January 2015.

Mr. Finn joined the meeting at 1:41 pm.

**P. Mr. Richard Finn, Public Relations Consultant**

Mr. Finn is a Public Relations Consultant who presented his approach to raise the national profile of the USATT brand through a comprehensive and aggressive media strategy, helping to encourage, support and promote USATT athletes and stars. The CEO transparently disclosed the potential conflict of interest that Mr. Finn is his relative; and, thus, the Board must independently evaluate Mr. Finn’s credentials and possible contributions to USATT. Mr. Finn’s background includes 14 years experience as Director, Public/Media Relations for the New York Marathon, where he successfully promoted this event to become a leading brand in the marathon industry.

The CEO noted that the USATT can improve its performance through localizing results (e.g., city newspapers). Every tournament entrant has a story, and Mr. Finn’s approach gives USATT an organized opportunity to publicize human interest stories locally, regionally, and nationally. The CEO said that his "brand positioning strategy" is critical.
to success in attracting corporate sponsors to contribute significant funds to USATT programs.

The COB requested a written proposal for an implementation plan with specifics detailing each of the steps USATT needs to take and who should take these steps. However, due to conflict of interest, the CEO instead requested that the Board provide input and make a decision regarding this matter.

The COB noted that the objective to attract major sponsors to fund USATT programs may be a long term one--more than 24 or 36 months. Mr. Scudner inquired into the scope of consultant work and cost involved. Mr. Kahler said that USATT has not had a proactive approach to marketing stories. The CEO responded that a Public Relations representative would help USATT to tell its story locally, such as if and when the USATT signs an agreement with a major Las Vegas sponsor. The CEO said that USATT must increase fund raising activities significantly, but it cannot do so until potential sponsors know who we are--newsworthy stories must be created to support USATT and its brand. This is an important component of the CEO's marketing strategy. The CEO would need Board approval to pursue this strategy--the Board's approval of its budget would constitute approval of the funded programs within it.

Mr. Finn left meeting at 2:26 pm. The meeting was recessed at 2:30 pm. Open session was resumed at 2:44 pm.

Q. Member and Athlete Codes of Conduct

The COB noted that Mr. Jim Coombe, EG&C Chair, submitted a draft version of a Code of Conduct applicable to all USATT members and athletes. While the Code of Conduct is a standardized one, it can be modified to apply separately for each group (i.e., athletes, coaches, officials). Mr. Scudner said that one approach is to make compliance with USATT's Code of Conduct a requirement of USATT membership, whereby all USATT members are required to comply with this Code of Conduct (e.g., as a precondition of USATT membership). Alternatively or concurrently, an abbreviated version of the Code of Conduct would be signed at each tournament (e.g., in waiver & release of liability form). Another related issue is how best to handle photo releases. A stand alone photo release form might be used; tickets might include a printed statement saying that by attending a USATT event, attendees agree to be photographed; and/or signs might be posted regarding USATT policy regarding photographs. Mr. Kahler said that best practices from other NGBs might be obtained (e.g., swimming). It was opined
that a USATT Code of Conduct should proactively reduce future ethics & grievance complaints and filings by increasing awareness of USATT behavioral expectations.

The CEO left the meeting at 2:42 pm. Mr. Malek joined the meeting at 2:48 pm.

Mr. Taylor said that Mr. Scudner examined Safe Sports initiatives from other NGBs (e.g., archery). Mr. Scudner noted that NGBs have policies regarding conflicts of interest, drug and alcohol, and sportsman-like conduct. The CEO said that his "Play Hard, Play Safe" program would include webpage standards and tournament posters. Mr. Scudner stated that USATT’s $10,000 contribution to USOC’s Safe Sports program helped USOC to create a universal reporting platform for victims of abuse. The USOC’s Safe Sport program also reduces USATT’s liability exposure. Thus far, 184 coaches out of the 700 total have passed the background checks, and a time deadline should be set for compliance with this requirement. Local clubs should have a SafeSport reporting person to monitor compliance with our SafeSport program. Since club insurance rates are tied to compliance with SafeSport, clubs must ensure that their coaches have passed background checks to further insulate themselves from liability.

Mr. Kondo, Mr. Danner and Mr. Gheorghe left the meeting at 3:29 pm.

R. USATT Annual Assembly - Room N245-247

Board members were invited to attend the Annual Assembly at 7-9 pm.

