

Board of Directors Meeting
Virginia Beach, Virginia
December 15 – 16, 2011

Minutes

Call to Order at 3:30 pm, quorum established, conflict of interest statement, none claimed.

Attending – Peter Scudner, David Del Vecchio, Mike Babuin, Christian Lillieroos, Attila Malek, Ashu Jain, Han Xiao and General Counsel, Dennis Taylor and CEO Mike Cavanaugh. Excused – Jim Kahler.

Guests – Buddy Wheeler, Dean Johnson, Hill Carrow and Ross Brown

15:40 - Agenda adjustments were noted and the agenda was approved.

15:44 - 2011 LOC: Buddy Wheeler and Dean Johnson. Both welcomed the group and commented on how the event was progressing. The CEO thanked Dean Johnson for all his efforts as LOC Chairman – Dean remarked that it was a team effort. It was expressed that there was some limitations in access to restaurants and efforts would be made to post a list of restaurants and convey them to the participants with possible shuttle involvement to be explored as well. USATT was welcomed to return next year and the next if possible – same timeframe and financial arrangements suggested.

15:50 – Annual Assembly review, still low attendance but slight tick upward noted, timing was discussed, conducting the event in venue arena as a Town Hall meeting was discussed, need advance notice to try to increase attendance. Shorter presentations might be more appropriate and perhaps we are too High Performance oriented. Suggestion to put notice of the AA in the player's packets. Better advertising is needed – possibly stop the tournament for holding it in the arena with members surveyed in advance to get input and topics. Stopping the tournament has shortcomings and it may be better to take place at 8 pm in competition arena. Food to remain an attraction. Perhaps name the AA a Town Hall meeting. Topics coming out of this AA – Paralympics, Seniors/Women, Schools, expanded budget presentation – perhaps pie chart to be shown next year that shows revenue and expenses. Mike Babuin mentioned again that the evening hours are a better timeframe to host an AA whereas people attending the U.S. Nationals are there to play matches first and that holding it during match play hours is counterproductive towards attracting the membership. Events Task Force to again look into the range of events included in the Nationals and Open.

Discussion on Board members also playing and coaching. It was suggested that the Board take on a renewed focus on attending Board Meetings uninterrupted. Mike Babuin agreed that potential future conflicts should be proactively addressed and that more effort and foresight into planning needs to be done upfront, months in advance, to identify

Board meeting times (and Annual Assembly times) that do not conflict with the US Open/US Nationals schedule. One way that was suggested was to conduct the Board meeting the day or night prior to the US Open/US Nationals.

Escalade Project: The CEO will follow up with Escalade for future program tweaking and how the outreach program might be packaged. This remains a primary link to the recreational market and it remains a viable program. Bring Sean O'Neill in on the implementation and review.

Wounded Warrior: The program was discussed and the concept of a rapid response team to be in place with volunteers as opposed to having a Task Force named. Continue to work out details for the internal structure to respond to the various military branches in place with programs. There was a stated need to look at geography for program matches, volunteers to be matched with area bases and programs. Scope is to get access to scheduled camps for sport demos and possible program adoptions. Then perhaps some athlete identification can take place for referral to our clubs or programs.

Concept to Restructure Committees: It was suggested that there is a need to differentiate between Standing / Bylaw, Operational and Advisory Committees. TAC and ORAC are operational and staff-like. Are we getting things done at the rate we want? We need a philosophy of accountability for committees and responsibilities.

Budget: A budget presentation was made as a projection with estimates pending on sponsor contracts, compensation figures and event locations. Macro figures will be projected with an estimated December 31 presentation for possible approval.

5:40 – Recess to Hall of Fame Banquet

December 16

08:30 – Call to order, Dick Evans reports for the **Hall of Fame** as President. The Hall of Fame is pleased with the relationship with USATT. Dick announced the formation of a Ruptured Appendix Survival Club and presented to Mike Babuin a certificate as a Charter Member. Peter indicated that Homer Brown had presented a Hall of Fame Museum concept with sponsorship locally in Birmingham, AL. Dick assured Peter it was on the agenda for December 17th HoF Meeting.

Quorum established with Peter Scudner, David Del Vecchio, Mike Babuin, Han Xiao, Attila Malek and Christian Lillieroos at 8:40. Dennis Taylor joins the meeting and Ross Brown is present as a guest.

