



## MINUTES

### USATT Board of Directors Meeting December 15, 2018 – December 16, 2018 Orlando, FL

**Saturday, December 15, 2018**

Chair Anne Cribbs called the meeting to order at 9:01 a.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 (arrive at 9:34), Carolyne Savini, Gary Schlager, Rajul Sheth, Erica Wu.

Also attending:

Gordon Kaye (Previous CEO) (10:14), Dennis Taylor (General Counsel and Secretary), Carl Danner (Representative of USTTA Foundation), Jörg Bitzigeio (High Performance Director).

A quorum was established. Ed Hogshead reported a conflict regarding discussion of the CEO search process.

Ms. Cribbs gave thanks to all for taking time out of their holiday schedules, and she noted that this would be a very full schedule. She also wanted to especially thank the staff for all the preparatory work.

Ms. Cribbs asked if there were any additional agenda items proposed. Topics proposed included the Strategic Plan, committee selection procedures, and the discussion/approval of new Foundation members.

#### **2. Review and Approval of Minutes from the September 2018 Teleconference Call**

**MOTION 1. MOVED to approve the Minutes from September 23, 2018, as amended.**

Movant: Larry Hodges

Second: Ed Hogshead

**Motion passed unanimously by voice vote, 8-0-0.**



### **3. Update and Status Report of 2018 US Open**

- Discussion was deferred, pending arrival of more staff members.

### **4. High Performance Update**

Mr. Bizigeio presented his report.

- He is pleased, and a bit surprised, at how much progress has been made.
- Kanak Jha is now ranked 51<sup>st</sup> in the world. Mr. Bizigeio gave a brief explanation of world ranking vs. best players in the world.
- Wu Yue is currently ranked 46<sup>th</sup> on the women's world ranking list.
- Mr. Bizigeio believes that when Lily Zhang graduates and starts competing that she will also gain a high world ranking, meaning, aiming for Top 50, too.
- The US won six medals at the Pan Am Championships, with Kanak Jha winning gold in the Men's Singles.
- He drew a comparison with Brazil's high performance development. Before hosting the Olympics, Brazil hired a French coach. Players were resistant to the new rules that coach instituted. However, now 6-8 years into their development, their development is flourishing. Last night a Brazilian beat world #1 Fan Zhendong.
- US Juniors finished in the top 8 in both genders at the World Juniors.
  - The US currently doesn't have any full time National Team Coach. Other than the US, the smallest number of full time National Team Coaches is seven or even more.
- USOC is using USATT as a role model in how a small sport can develop; however, that does not mean any increase in USOC funding.
- Ms. Cribbs predicted changes in the USOC funding formulas, to USATT's benefit.
- The current US goal is to be competitive at the Olympics in 2024 or 2028.
- Bundesliga first division rules allow one non-European player per team; Kanak Jha has just received and signed an offer from a first division team.
- Mr. Bizigeio suggested that USATT needs to discuss a funding model to make playing in a foreign league more practical.
- Mr. Bizigeio gave the following report on 2018 results:

#### **Adults:**

##### World Ranking

- Kanak Jha no. 51
- Wu Yue no. 46



### World Team Championships Sweden

- Women's Team 13th (qualified for division 1)
- Men's Team 33rd (qualified for division 2)

### Pan Am Cup Paraguay

- Wu Yue Singles Silver
- Kanak Jha Singles Bronze

### Pan Am Championship Chile

1x Gold, 4x Silver

- Kanak Jha Gold Singles
- Women's and Men's Team Silver
- Wu Yue / Lily Zhang Silver Doubles
- Wu Yue/Kanak Jha Silver Mixed

### World Cup

- Kanak Jha 9th
- Wu Yue 17<sup>th</sup>

### World Team Cup

- Women 5th
- Men 9th

### **Juniors:**

#### World Ranking

- Kanak Jha U18 no. 1
- Amy Wang U18 no. 8

#### Youth Olympic Games Argentina

- Kanak Jha Singles Bronze
- Teams Quarterfinal

#### World Junior Championships Australia



- Boys (6.) and Girls Teams (8.) Quarterfinal
- Amy Wang/Crystal Wang Doubles Quarterfinal
- Kanak Jha and Amy Wang Singles round of 16
- Kanak Jha/Sharon Alguetti Doubles round of 16