S. Executive Session

The Board entered Executive Session at 3:30 pm. No Minutes are taken at executive sessions.

T. Recess

The meeting was recessed at 4:18 pm.

U. Call to Order, Roll Call, Quorum Established, Conflict of Interest Statements

The USATT Board meeting was called to order at 9:12 am PST on December 17th, 2014 by Mike Babuin, Chairman of the Board (COB).

The COB waived roll call. A routine call for conflicts of interest was made, and there were no conflicts reported.
Members present:

Mike Babuin, Chairman of the Board (COB)
Peter Scudner, Independent Director
Anne Cribbs, Independent Director
Kagin Lee, National Organization Director
Han Xiao, Athlete Director
Attila Malek, Club Representative Director
Jim Kahler, Independent Director

Also in attendance:

Gordon Kaye, Chief Executive Officer (CEO)
Dennis Taylor, Secretary & General Counsel
Lee Kondo, Assistant Secretary
Doru Gheorghe, Chief Operating Officer (COO) (joined the meeting at 11:19 am)
Teresa Benavides, Financial Director (entered at 11:19 am)
Larry Hodges (guest)
Dick Evans (guest) (entered at 1:40 pm)
Donna Sakai (guest) (entered at 1:40 pm)
Dean Johnson (guest) (entered at 1:40 pm)

V. Annual Assembly Review

The COB said that the annual assembly meeting was a good one with questions answered by the CEO and COB. There was greater involvement at this annual meeting than previously, perhaps due to better signs and multiple emails sent to members. More involvement might be encouraged by specifically inviting individuals from different regions. Mr. Taylor said that USOC also targets individuals, representing invited organizations, achieving excellent attendance at meetings. Since bylaw article 6 pertains to regional associations, regional associations might be created, each with a representative attending the Assembly. The COB added that roundtables with state flags might be arranged, similar to U.S. Track and Field meetings. Since state representatives are in attendance, issues could be raised for voting.

Making this meeting a newsworthy event with important news releases or announcements made at the meeting would encourage attendance. The USOC has performers and a dinner at their General Assembly meetings. Members enjoy the benefits of choice hotels, food/beverages, and the ability to mix, mingle, and comment on USOC issues. Similarly, USATT’s business partners should also have the opportunity to discuss their products. Manufacturers might also be invited, perhaps giving significant discounts at the meeting.
Mr. Scudner underscored the importance of the Board's reflecting on comments made at the Assembly meeting. The CEO said that many comments focused on growth and visibility, adding that his marketing strategy, which addresses these areas, includes hiring a Public Relations representative and restructuring membership categories.

The CEO, COB, Mr. Kahler, Mr. Danner, Mr. Scudner, and Mr. Taylor discussed the topic of table tennis training camps. Mr. Taylor noted that the USOC Training Center in San Diego may be used for this purpose. However, notwithstanding local training camps, a desired objective might be to motivate players to fly to different regions for training camps. A "Play Like a Champion" training program might be held (e.g., Colorado Springs), where parents would send their children to be an "Olympian for a week." National team coaches and ITTF level 1 coaches might be recruited to conduct this program (e.g., a national summer training). Locating the program at Colorado Springs or Chula Vista has an added benefit since the USOC provides USATT with access to their professional staff (e.g., sports nutritionists, psychologists) who may make presentations on topics of interest.

The CEO, Mr. Malek and Mr. Hodges left the meeting at 9:45 am. The CEO returned at 9:50 am.

W. Recommended Bylaws Amendments

The COB suggested that Mr. Lee present his proposed amendments to USATT's bylaws for Board discussion.

**MOTION 2.** MOVED that Section 7.25 (Minutes of Meetings) of the USATT Bylaws shall be amended as follows:

"The draft Approved minutes of all meetings shall be published on USATT's website. Minutes of all meetings shall be approved prior to or during the following meeting. The approved motions from each meeting shall be published as soon as possible, within thirty (30) days of completion of the meeting. Thereafter, the board shall review and/or modify the draft minutes, and approve in an expedited manner."

Movant: Kagin Lee  
Second: Han Xiao

Discussion: Mr. Taylor stated that motions are in effect immediately upon the Board meeting adjournment. As such, motions should be posted on the USATT website as
soon as reasonably possible. The primary intent of this amendment was to end the practice of publishing draft minutes.

The Motion was passed 6-0-0.