Tim Boggan reports on the **Editorial Advisory Committee** and indicated that there were many aspects of the Magazine he liked but was concerned about historical mistakes – suggests that he be contacted on a regular basis for fact checking. USADA ad is viewed

not very good in quality and suggests a different style or ad itself – Mike Cavanaugh to check with USADA on that possibility. Photos do not always have captions on who might be in the photos. Tim provided overall positive view of magazine and the performance of the Editors. We need to be a little timelier when possible in reporting on events. Now there is more of a reflection of past events or a summary of what happened. Tim suggests more profiles and articles on direction as opposed to time sensitive reporting on events that have come and gone. Real time reporting should go on-line for immediate reporting.

Ross Brown reports on the **High Performance Committee** – written report noted. HPC makes recommendations on policies impacting national teams particularly when athletes face personal or academic challenges. HPC supports ITTF Hopes program in administration and reviews and selects coaches as needed. HPC approves the Athlete Selection Procedures following staff function and interchange with the USOC. HPC reviews Trials site selection as a routine process. Junior rating issue as presented by Attila was discussed as not being accepted by HPC – needs to be revisited and possibly be fleshed out and defined. We need to encourage more participation of Juniors – rating system has too much impact on team selection. Combination or seeding and qualification are driven by rating. This reduces incentive for higher rated players to compete. Look to resolve this rating issue for implementation in 2013 with revisions to be presented in January 2012. Results document passed out to the Board. We need greater inclusion of Para activities and results in HPC reporting. Attila expresses concern with lack of coordination between National Team coaches and personal coaches. Suggest coordination between coaches of cadets, juniors and senior team coaches on overall programs and directions for a particular athlete. HPC given the task of finding a solution for coordination of athlete programs and information between National Team coaches and National Team coaches and personal coaches by next Board Meeting in 2012.

MOTION: Jasna Rather approved as a member of HPC to replace Emilia Gheorghe – Christian Lillieroos made the motion, Attila Malek seconded – unanimously APPROVED

Seniors Advisory Committee – report by Dr. Azmy Ibrahim, written report by Olga Kahan. Concern about prize money for seniors event - awards were noted and this helps. Seniors are seen as a key to growth and development of younger players and in recruiting. Suggests strongly that the Board consider adopting 44 mm ball events in the future. Suggests that USA consider taking on testing and rule experimentation – possibly with serve rules. Good future for possibilities of hosting successful senior's events in the USA.

Ashu Jain joined the meeting at 10:20.

Roman Tinyszin reports on **Officials and Rules Advisory Committee**. Written report noted and is inserted in the Board Binders. Roman was questioned on size and age group of umpires – some retiring and some entering (51 new umpires this year). Numbers are down from about 400 umpires to 300. Trend for umpires is to stay at the club level with

no desire to advance. Tests for advancing are difficult. NCTTA's efforts result in about 30 umpires per year and they will continue to perform in this area. Classification information and handling is now in ORAC/Roman's hands. Sharon Brooks is the only national classifier in the USA and a classification certifying event is targeted in San Diego in December of 2012. Suggestion made about the possibility of re-incorporating the concept of a player losing a match then serving as an umpire / scorekeeper for round robin match events. Roman asked to research that possibility.

Dennis Davis reports for **Juniors Advisory Committee** and notes he has submitted a written report. Junior Circuit event happily noted to take place at the 2012 U.S. Open. This will be impacted by the world calendar but it is good for USATT to be involved and both NATT and the LOC in Grand Rapids are to promote the event domestically and internationally. USATT Hopes program adapted from the ITTF Hopes program. World Cadet Challenge in 2012 is in Puerto Rico and now the next focus is on talent ID at next level. Goal is to teaching parents and coaches the latest techniques through training camps – at ITTF Hot Spots. JAC wants to duplicate camp efforts in USA – requesting staff time of 1-2 hours a week. Name a USATT Hopes Coordinator as this staff person will be assigned to communication and organization of the program. The ITTF brand is offered to Tournament Directors for hosting Hopes camps throughout USATT. Results lead to point accumulation for World Hopes Program. The JAC needs to consider revenue stream and possible sponsorships. April 1 targeted selection of one male and one female candidate for participation in the ITTF program in 2012. Selection is compressed so JAC is considering staging mini-camps and also possible results from the 2011 Nationals with some subjectivity involved. This program is seen as a stand-alone program from the High Performance Committee. The JAC needs to look closely on the selection process and notice of same. USATT would like to see PTT included in the future for inclusion.

