



USATT Board Meeting Minutes February 5, 2024

Board Chair **Richard Char** called the Board Teleconference to order at **6:04 pm** US Mountain time.

Board Members in attendance: **Tara Profitt, Nikhil Kumar, Arjun Chowdri, Dr. Tuan Le, Niraj Oak, Tahl Leibovitz, Thomas Hu, Brandon Lawrence,** and **Board Chair Char**

Board Member not in attendance: **Lily Zhang, Kelly Watson,** and **Will Shortz**

USATT Staff: **Virginia Sung** (CEO), **Mark Thompson** (COO/General Secretary to the Board), **Jasna Rather** (Para High Performance Director)

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

USATT Committee Member: **Khoa Ngyuen** (High Performance Committee)

US Table Tennis Association, Inc. Foundation: **Sherri Cioroslan, Pam Fontaine**

Other Persons Present: **Willy Leparulo, Alex Figueroa, Michael McFarland, Sean O’Neill**

Board Chair Call for Conflicts

Board Chair Char called for actual, anticipated or perceived conflicts. None were identified.

Approval of Minutes of November 13, 2023

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

RESOLVED: That the Minutes from the Board Meeting held on November 13, 2023, are approved and formally entered into the record.

Approval of Minutes from Special Executive Session of December 18, 2023

Upon Motion properly presented and seconded, the following Resolution was approved with Board Member Thomas Hu opposed:

RESOLVED: That the Minutes from the Board Meeting held on December 18, 2023, are approved and formally entered into the record.

Report of the Chief Executive Officer

USATT Chief Executive Officer Virginia Sung provided a status report, beginning with a review of the organization’s 2023 unaudited financials. Ms. Sung reviewed the performance of USATT’s three main revenue streams, starting with Events and Programs, which accounts for 47% of USATT revenue stream, showed a significant increase when compared to 2022 due to three international events hosted by the organization: the Pan Am Youth Championships, the US Para Open, the WTT Youth Contender event, and the increased participation in our US Nationals and Open.



The second revenue stream, Grants & Sponsorship, which accounted for 34% of USATT's total revenue and underwent a 19% increase compared to 2022, due primarily to the new partnership with the United States Performance Center in Charlotte, North Carolina. Membership and Club revenue also increased in 2023, outperforming budget projections by 9%. Ms. Sung reported that the total revenue for 2023 exceeded the budget by 14% and also showed strong growth across all sectors with a 31% increase from the previous year.

On the expense side, Ms. Sung stated that Events and Programs accounted for 42% of total expenses for the organization, which was directly associated with the increased revenue from these events. National Team expenses accounted for close to 25% of USATT total expenses, but USATT spent 15% less than budgeted for 2023, primarily because hosting international events in the US reduced international travel costs. Despite these savings, USATT incurred an 18% increase in expenses compared to the previous year, which was due to sending more players and coaches to various international events.

Ms. Sung said that total operating expenses accounted for 31% of the total expenses, closely aligning with the budget. Overall, the total expenses exceeded it by just 3%, which results in an estimated profit of over \$300,000, marking a third consecutive year for USATT to generate profits.

Ms. Sung reviewed the current balance sheet, which shows USATT's cash position has increased significantly in the past four years, rising from \$276,916.81 in 2019 to \$963,711.36 in 2023. Equity has seen an impressive surge from \$91,081.11 in 2019 to \$686,071.73 in 2023, which represents a robust 64% equity-to-total assets ratio, indicating a strong foundation of financial stability.

Ms. Sung reported that USATT was able to manage the organization's liabilities, by taking a loan of \$150,000 during the Covid-19 pandemic at a low interest rate of 2.75% and reinvesting those funds into a higher-yield savings account with a 4.75% return. Ms. Sung expressed her belief that USATT is currently in a much better position financially with increased assets, well-managed liabilities, strong liquidity, and an overall growth in equity, leading to a healthier financial standing for a third consecutive year.

Ms. Sung stated that, last week, the USATT's staff held a team strategic meeting, laying out the steps and priorities for the year ahead. Several key actions were identified under each category that we believe the team is well-positioned to initiate and deliver in 2024. The first goal for the organization is to earn a medal at the 2028 Los Angeles Olympic Games. Ms. Sung noted that last year, athletes representing the United States won 84 medals at international events, including a gold medal at the Pan Am Championships, which qualified our women's team for the Olympic Games, and three individual gold medals at the Para Pan Am Games, qualifying three para-athletes for the Paris Paralympics.

In 2024, Ms. Sung reviewed with the Board the three strategic objectives of USATT which came out of the recent planning sessions. The is to medal in the 2028 Los Angeles Olympics. Toward that end, Ms. Sung explained that the High-Performance team has outlined three key initiatives. The first is to establish a National Training Center, which was already started earlier this month for USATT's para program at the USPC in Charlotte. In addition to establishing permanent training centers, USATT will seek to increase the availability of high-quality training camps at various levels nationwide, which will be sanctioned and supported by the USATT High-Performance team. The second initiative focuses on initiating a certification program targeted at elite-level coaches. This effort is linked to our first initiative, as it requires that coaches participate in either one of the training camps or at the National Training



Center. The third initiative is to reevaluate USATT's selection procedures after the Paris Games, with the goal of developing a system that is not only fair and transparent but also effective in ensuring the selection of the best team to represent Team USA.