#### World Junior Circuit Final Luxemburg

- Kanak Jha Singles Gold
- Amy Wang Singles Quarterfinal

#### Pan Am Championship Dominican Republic

6x Gold, 5x Silver, 3x Bronze

- Boys and Girls Teams Gold
- Kanak Jha Gold Singles
- Sharon Alguetti and Amy Wang Silver Singles
- Crystal Wang Bronze Singles
- Kanak Jha / Sharon Alguetti Gold Doubles
- Nikhil Kumar / Nicholas Tio Silver Doubles
- Rachel Yang / Rachel Sung Gold Doubles
- Amy Wang / Crystal Wang Silver Doubles
- Crystal Wang / Sharon Alguetti Gold Mixed
- Amy Wang / Kanak Jha Silver Mixed
- Rachel Sung / Nicholas Tio Bronze Mixed
- Rachel Yang / Nikhil Kumar Bronze Mixed

#### World Cadet Challenge Japan

- Girl's Team Bronze
- Boy's Team 4th

#### Swedish Junior + Cadet Open

- Swathi Giri Mini Cadet Singles Gold
- Aziz Zarehbin Mini Cadet Singles Bronze

#### Italian Junior + Cadet Open

- Rachel/Joanna Sung Cadet Team Bronze
- Rachel/Joanna Sung Junior Double Bronze



### Spanish Junior + Cadet Open

- Amy Wang Junior Team Bronze

### Cook Islands Junior + Cadet Open

- Aditya Godhwani Cadet Team Gold

### El Salvador Junior Open

1x Gold, 3x Silver, 4x Bronze

- Jayden Zhou Mini Cadet Singles Gold
- Purvi Soni Mini Cadet Singles Silver
- Jonathan Qin Cadet Boys Singles Silver
- Ava Fu/Lavanya Maruthapandian Cadet Doubles Silver
- Ved Sheth Mini Cadet Singles Bronze
- Ava Fu/Lavanya Maruthapandian Junior Doubles Bronze
- Purvi Soni and Lavanya Maruthapandian Cadet Singles Bronze

### Slovak Junior + Cadet Open

- Amy Wang Junior Singles Bronze
- Kai/Aziz Zarehbin Cadet Team and Doubles Bronze

### Canadian Junior + Cadet Open

3x Gold, 3x Silver, 7x Bronze

- Gal/Sharon Alguetti Junior Team Gold
- Ted Li/Sid Naresh Cadet Team Gold
- Lavanya Maruthapandian Cadet Girls Singles Gold
- Sabrina Zhu Cadet Girls Singles Silver
- Michael Tran Junior Boys Singles Silver
- Sid Naresh Cadet Boys Singles Silver
- Sharon Alguetti Junior Boys Singles Bronze
- Daniel NG Cadet Boys Singles Bronze
- Swathi Giri Cadet Girls Singles Bronze
- Aditya Godhwani/Jayden Zhou and Alex Wu/Kai Zarehbin Cadet Team Bronze
- Swathi Giri/Emily Tan Cadet Team Bronze
- Michael Tran/Victor Liu Junior Team Bronze
- Sabrina Zhu Junior Girls Singles Bronze