**MOTION 3.** MOVED that Section 9.2 (Committee Assignments) of the USATT Bylaws shall be amended as follows:

"Committee assignments, including the designation of standing-committee Chairs, shall be made annually biennially by the Board, and at any other time to fill a vacancy."

Movant: Kagin Lee  
Second: Mike Babuin

Discussion: none

The Motion was passed 6-0-0.

**MOTION 4.** MOVED that Section 9.15 (Nominating and Governance Committee) of the USATT Bylaws, page 32-33, shall be amended as follows:

"The Nominating and Governance Committee shall be elected and/or selected as follows:

a. The initial Nominating and Governance Committee shall be comprised of:
   1. Four (4) individuals selected by the USOC, one of who shall be chair;
   2. One (1) athlete as selected by the current athletes on the Board of Directors.

b. Each subsequent Nominating and Governance Committee shall be selected as follows:
   1. One (1) individual elected by the previous Nominating and Governance Committee from that Committee, who shall be the Chair;"
2. one (1) _two (2) individuals who are independent as that term is defined in these Bylaws and who are selected by the previous Nominating and Governance Committee;

32. one (1) athlete selected by the athlete members of USATT and who shall otherwise qualify as an athlete in accordance with the USOC's standards; and

43. two (2) individuals who shall be selected by the Board from other appropriate general USATT members in good standing membership groups as defined by USATT."

Movant: Kagin Lee
Second: Han Xiao

Discussion: Mr. Lee said that the bylaw amendment makes the NGC more like other USATT committees, except that it provides for an independent requirement. Mr. Taylor said that the policy principle underlying this bylaw is to remove membership from governance, having independent leadership for the USATT organization. He added that the USOC's objective was to insulate the NGC from the Board.

Ms. Cribbs noted that the present bylaw provides for two independent members who are not selected from table tennis. Mr. Danner expressed the concern that since the NGC appoints these independents, there is considerable organizational risk to ensure that these are excellent appointments. The CEO noted that there is always organization risk since campaigning skills differ from Board director skills. However, he added that the USOC considers it extremely important to discuss governance matters.

Mr. Lee preserved the provision for independents, while dropping the provision that specified that the Chair would be carried over on the new NGC. This policy ensures continuity from one term to the next term. Mr. Taylor, Mr. Danner and Mr. Scudner discussed line 4, concerning individuals selected by the Board from other appropriate "USATT membership groups." Mr. Danner suggested that this line be revised to "USATT members in good standing," and the Board members agreed.

The motion was passed 6-0-0.

The CEO and Mr. Gheorghe left the meeting at 10:06 am.
MOTION 5. MOVED that Section 9.15 (Nominating and Governance Committee) of the USATT Bylaws shall be amended as follows:

"c. No individual shall be eligible to be a member of the Nominating and Governance Committee as well as a member of the Board of Directors. Members of the Nominating and Governance Committee shall be precluded from serving as a Board director or in any other USATT capacity, whether governance or on staff, while serving as a member of the Nominating and Governance Committee and for a period of one (1) year after their service on the Nominating and Governance Committee ends."

Movant: Kagin Lee
Second: Jim Kahler

Discussion: Mr. Taylor said that committee members serve at the pleasure of the Board. The COB noted that staff members report to USATT's national office, whereas committee members report to the Board.

The motion was passed 6-0-0.

MOTION 6. MOVED that Section 15.2 (Annual Assembly) of the USATT Bylaws shall be amended as follows:

"The annual USATT Assembly shall be held in conjunction with a Board of Director's meeting. The Board meeting shall take place after the annual USATT Assembly. If practicable, the annual USATT Assembly meeting shall also be held in conjunction with a major USATT competition."

Movant: Kagin Lee
Second: Jim Kahler

Discussion: none

The motion was passed 6-0-0.

Mr. Malek joined the meeting at 10:20 am.

MOTION 7. MOVED that Section 14.3 (Secretary General) of the USATT Bylaws shall be amended as follows:
"The Chief Executive Officer shall serve as Secretary General of USATT and in that capacity shall represent or designate representatives for the USATT in relations with the international sports federation for Table Tennis recognized by the International Olympic Committee and at international Table Tennis Functions and events."

Movant: Kagin Lee
Second: Han Xiao

Discussion: Mr. Lee and the COB said that the amended section 14.3 gives the CEO greater authority to designate a representative in his/her place to attend international functions and events.

