

USA Taekwondo

MINUTES OF A MEETING OF THE BOARD OF DIRECTORS Tuesday, December 16, 2025

Attendance:

P = Present; L = Late Attendance; A = Absent

P	Carol Lewis, Chair & Independent Director	P	Ron Southwick, Vice Chair & Coach Director
P	John Holloway, Referee Director	P	Alex Lee, AAC Rep
P	Bongseok Kim, Board Secretary & Affiliated Organization Director	P	Ara White, AAC Chair
A	David Turgeon, AAC Athlete Rep	A	Daniel Chun, Independent
P	Mitch Sprengelmeyer, Independent	P	Kathy Do, AAC Rep
P	Tom Nwachuku, Independent	A	Stephanie Alger, Independent
A	Hannah Keck, AAC Rep Alternate		

Also Present:

Steve McNally, Jay Warwick, Salena DiMatteo & Christine Strong Simmons

Guests Present:

None

Agenda:

1. Call to Order & Roll Call

Mr. McNally confirmed that nine board members were present, sufficient for the meeting.

2. Conflict of interest declarations

No conflict of interest was declared during the meeting.

3. Chair's Opening Remarks

Carol Lewis, Chair:

Ms. Lewis welcomed the Board to the meeting and mentioned that the approval of the 2026 Budget would be discussed.

4. CEO, Steve McNally

Mr. McNally explained that per the USOPC, the 2026 Budget would need to be approved by the USA Taekwondo Board of Directors. Steve updated the board on a 50% increase in Safe Sport payments due to higher revenues, noting that the USOPC agreed to cover half of the increase for next year.

Christine Strong Simmons will serve as the new liaison between committees, starting in January, to help coordinate schedules and ensure meeting documentation. Mr. McNally mentioned that committee

meetings for 2026 would be organized, with Christine taking the lead to establish a full calendar of meetings.

5. **COO 2026 Budget, Jay Warwick**

Mr. Warwick Jay explained that the 2026 budget is conservative but similar to the 2025 budget. The payment expected from USPC, will help align the current year's actuals with the budget. He also mentioned an increase for venue space decorating in 2026 to build out the presentation of events.

A question was asked by the Board Chair about any tariff impact in 2025 and Mr. McNally mentioned a significant tariff bill for the competition mats for the Grand Prix Challenge which was managed by negotiating a deal with USPC to reduce costs.

Selina DiMatteo, the USA Taekwondo Finance Director, was introduced as a resource who will attend all audit committee calls.

6. **Approval of the 2026 Budget**

The Board approved the 2026 Budget as well as the minutes from this meeting.

7. **New Business**

The board discussed plans to hire a new coach to support the growing number of athletes, with Mr. McNally explaining it is an expansion rather than a change, and they are receiving promising applications from both US and international candidates.

Ms. White from the AAC reported on efforts to increase AAC's visibility among athletes, including plans for an Instagram account, information booths at events, and educational outreach about the AAC's scope. Mr. Nwachuku offered his expertise in social media and marketing to support these initiatives, particularly in TikTok and Instagram, and shared connections with potential sponsors like Quest Nutrition.

Ms. Lewis mentioned that she sent an email with the CEO evaluation to Board members.

8. **Next meeting**

The Chair discussed plans for next year's meetings, with a release of the meeting calendar by January 15th, maintaining four quarterly meetings including one in-person meeting. Ms. Lewis mentioned she would be working on setting up a new board webpage using the Boardable platform, which Mr. McNally confirmed was already set up and ready for use.

12. **Adjournment**

The Board voted to adjourn the meeting.