### Portugal Junior + Cadet Open

- Lavanya Maruthapandian Cadet Girls Team Silver

### Hungary Junior + Cadet Open

- Nicholas Tio/Michael Tran Junior Team Bronze

- Mr. Bitzigeio's report moved to the 2019 calendar.
  - The teams for the Olympic qualification match with Canada will be composed of discretionary picks, unlike the actual Games, which include a US Trial.
  - The maximum number of Olympians is three per gender.
  - The US Juniors schedule has a placeholder in December because it has not been decided whether there will be a US Open; the key will be whether there is a Canadian event the preceding or succeeding week.
- Mr. Bitzigeio's report moved to the 2019 HOPES program.
  - The program was restructured in 2018; there are now over 100 US participants.
  - In January-March 2019, there will be eight camps around the country.
  - August 2019 has been designated as ITTF HOPES week.
  - At the inception of the HOPES program in 2014, there were 28 athletes in the program. Now there are over 120. USOC is now starting to provide partial funding (2019 is the first year). USATT is also receiving some ITTF NA funding.
  - There will be a challenge in acquiring sufficient coaches for all of the camps.
- European clubs are growing more interested in US players because US players are improving and performing well.
- Overall, the high performance program was \$74,000 under budget in 2018.
- Athletes spend less money training internationally than when training domestically.
- The Board is very appreciative of the direction that Mr. Bitzigeio and Mr. Kaye have taken the high performance program.
- Mr. Kaye noted that USOC is looking for medals as a short-term perspective.
  - Mr. Kaye has requested that USOC start to fund our high performance development at a level commensurate with its desired results, or enter into a discussion regarding the best way for USATT and USOC to partner in this development.
  - USOC funds Ski/Snowboard at \$5,000,000/year, and USATT at \$150,000. Ski-Snowboard medals are going down; other countries are starting to target high medal-count events.
  - The ideal high performance program for table tennis would require \$750,000-\$1,000,000/year.
  - USATT has done everything that USOC has asked, and is registering significantly improved results; now the ball is in USOC's court.
- USATT now has a team doctor – David Feerst.



- Mr. Hogshead asked what were the top three things needed from the Board. The answer was money, high performance being considered one of the highest priorities for the association, and creation of the Team as a staff goal.
- Mr Hogshead asked about the status of Mr. Bitzigeio. His contract ends in June. Mr. Kaye has asked for expectations. Mr. Bitzigeio stated that his deadline is the beginning of January because other countries are seeking his services.
- All of USATT wants to succeed and fund the high performance program. Mr. Bitzigeio wants a substantial increase in compensation; also, USATT is at a point to either go all-in or move away from high performance. USATT is two years away from raising the extra money; therefore, money will have to come from other places, maybe abandoning some current programs like running tournaments.
- USATT is a problem for USOC because no other NGB has done as much in performance development as quickly as USATT.
- The Board discussed the relative positioning of high performance on USATT's priority list. The current high performance track is something that USATT can do; it's exciting, but it's also a risk for the association.
  - An alternative is just allowing self-trained athletes to attend certain competitions (back-tracking)
- Mr. Bitzigeio asked if USATT was selling the current rate of success well enough? Also, does anyone know that US athletes beat Chinese athletes twice at the World Junior Championships?

The meeting recessed at 11:18.

The meeting resumed at 11:32.

## 5. Annual Reports of Committees

### a. Classic Table Tennis Committee – Scott Gordon

No report was submitted.

### b. Clubs Committee – Ed Hogshead

- The report was similar to the 3<sup>rd</sup> quarter report.
- Facebook is growing well, including equipment and expertise exchanges.
- USATT needs to add a club best practices section to the website.
- Ms. Cribbs asked if USATT offers conference calls with clubs. The answer was no; there are too many scheduling issues.
- Clubs have really appreciated Mr. Bitzigeio's visits. Plus, it is good for him to see the conditions under which others work



- While there are advantages to club memberships, USATT needs to focus on the creation of more value for club memberships.

c. Coaching Committee, including the Status of Efforts to Revise the Coaching Certification Program – Larry Hodges

- The committee has introduced new guidelines for selecting Coaches of the Year.
- Next year's coaching education program will include a Level Three course.
- The committee grandfathered five coaches into the old coaching program.
- The committee's meetings have all been via email.
- Mr. Hodges gave a brief history of the coaching education program.
  - There was no program in the early 90's. A certification program was designed back then.
  - The next issue was the transition of the USATT coaching program following the Board's adoption of the ITTF coaching education program.
  - Now, coaches learn through virtual classrooms, with in-person evaluations.
- Mr. Bitzigeio wants to combine coaching education and coaching certification; Mr. Hodges is willing to work with Mr. Bitzigeio on the program.
- USOC gave USATT a coaching education grant for 2018; Mr. Bitzigeio has applied to USOC to extend the grant into 2019.
- A suggestion was made to require member clubs to only employ certified coaches.
- SafeSport is one reason that parents should want certified coaches.
- USATT needs to lead the way in designing ways for coaches to become certified in SafeSport in foreign languages.
- Ms. Cribbs asked how USATT can verify that those being certified as SafeSport compliant are the ones taking the exams. The topic was referred to the Coaching Committee for discussion.
- Ms. Profitt noted that the Para program only has two high level coaches: Mitch Seidenfeld, for walking, and Gary Fraiman, for seated.

d. Juniors Committee – Ben Nisbet

No report was submitted.