Larry Rose – **Tournament Advisory Committee** report is in binders and referenced. TAC members were reviewed. TAC reports there are roughly 300 sanctioned events per year and Olympic years are peak years. Larry Rose and TAC asks to receive the monthly event reports that come from Deborah / Joyce as the Board receives. Larry to look into request for trends in Star Rating events and he suspects events are impacted negatively by the availability of certified umpires. Zero star events are still sanctioned but there is a trend for seeing an increase in unsanctioned events.

Motion – Moved that the TAC shall consider whether the criteria for sanctioning tournaments and the star rating system should be revised. The TAC is to present its recommendations to the Board no later than April 1, 2012. Ashu Jain – moved, David Del Vecchio seconded, call for vote, unanimously accepted. APPROVED

Motion – TAC to investigate tournament pass system and make a recommendation by April 1 – Christian Lillieroos moved, David Del Vecchio seconded – call for vote, unanimously accepted. APPROVED

Nominating and Governance Committee report made by CEO – N&GC is on track in the interview process for replacing the Board Seat vacated by Dr. Jeffcoat. Daniel Parker is serving as Chair of this process. Being handled professionally and up to expectations.

Richard McAfee – **Coaching Advisory Committee** report – written report noted in the Board Binders. CAC continues to build momentum and participation of coaches and courses. USATT urged to support a Level II course in 2012 that is now scheduled for Colorado Springs. Level I certified course conductors need to run courses in greater numbers. CAC is clear as to what the issues are for not conducting courses but suspect finding time, a location or simply just getting it done. ITTF certification matches with current state/club and regional USATT certification. CEO to research best practices for clubs and coaches not USATT certified on their liability for not conducting background checks. **Background checks need to be done by July 1 as a mandate.** All new USATT Club Level Coaches (coming into the system) not only must take the written exam but must also attend the first two days of the ITTF Level 1 Course. In reference to the integration of the ITTF Certification into the USATT Certification the USATT will recognize the following:

ITTF Level 1 = USATT “State” Level
ITTF Level 2 = USATT “Regional” Level
ITTF Level 3 = USATT “National” Level

Hill Carrow – reported on the **U.S. Olympic Trials and North American Olympic Trials**. Both events are rapidly approaching as the Olympic Trials are in February and in April the North American Olympic Trials are all in Cary, NC. Hill reports it is great having Mike Babuin in close support and that he is local.

Recess for Lunch at 12:20

Working Lunch – Executive Session for legal briefing by General Counsel, Dennis Taylor. Returned from Executive Session at 1:20 pm.

The **Ethics Committee** report was reviewed. General Counsel Dennis Taylor supplemented that report, informing the Board of Grievance 2011-002 and the subsequent, successful settlement agreement.

Mike Babuin reports on the **Events Task Force**. ETF resolves to develop an RFP for Junior Team event in 2012 by January 20th. Request the ETF to submit recommendations for overall events going forward by April 1, 2012.

Grow Membership Through Added Value Task Force – task force had no additional reports and was terminated. (Note: Task Forces have a short-term charge to report, recommend and terminate).

Technology Task Force – will recommend two providers for focused research and pricing. David Del Vecchio will serve as technical advisor as staff researches the

recommendations. TTF is now deemed terminated. Report delivered by Ashu Jain and David Del Vecchio.

David Del Vecchio reports on **Leagues Advisory Committee**. Leagues need tools for promotion, set up, etc. A league needs a lead person / catalyst to hold the league together. Goal is to identify and recruit lead persons. LAC set guidelines for Club Team League competition at these Nationals. Leagues Advisory Committee is searching for priorities and goals. USATT is asked what value could be added to league organizers and on how to get set up and running. LAC continues to be in place.

Marketing and Fund Raising Advisory Committee – Jim Kahler reports in addition to his written report in the Board Binders, via teleconference. Reported on Annual Giving Campaign and it appears to be on track. USATT is talking to what Jim refers to as Television Distribution centers. Discussions are on-going with Hulu and the Tennis Channel. The USOC is driving a website future incentive for teamusa.org as the USATT site in terms of traffic driven there. CEO praised David Del Vecchio and his model of streaming inexpensively and urged it be expanded with USATT acquiring the needed equipment and cables and we build a volunteer corps of camera operators for posting USATT and club content.