USATT's second objective is to grow 40,000 members by 2028, through three main strategies: (i) growing the number of clubs; (ii) creating a business manual to assist coaches in establishing their own clubs; and (iii) offering promotional packages to clubs so that they can encourage their club members to join USATT.

Ms. Sung stated that the organization's third objective is to have 500 sanctioned events in a single year, which is critical to the core mission of USATT because sanctioned events provide a platform for athlete development, foster community growth, promote the sport, and encourage member participation. To foster the growth of the tournaments in the country, USATT intends to create a tournament toolkit for clubs that are new to hosting sanctioned events, launch a tournament director training program, and collaborate with URC to develop a simplified program that would encourage more people to join the official community. Also, to help effectuate this growth in tournaments, Ms. Sung stated that USATT is going to undertake a process to reevaluate the sanctioning process and requirements and come up with a structure that maintains high standards while also encouraging more clubs to organize events.

Athlete Protection Officer's Annual Report for 2023

Mark Thompson, USATT's Chief Operating Officer, Athlete Protection Officer, and General Secretary to the Board provided the APO's Annual Report for 2023. Mr. Thompson noted that he had circulated the APO's Annual Report, which is confidential, to all Board Members last week, and he stated that he would be glad to answer any questions that the Board might have related to that Report. In summarizing the APO Report, Mr. Thompson noted that USATT's Safe Sport Policy and Protocol were updated four times during the Calendar Year 2023 (and early 2024) at the direction of the United States Center for SafeSport. The current version of the Policy, dated January 4, 2024, is posted to the USATT website.

Mr. Thompson stated that USATT underwent two Event Audits conducted by the USCSS in 2023, including the most recent Event Audit at the 2023 US Open Table Tennis Championships. USATT was found by the USCSS auditors to be "fully implemented in three of the four categories tested (Communication and Reporting; Quality Control; and Response and Resolution). USATT was found to be partially implemented in the area of Education and Training. USATT has submitted a Management Response to this finding of Partial Implementation and is currently awaiting the direction of the USCSS Audit Team to ensure that USATT meets the full requirements in the area of Education and Training. The 2023 Event Audit at the US Open also had a couple recommendations for the organization in the area of "Risk Assessment," and USATT's Management Response to the Audit has addressed these concerns, as well.

Mr. Thompson noted that USATT was involved in eight Safe Sport-related Complaints in the 2023 Calendar Year, all of which have been resolved – six by USATT and two by the USCSS. There are currently two pending Safe Sport matters involving USATT, both of which were submitted in January of 2024.



Election Voting Results

As General Secretary to the Board, Mr. Thompson reported the vote count for the 2023 At-Large Board Election held by the organization and certified by the independent election monitoring organization, Yes Elections. The certified vote count was as follows:

Dr. Tuan Le:	250
Dennis Taylor:	161
Derek May:	133
Alex Figueroa:	123
Ludovic Gombos:	55

The Board discussed the prior practice of not releasing specific vote counts and the benefits of increasing transparency and voter confidence by announcing such results. Mr. Thompson requested that the Board approve a resolution directing the General Secretary to the Board release voting results, including the vote count, at the time that an election is certified by an independent election monitoring organization.

Authorization to Release Certified Voting Results and Vote Counts

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

RESOLVED: That the General Secretary to the Board shall release properly certified vote results and vote counts in elections held for USATT Board Members.

Foundation Board Members

Upon Motion properly presented and seconded, the following Resolutions were approved unanimously:

RESOLVED: That Sheri Cioroslan, Phil Bullock and Ariel Sung (Athlete Representative) are hereby elected and approved to a three-year term on the USATT Foundation Board, which term shall run through December of 2026 or until their successors are duly elected;

FURTHER RESOLVED: That Edward Cai's nomination to the USATT Foundation Board is hereby ratified and will run through December of 2024.



Upcoming Board Meetings

Board Chair Char stated that the next USATT Board meeting will be held in person at a location to be determined on **Monday, May 6, 2024, at 6:00 pm US Mountain Time.**

The remaining quarterly Board Meetings for 2024 will be held on:

Monday, August 6, 2024, at 6:00 pm US Mountain Time; and

Monday, November 4, 2024, at 6:00 pm US Mountain Time.

Executive Session

Upon a motion properly presented, seconded and approved, the Board excused the General Membership and moved into Executive Session.

The Board discussed matters related to the agreement previously circulated to name 888 Table Tennis Club in Burlingame, California, the USATT National Training Center. The Board discussed the High Performance Center in Charlotte, North Carolina, and how a California-based center would compliment the North Carolina facility.

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

RESOLVED: The Agreement designating 888 Table Tennis Club in Burlingame, California, as the USATT National Training Center is hereby approved.

FURTHER RESOLVED: USATT's Chief Executive Officer is hereby authorized to sign such Agreement, and take such further actions as she may deem necessary or desirable.

Adjournment

It was properly moved, seconded and approved that the Board return to General Session and adjourn the Board Meeting at 7:11 pm US Mountain time.

Respectfully submitted.

Mark Thompson,
USATT Chief Executive Officer / General Secretary to the Board

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