The motion was passed 7-0-0.

Proposed Amendment to USATT Bylaws section 8.2 (Election and Selection):

"The Chair of the Board shall be elected by the Board, as the first order of business at the board meeting following expiration, removal, or resignation, incapacity, or death of the previous Chair. The Chair may exercise ceremonial or representational functions in the international context, but the Chief Executive Officer, serving as Secretary General, shall remain responsible for all operational aspects of relations with international and other organizations, including, but not limited to, the International Federation of Table Tennis, the International Regional Federation of Table Tennis, and the USOC."

Mr. Lee proposed the above amendment, wherein the second sentence is deleted. The COB stated that further discussion of this proposed amendment would be deferred to a later date. The Bylaws task force will be delegated responsibility in 2015 for further revising this section.

Proposed Amendment to USATT Bylaws section 7.6.b. (Election of Directors)

"At Large Director: There shall be two (2) At-Large Directors that are elected by the USATT General Members, through a process conducted by the Nominating and Governance Committee. Any individual may shall be eligible for to be an At-Large Director, provided he/she is a General Member at least 60 days before the record date, and obtains and submits to the Nominating and Governance Committee, at least twenty-five (25) one hundred fifty (150) signatures of support from current USATT General Members eligible voters; and fulfills all other requirements to serve on the Board."
The Nominating and Governance Committee shall evaluate all candidates for At Large Director and nominate at least two (2) individuals per seat all eligible candidates to the USATT General Membership for election. "A candidate must receive a majority of votes cast in order to be elected."

Mr. Lee proposed this amendment of USATT Bylaws section 7.6b requiring at least 150 signatures of support to be eligible to be an At-Large Director candidate. The amendment further requires the NGC to submit the names of all candidates who meet the membership and signature-gathering criteria to the voters for election. The COB noted that in the past, USAT had a similar provision to this proposed one. The advantages and disadvantages of having a higher threshold number of signatures (e.g., 150 vs. 25) were discussed. The possibility of including electronic signatures (e.g., via email) was raised. However, no motion to amend the bylaw was made, and the Board decided to obtain input from other NGBs regarding alternatives for handling this election matter. Of course, the ultimate goal is to have an excellent panel of Board members. The Board and/or a designated task force will re-address this important issue in 2015.

X. Budget Presentation and Board Approval, CEO Report and Business Review

The CEO presented the USATT 2015 Proposed Budget. Ms. Benavides and Mr. Scudner noted that 2014’s balance sheet did not reflect the same level of funds as in prior years. As a result, the CEO is requesting that the Foundation provide $145,000 to USATT this year, perhaps as a grant, whereby future grants to USATT understandably would be less. A recess was requested to permit Ms. Bonavides to provide the most current balance sheet.

Ms. Benavides left the meeting at 11:49 am. Ms. Cribbs joined the meeting and Mr. Taylor left at 12:06 pm.

Mr. Scudner said that revenue projections are most critical to the CEO’s financial plans. The CEO stated that increased funding will be achieved through new initiatives, such as newly created membership categories.
USATT team funding for world tournaments was discussed. It was noted that the CEO's compensation package is linked to budget performance. The Board has endorsed the CEO's fundraising plans, whereby marketing is brought in-house, a plan to obtain increased sponsorships is in place, and a Public Relations campaign is being considered. In addition, the CEO is engaged developing other fundraising programs specifically targeting the National Teams and High Performance Programming.

Mr. Taylor returned at 12:20 pm. Mr. Dell Sweeris and Mr. Hodges joined the meeting at 12:22 pm. The CEO left the meeting at 12:23 pm and returned at 12:26 pm. Mr. Malek joined at 12:24 pm. Mr. Kondo left at 12:24 pm and returned at 12:29 pm. Mr. Malek left at 12:40 pm.

Recess was taken at 12:46 pm. Open session resumed at 1:44 pm.

Mr. Dick Evans, Ms. Donna Sakai, and Mr. Dean Johnson, Hall of Fame Board members, entered at 1:40 pm.

**MOTION 8.** MOVED to approve the 2015 USATT balanced budget, giving the CEO permission to use up to $100,000.00 of reserve funds to cover revenue shortfalls if needed.

Movant: Peter Scudner
Second: Anne Cribbs

Discussion: The updated budget is a balanced "break-even" budget, with $480,000 current reserves on hand.

