



Minutes
Board of Directors Special Purpose Teleconference Meeting
Thursday, January 3, 2019

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

1. Roll Call and Administrative Matters

The following board members were in attendance:

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

Also attending:

Gordon Kaye (Volunteer, Immediate Past CEO), Dennis Taylor (General Counsel and Secretary), Mark Thompson (COO), Carl Danner (Representative of USTTA Foundation), Jasna Rather (Para Coordinator).

A quorum was established. Ed Hogshead and Mark Thompson reported a conflict regarding discussion of the CEO search process. Ms. Cribbs stated that she wanted them on the call, sharing their perspectives, and she did not want them to recuse themselves.

Ms. Cribbs gave thanks to all for taking time out on a Thursday night to make themselves available.

This is a Special Purpose meeting called pursuant to Bylaw 7.14. Chair Anne Cribbs issued the five-day notice required by Bylaw 7.15 on December 26, 2018. There were three agenda items specified: the CEO Search, the High Performance Director, and the Strategic Priorities.

MOTION 1. MOVED to waive the advance notice requirements for a special purpose meeting as provided for in Bylaw 7.15.

Movant: Ed Hogshead
Second: Larry Hodges

Motion passed unanimously by voice vote 9-0-0

2. CEO Search

- Ms. Cribbs noted that the RFP for a Search Consultant had received multiple replies. The low bid was \$42,000, plus expenses. USOC first agreed to contribute \$15,000, and it later added another \$5,000. Ms. Cribbs contacted the low bidder to request a reduction. He declined. She called the others, without success. Therefore, there is no acceptance of the \$42,000 bid, and, therefore, no professional Search Consultant, at this time.
- Ms. Savini stated that a commission consisting of 20% of the projected compensation is on the low end for such companies. More typical is 33%. Her recommendation is to reserve \$5,000 for expenses and go with the low bidder.
- Mr. Schlager suggested engaging Ms. Savini's firm on a *pro bono* or "low bono" basis, Ms. Savini resigning from the search committee, and having her be the official recruiter. Ms. Savini noted that she is not currently affiliated with a firm.
- Mr. Hodges brought out the economics of naming Mr. Thompson the Acting CEO until the actual search and using the savings to fund the search firm.
- Ms. Cribbs proposed that a decision be an item on the Jan 14 agenda. No objections were noted.

3. High Performance Director

- Ms. Cribbs has asked Gordon Kaye to negotiate with Mr. Bitzigeio on behalf of USATT.
- Ms. Cribbs has asked Mr. Bitzigeio to postpone his self-imposed deadline to receive a Board decision about whether to meet his contract demands; he declined, and he will deliver his decision on Jan. 15.

The Board went into Executive Session at 7:31 [Note: Minutes are not kept in Executive Session.]

The Board returned to General Session at 7:57.

- The USTTA Foundation has agreed to become a formal fundraising arm of USATT. Details still need to be worked out, including the preservation of the legal separation of the two entities.

4. Strategic Priorities

- The Strategic Priorities will not be published until the Board has had one more opportunity to review the document.

ACTION 1. By January 14, the staff will review the Strategic Priorities document, identify 2-3 items that can be accomplished in the first quarter of 2019, and structure an implementation plan. Two Board members will be assigned to meet monthly with the staff to oversee the implementation process.

Approved without objection.

NOTICE 1. On February 11, 2019, the Board will be considering an amendment to Bylaw 3.1. The proposed language is to replace the current mission statement with one reading, “The Mission of USATT shall be to support, develop, and inspire the table tennis community; and to provide resources that enable athletes to achieve sustained competitive excellence and pursue Olympic and Paralympic success.”

The meeting adjourned at 8:05 p.m. EST.

Respectfully submitted by,

Dennis Taylor
Secretary