Clubs Advisory Committee – Attila Malek reports on his US Nationwide TT League concept and seeks USATT endorsement. (Reported in his role as a private individual, not in his role as a Board member) League affiliation, costs and insurance were discussed. USNTTL funding is secured outside of USATT. USATT should come up with a pricing structure for potential sponsorship as a means of involvement. League AC will by April 1 come up with definitions of leagues and affiliation aspects.

Military Discounts and Clubs on foreign soil. Mike Meier has started a USATT affiliated club on a U.S. military base in Korea. KTTA does not endorse or oppose the concept. The thought is to allow the club to affiliate with USATT but we need clarification from ITTF if it is permitted to organize tournaments on Korean soil. Membership discount to be explored by staff with Mike Meier.

Paralympic Development Task Force – Christian Lillieroos. Report was submitted and is inserted in the Board Binders. The intent is to establish a Para National Team within USATT, suggestions as to how to do that are contained in the report. PNT to be divided by gender and category – ID, standing and wheelchair. Para athletes need to participate in other international events in order to qualify for major world events. Economic cycles – Para WC organized once every four years – athletes pay all expenses for this. For the Paralympic Games all expenses are paid and for PPAG it is also a USOC expense paid for. 2013 and 2014 are forecasted as very expensive years for PTT. It is projected only three Para athletes will qualify for 2012 Paralympic Games. 2013 Para PAG event will possibly be in Costa Rica but could be less expensive if hosted in the USA.

Junior team is an objective with little being done and the only recent effort was in Milwaukee. Two juniors are ranked in top 50% of overall world ranked Men in their

class. When the able bodied junior program started about 8 years ago, to just have a junior team for them was a very good positive start and this needs to be done for the PTT juniors as well. Why so few PTT athletes? Currently 30 have world ranking. Estimates are there are about 1000 recreational PPT athletes. Further discussions occurred and items were presented as information and educational background.

Moved that USATT establish a PTT National Team. A PTT National Team will be named no later than Feb 29, 2012. The PTT National Team will be named by the HPC, based upon interim criteria recommended by the AAC and the PDTF. By Feb. 29, 2012, the HPC, based on the recommendations of the AAC and the PDTF, will also announce the selection criteria for the 2013 PTT National Team. MOTION by Christian Lillieroos, second by Ashu Jain - vote unanimous, APPROVED.

Additional staff responsibilities include: Establish a policy for PCA's by PDTF and it needs to be vetted by AAC. Establish a PTT athlete's database with ranking to be included – staff driven.

Annual Classification – with an annual international classification seminar – budget decision made annually. One scheduled for December, 2012 in San Diego.

Should we bid for 2013 Para PAG event. February 2012 deadline for 2013 December event. Work with LOC for bid endorsement.

2012 Nationals: possible sites being considered – VAB, LV Reno? Need a little more time for information gathering by staff.

Compensation Committee Report – Mike Babuin and Peter Scudner: USATT compensation is on average below median of comparable NGBs – need to take philosophy of bringing the standard up to reasonable levels. This could result in a budget increase above inflation to accomplish. The review is to be larger than an annual salary increase. Could be phased in to appear to be more reasonable. More discussions are due between Mike Babuin and Peter Scudner.

Budget – projections for end of the year were discussed. Staff to gather missing figures and projections and present a budget for Board approval via teleconference sometime before Dec. 31, 2011 for 2012.

New Business:

FIRST SERVE - the concept is for recognizing outstanding persons within USATT – CEO to organize and implement for 2011 Nationals. Selection process in the future to be defined.

Motion to complete background checks on all USATT certified coaches by July 1, 2012. Background Checks will be required to remain as a certified coach. To be

implemented for 2012 for all USATT certified coaches, staff and Board. Motion - David Del Vecchio, Ashu Jain seconded, vote unanimous. APPROVED.

Referees and umpires may not be feasible for background checks due to international implications. CEO is to check best practices with the USOC.

Ashu Jain requested the formation of a Ratings Task Force. AAC to take the lead and report by April 1, 2012 on next steps.

Board Meetings should not impact staff duties – CEO to report best days for future Board Meetings.

Chairman pronounced adjournment at 6:49 pm.

Respectfully submitted,

mc