- Mr. Bitzigeio is in frequent contact with the committee because of the HOPES program.





- An example of committee activity is “How to Start Table Tennis” on the USATT website.
- USATT’s website should do a report on the Minnesota program.

e. Resource Development Committee – Carolyne Savini

No report was submitted.

- Mr. Kaye has generally been responsible for fund raising.
- The committee recommends waiting for the new CEO to develop fund-raising activities.
- Ms. Cribbs asked Mr. Schlager if he would step up as the Chair.
- The committee is both advisory to the Board and one that raises money itself.

f. Rules Committee – Kagin Lee

Mr. Lee presented a report of the activities of the ITTF Equipment Committee (not attached).

g. Tournaments Committee – David Lally

No report was submitted.

h. Umpires and Referees Committee – Joseph Yick

The committee’s report is attached.

i. Veterans Committee – Azmy Ibrahim

No report was submitted.

j. Audit Committee – Anne Cribbs

No report was submitted.

- The committee will do whatever is necessary to secure a new auditor for 2019.

k. Compensation Committee – Carolyne Savini

No report was submitted.



- The committee was not comfortable opining on Mr. Kaye’s performance until seeing the 2018 financials.

l. Ethics and Grievance Committee – Dan Reynolds

No report was submitted.

- The committee will be meeting on Tuesday. Topics will include:
  - Lessons learned from *in re Kondo*, and
  - Recommended amendments to Hearing Panel procedures.
- Ms. Cribbs was asked to set up a conference call with various committee chairs to discuss how USATT can police itself.

m. High Performance Committee – Carl Danner

No report was submitted.

- Mr. Hogshead led a round of applause for the committee’s hard work.
- The committee is proposing several Bylaw amendments:
  - Extend terms to match Olympic quads
  - Add a Para High Performance Committee
  - Cleaning up current language
  - Confirming the status of people currently on the committee
- Mr. Sheth suggested that HPC members serve up to four two-year terms instead of three two-year terms.

n. Nominating and Governance Committee – Linda Leaf

No report was submitted.

- Mr. Taylor reported on the committee’s activities.
- There was discussion regarding how the current NGC secured names for potential appointees for the two independent seats on the committee. Ms. Savini was the only Board member to suggest names.
- On December 14, USATT will post an invitation for self-nominations for the remaining USATT-member seat on the committee.

**6. Update and Status Report of 2018 US Open**

- There were 566 entrants.
- USATT changed the location, format, and pricing structure at once; the membership was not ready.
- USATT will deeply survey participants for impressions and recommendations.



- The number of entrants from California went from about 450 to 50, while the number from New York and New Jersey was basically unchanged.
- The number of entrants from Florida greatly increased.
- Many members did not understand new format, either from not reading or not understanding the FAQ.
- Mr. Sheth noted that the reduction in California participation came mostly from youth.
- Mr. Sheth noted that juniors are most interested in the number of matches played. Significant discussion followed.
- Mr. Kaye recommended that the traditional format be restored for the 2019 us Nationals. Regarding the 2019 US Open, the North American office of ITTF is expected to present USATT with a proposal at the end of January which would replace the 2019 US Open with a North American Open staged by ITTF.
- USATT holds an option to return to Orlando in either 2019 or 2020.
- Ms. Cribbs asked Mr. Kaye to put Florida and Las Vegas numbers side-by-side.
- Mr. Bitzigeio noted that the Nationals has no specific character, either high performance or recreational. Rather USATT attempts to achieve everything.

Mr. Kaye departed at 12:35. The Board had a working lunch.