The motion was passed 6-0-0.

**Y. Hall of Fame and ITTF Seniors Committee Reports**

The Hall of Fame Induction Banquet will be held tomorrow night. Mr. Dick Evans is stepping down as President. A Hall of Fame museum will be situated in North Carolina, with a photograph display area. To date, there are 150 Hall of Fame members. The CEO said that USATT's Colorado Springs office might wish to post art print reproductions from the Hall of Fame.

The Swaythling Cup gave a favorable response to USATT's World Veteran's Cup (WVC) proposal. Mr. Sakai and Mr. Seemiller have been instrumental in making arrangements for this tournament to be held in the USA. In the past, the tournament
has attracted 3500 participants from 82 countries worldwide. The CEO requested that a winning bid (e.g., New Zealand) be provided to him as a model bid.

**MOTION 9.** MOVED that on behalf of the USATT, the Board of Directors wishes to express its appreciation to Mr. Dick Evans for his many years of outstanding service to table tennis as Chairman of the USATT Hall of Fame.

Movant: Peter Scudner  
Second: Kagin Lee

The motion was passed 6-0-0.

Mr. Gheorghe, Mr. Evans, Ms. Sakai, and Mr. Johnson, Hall of Fame Board left at 2:25 pm.

**Z. 2015 Committee Assignments**

The COB said that committee assignments can be deferred to the new Board's meeting on January 21, 2015. Mr. Scudner noted that USATT committees have one of two functions: governance or operations, where most committees have operations functions and may be viewed as extensions of USATT's staff. Thus, officials (referees, umpires), TAC, and the HPC all conduct the day-to-day USATT work functions. Mr. Taylor noted that a bylaw amendment might be made to carve out committee functions or roles. Mr. Lee's procedure for filling committee member positions may be codified. Committees may be required to provide monthly reports, with their recommendations to the Board.

Mr. Danner noted that since committee membership is a position of prominence within USATT, it can be used to attract more skilled volunteers. The CEO said that committee assignments, considered to be "jewels" by some nonprofits, might be used for fundraising possibilities. For example, a Chairman's Advisory Committee might be created.

Mr. Gheorghe left at 2:46 pm. Mr. Kondo left at 2:48 pm and returned at 2:51 pm.

The Board decided that all committees, including ORAC, will remain in place until the Board's next January 2015 meeting. Mr. Taylor stated that it might be useful for all Committee Chairs to develop a workflow report that documents their individual responsibilities. This report would be useful for future Chairs, and the future Board will continue this topic for further discussion. The Board appointed liaison position on each committee could be assigned to other individuals (e.g., accounting) besides the COO.
Mr. Lee noted that committee members must be recruited now for the committees that are anticipated to continue in 2015. He asked whether there is a list of term limited members, indicating that the Board must appoint replacement members. No such list exists.

ITTF Committee membership positions were discussed. The COB said that interested USATT members should serve on USATT committees prior to being selected by USATT to serve on ITTF committees. The CEO stated that nominations are due in February 2015 for ITTF positions.

AA. Future Board Meetings

The next Board meeting will be held at 8 pm EST, on Wednesday, January 21, 2015. The Bylaw task force will meet the first week in January. The COB will compile and distribute the 2015 monthly meeting schedule at a later date.

BB. Old Business

Mr. Malek left at 3:11 pm, and he returned at 3:16 pm.

1. SafeSport Program

The CEO said that his "Play Hard, Play Safe" program may address SafeSport issues in a casual, less formal manner. Coach certification was discussed, where coaches who comply with the background check requirement are listed on USATT’s website. The SafeSport program can be viewed as "sponsor-friendly," where a foundation or sponsor might defray costs of implementation.

2. Direct Athlete Support Program

The Direct Athlete Support Program provides for $5-10,000 levels of support for athletes who are approved after submitting an application form and fulfilling training and performance criteria. Mr. Scudner suggested renaming this program (e.g., the "Dream Team" member program).

CC. New Business

There was no new business.
DD. Executive Session

There was no executive session at this time.

EE. Housekeeping

Mr. Scudner complimented the new CEO for his productive work at his first USATT Board meeting and Nationals tournament. The COB noted that 2014 has been a challenging year for USATT with many excellent accomplishments.

FF. Adjournment

The meeting was adjourned at 3:35 pm PST.

Respectfully submitted by,

Lee Kondo
Assistant Secretary