



**Board of Directors | Special Meeting | October 9, 2024
Meeting Minutes**

Location: Meeting conducted fully remotely via Zoom

Present: Jenny Schumacher (Chair), Shameeka Quallo (Vice Chair), Erin Andica, Mike Choi, Andy Coggins, Mario Dispenza, Tayler Harris, Adam Kleinfeld, John McGovern, Sara Soto, Sally Van de Water

Staff Present: Matt Sicchio (CEO), Mike Gattone (Senior Director of Sport Performance)

Guest Present: Ursula Papandrea (USAW General Secretary)

1. **Call to Order.** JS called the meeting to order at 6:10pm MT and determined that a quorum exists.

2. **Declarations of Conflicts of Interest.**

- a. MC: none
- b. SS: none
- c. MD: none
- d. EA: none
- e. SV: none
- f. TH: married to a contractor for the USAW high performance team
- g. AK: serving on the USA Karate Ethics Committee
- h. JM: none
- i. AC: none
- j. SQ: none
- k. JS: none

3. **Context: Voting Practices for NGB Boards.** JS shared that she consulted with the USOPC and their governance expert (David Patterson) regarding best practices for NGB Boards voting on operational programs and specifically athlete funding policies. The USOPC's guidance is that NGB Boards typically vote on high-level budget priorities (e.g., overall high performance budget) and leave operational details (including specific athlete funding policies) within the high performance budget to the CEO and their team.

4. **National Team Program.** MG and MS took Q&A from the Board regarding the NTP draft document that was shared digitally with the Board on 9/16. EA shared the AAC perspective following their meeting the night before on this same topic, noting that a key concern for the AAC is funding athletes to Senior Worlds. MD asked about financial risk and suggested it is important for the head coach to have the ability to enforce athlete requirements.

MS shared the timing challenge related to the 2025 budget: USAW wants to give our community as much lead time as possible on this new program headed into 2025 *and* we are necessarily evaluating the budget associated with this program without a complete picture of the overall organizational

budget, which is developed each year in October/November to be presented to the Board for approval in December. To manage this timing challenge, MS shared that he is confident USAW can operate the proposed NTP program in 2025 at 90% of the equivalent expense budget from 2024 – and thus proceed with this program with manageable financial risk. MS and his team will then evaluate and refine the NTP budget as the overall 2025 organizational budget is finalized and presented to the Board in December. Next steps are for USAW team to finalize the NTP documentation and roll the program out to the entire membership, including multiple opportunities for members to participate in Q&A sessions to understand the details of the program.

5. Executive Session.

- a. JS motion to enter executive session. AC second. Motion carried.
- b. Executive session entered at 7:20pm MT.
- c. Topic: international relations. UP present as a guest.
- d. JS motion to exit executive session. TH second. Motion carried.
- e. Executive session exited at 8:42pm.

6. Adjournment. JS motion to adjourn. SS second. Motion carried. Meeting adjourned at 8:46pm MT.