## **7. Foundation Report**

- The Foundation tends to pay 4-5% of its principal to USATT each year.
- The Foundation's Bylaws allow nine members of the Board. At this moment there are five men and one woman. Two men are being nominated for renewal by the USATT Board.
- Mr. Danner would like to add board members to fill the remaining three positions, with a particular emphasis on new members with fundraising skills.

## **MOTION 2. MOVED to approve Carl Danner and John McFadden as members of the USTTA Foundation Board.**

Movant: Ed Hogshead  
Second: Carolyne Savini

**Motion passed unanimously by voice vote, 9-0-0.**

## **8. Discussion of Draft Proposal for Updating USATT's Rating Format**

- Mr. Schlager discussed his proposal for updating USATT's rating format. (attached)



- He noted that some choose not to enter events in which they could lose rating points in order to protect their ratings.
- He noted the need of rated players to enter “ratings events” in order to subsidize elite levels.
- He proposes requiring rated players to compete in the next highest event that encompasses their rating. It would immediately strengthen that event.
- Mr. Sheth noted that this requirement already exists at ICC.
- Mr. Hodges recommended piloting the concept at a tournament.

Mr. Kaye returned at 2:58.

- Mr. Schlager recommended referring the proposal to the Tournaments Committee for its evaluation.
- Mr. Schlager also suggested allowing a competitor to compete in the next higher 2-3 rated events.
- Mr. Kaye suggested that 90% of players would be considered exemptions under the proposal.
- There might be unintended consequences.
- Defaults and sandbaggers are bigger problems.
- The proposal was referred to the Tournaments Committee, along with a request for the committee to review defaults and sandbagging.

The meeting recessed at 3:23.

The meeting resumed at 3:56.

## **9. Discussion of Draft Strategic Plan**

- The Board was presented with a copy of the Draft Strategic Plan developed by the Strategic Plan Working Group, which met in Denver on November 2-4, 2018. Primary points of discussion follow:
- The Stakeholder Engagement should include member retention.
- NCTTA should be added as a strength.
- Use of alumni, and their companies, should be added as part of the Star-Power section.
- The revenue pie chart should be rebalanced to reflect increasing revenue from members.
- Should this be considered a “plan”?
- Strategic Priorities might be a better title.
- Should cut items out and focus on the most critical.
- The Board should not expect to have a document of specific details to cover the next five years.
- USATT’s resources go beyond money. The section on page three should be retitled.
- Maybe the recreational player should be given a higher profile in the mission statement.



- The new CEO should have an opportunity to tweak this document before it becomes permanent.
- Membership growth and retention should be elevated in priority, along with training centers, having a national coach, and improved communication.
- The USOC facilitators did great work in ferreting individual participants' ideas and interests.
- The proposed amendment to the mission statement would represent a sea change in the direction of the association.
- This document does not address the “pay to play” concept, which leads to concerns about the sport being closed to underprivileged youth.

Discussion moved to the current mission statement.

- It is really long.
- There was a suggestion to add “develop” to “To support, develop, and inspire the table tennis community; ....”
- The amendment was not intended to change the organization's direction(s).
- There was a suggestion to change “[Tbd]% increase in referee and umpire retention” to “20% per annum increase in referee and umpire rosters.”
- There was also a suggestion to make “increase in team based participation” a 20% number.
- There was a suggestion delete “adaptive” on page two, number eight.
- There was a suggestion to begin “Revenue from events (i.e. an event income metric)” with “10% annual increased net”
- The Board discussed whether all of the SWOT Strengths belonged. No change was made.
- There was a suggestion to add financial reporting to the Weaknesses.
- In regard to the member survey to be taken during the US Nationals, Mr. Hogshead spoke of how USATT can benefit from the survey results.

The meeting recessed at 5:45.

### **Sunday, December 15, 2018 – Room 203A**

The meeting resumed at 9:03 am.

The following board members were in attendance:

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



Also attending:

Gordon Kaye (CEO) (9:32), Dennis Taylor (General Counsel and Secretary, Carl Danner (Representative of USTTA Foundation), Jörg Bitzigeio (High Performance Director), Chris Mauro (USATT Accountant).

A quorum was established.

### **10. Open Discussion and Vote on Strategic Plan**

Mr. Bitzigeio made suggestions to the document.

- Membership development needs to be added.
- Add University/School Community to Strategic Partnerships.
- Add Alumni and their Companies to Star Power in Appendix 2.
- This is to be a big, flexible, used document.

**MOTION 3. MOVED to approve and adopt USATT's 2019-2024 Strategic Priorities, as amended on December 16, 2018.**

Movant: Carolyn Savini  
Second: Ed Hogshead

**Motion passed unanimously by voice vote, 9-0-0.**

### **11. CEO Search Plan, Including Status of Transition Process**

Ms. Savini reported:

- The CEO Search Committee will be using a professional search firm to assist with the search.
- A RFP was issued, with three responses.
- USOC is contributing to the cost of hiring the search firm.

**MOTION 4. MOVED to expand the CEO Search Committee by adding Carl Danner, Khoa Nguyen, and Tahl Leibovitz.**

Movant: Gary Schlager  
Second: Ann Cribbs

**Motion passed unanimously by voice vote, 7-0-2 (Ms. Savini, Mr. Hogshead).**



- Mr. Hodges requested that copies of the resumes of all applicants be shared with the Board; Ms. Savini stated that such sharing would be a violation of confidentiality.

Mr. Somarapu left the meeting at 9:59 a.m.

- Mr. Bitzigeio cautioned against accepting applications before drafting the job description, which will be based on the Strategic Priorities.

The Board went into executive session at 10:04. [Note: Minutes are not kept in Executive Session.]

The meeting returned to General Session at 10:07.

## **12. Status Report on SafeSport Audit**

- Mr. Taylor reported on which deficiencies had already been rectified administratively and which required Board action.

### **MOTION 5. MOVED to amend Bylaw, Article X-B, to read as follows:**

**It is the duty of members of USATT to comply with all anti-doping rules of the International Table Tennis Federation (“ITTF”), the U.S. Anti-Doping Agency (USADA), and the USOC including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the ITTF, USADA, and the USOC National Anti-Doping Policy. Athlete members of USATT agree to submit to drug testing by the ITTF and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that a member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the ITTF and/or USATT, if applicable or referred by USADA.**

Movant: Carolyn Savini  
Second: Ed Hogshead

**Motion passed unanimously by voice vote, 8-0-0.**



**13. Bylaw Amendments Regarding the High Performance Committee and the Creation of a Para High Performance Committee**

**MOTION 6. MOVED** to amend Bylaw 9.3, 9.5, and 9.16 to read as follows:

**Section 9.3. Number.** All committees and advisory task forces shall have at least twenty (20) percent Elite athlete representation defined consistently with the USOC's requirements and Ted Stevens Olympic and Amateur Sports Act. Membership on all committees and task forces, other than for the High Performance Committee and Para High Performance Committee, shall normally not exceed five (5) individuals. The High Performance Committee and Para High Performance Committee may have between five (5) and seven (7) members. USATT committees shall be of the minimum number possible to permit both conduct of the sport and appropriate board governance.

**Section 9.5. Term Limits.** No committee member shall serve for more than three (3) consecutive terms, or four (4) consecutive terms for the High Performance Committee and Para High Performance Committee.

**Section 9.16 High Performance Committee and Para High Performance Committee:**

- a. The High Performance Committee shall consist of at least five and not more than seven members. The Para High Performance Committee shall consist of at least five and not more than seven members, of which at least three members must have substantial experience with athletes with disabilities as a high-level competitor or coach.
- b. The Board shall appoint the members of the High Performance Committee and Para High Performance Committee, and their chairs, in consultation with the CEO. Members, including the chair, can serve on both committees at the same time, subject to the term limits applicable to them with regard to each committee.
- c. The responsibilities of the High Performance Committee and Para High Performance Committee shall be as follows, with regard to High Performance Program activities serving able-bodied athletes and athletes with disabilities (respectively):
  1. Approve selection Procedures or other policies as needed for national teams and international events, or the operation of the High Performance Program;
  2. Review and update existing Athlete Letter of Agreements on an annual basis;
  3. Review and update existing Athlete Code of Conduct on an annual basis;





**4. Consult with the Coaching and Juniors Advisory Committee on shared issues;**

**5. Oversee the operation of the High Performance Program, and provide any recommendations for improvement to the High Performance Director, the CEO, or the Board as appropriate;**

**6. Advise the High Performance Director on the development and implementation of the USATT High Performance Plan;**

**7. Perform such other duties as assigned by the Board.**

Movant: Ed Hogshead

Second: Tara Profit

**Motion passed unanimously by voice vote, 7-0-0.**

The meeting recessed at 10:30.

The meeting resumed at 10:52.

The Board went into executive session at 10:52. [Note: Minutes are not kept in Executive Session.]

Mr. Somarapu returned at 11:32.

The meeting returned to General Session at 11:39.

#### **14. SafeSport**

- Mr. Taylor reported that there are no active claims.

#### **15. 2019 Board Elections and Committee Assignments Preparation**

- Ms. Cribbs and Mr. Taylor will review the current committee structure and implement a recruitment/notice vehicle.
- The Board is expected to appoint committee Chairs in February 2019 and remaining committee members in March 2019.



## **16. Financial Update**

- A global restructuring of the report structure is being conducted by Mr. Mauro. When he got control of the books, there were 1100 captions. When the restructuring is complete, he estimates there will be 300.
- USATT expects to meet the required fundraising total necessary to receive a USOC match.
- Mr. Mauro is recommending a minimum reserve of \$50,000, with another \$50,000 leading up to a Nationals or Open.
- The 2019 budget is not expected to be presented to the Board until the January meeting.
- A P/L statement will be prepared shortly after any events.
- A monthly budget v. actuals will be prepared each month in 2019.
- Mr. Mauro's work will be backed up every two hours.
- The Board is very appreciative of the new reporting structure's clarity.
- The Audit Committee will address the review of Audit firms.
- ITTF money used to support Mr. Thompson's salary will be lost in 2019.

## **17. Planning for General Assembly**

- This year's General Assembly will be held on Tuesday, December 18 at 7:00 pm., in Room 203B.
- Planning for upcoming Assemblies has been deferred to the next Board meeting.

## **18. US Open Discussion Continued**

- The Board continued discussion of mini-cadets not being eligible to compete in the Elite Track at the US Open. No action was taken.
- Mr. Kaye and Mr. Bitzigeio have had many emails from a member wanting to play in the Open Singles and various Performance Track events.
- There is a concern that a decision to allow the mini-cadets into the Performance Track could open flood gates.
- The Board took no action.

## **19. Old Business**

- Mr. Kaye reiterated a previous recommendation that USATT move to annual memberships covering a complete calendar year, rather than have rolling 12-month memberships. No action was taken.



- The Board also discussed the concept of combining club and USATT memberships into one vehicle. No action was taken.
- Mr. Thompson and Mr. Mauro will be coordinating the integration of on-line tournament entry with the USATT IT system.
- Ms. Cribbs, Mr. Schlager, and Mr. Taylor will be searching for draft Member Codes of Conduct.

## **20. New Business**

**ACTION 1. The Board appointed a Code of Conduct Task Force, consisting of Gary Schlager, Tara Profit, and Erica Wu. The charge of the Code of Conduct Task Force is to draft a Member Code of Conduct for Board Review. The deadline is June 1, 2019.**

### **Approved without objection.**

- The Board is not appointing an Interim CEO. Mr. Bitzigeio will report to the High Performance Committee. Remaining staff will report to Mr. Thompson.
- The Board recognized its deep gratitude and appreciation for Gordon Kaye, who will be leaving USATT's employ for a position at Van de Lay Enterprises, which he is creating.
- The Board expressed its appreciation for Mr. Taylor serving as USATT's General Counsel for the past 15 years. Mr. Taylor is humbled.

**NOTICE 1. The next scheduled meetings of the Board will be January 14 (teleconference), February 11 (teleconference), and March 11 (teleconference).**

The meeting adjourned at 4:44 p.m., EDT

Respectfully submitted,

Dennis Taylor  
USATT Secretary