

USA Taekwondo

MINUTES OF A MEETING OF THE BOARD OF DIRECTORS Tuesday, August 29, 2023

Attendance:

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

P	Carol Lewis, Independent Director, Chair	P	Bongseok Kim, Affiliated organization Director
A	Brianna Salinaro, USOPC AAC Athlete Rep	P	Kim Voss, Independent Director
A	Cheyenne Lewis, USOPC AAC Athlete Rep	P	Daniel Chun, Independent Director
A	Jaysen Ishida, USOPC AAC Athlete Rep	A	Yuki Richardson, Independent Director
P	David Turgeon, USATKD AAC Athlete Rep	P	Mitch Sprengelmeyer
P	Ron Southwick, Coach Director	P	Dr. Chun Jae Park, Chief Advisor to the Board
P	John Holloway, Referee Director		

Also Present:

USA Taekwondo Staff Members Steve McNally, Jay Warwick and Christy Strong Simmons.

Guests:

Bruce Harris and Anne Chase

Meeting called to order:

Ms. Carol Lewis called the meeting to order at 10:05 am CT and presided.

Roll Call and Conflict Declarations:

A quorum of directors was present. No Board members declared a conflict of interest.

Chair's Opening Remarks:

Ms. Lewis mentioned that World Taekwondo has given USA Taekwondo an A1 rating. This high rating was only given to 6 federations out of 213 countries and is based on achieving a high level of diversity, athlete safety standards and policy implementation.

Ms. Lewis welcomed Alex Lee and Ara White as newly elected AAC Members.

The USOPC has given NGB certification (pending approval later this year) to USA Taekwondo which is great news.

The North Carolina USPC Academy is continuing to grow and develop high level athletes.

The next meeting of the Board will be in November or December.

CEO Update:

Mr. Steve McNally said that the WT A1 rating is important to the organization and difficult to achieve. The recent Center for SafeSport Event Audit was very clean. The organization has come a long way and implementing safety policies for the athletes is a top priority.

The USOPC Certification will occur every quad. National Governing Bodies must be recertified every four years.

Mr. McNally announced that the World Class Army program is closing their Colorado Springs operation and coming to the USPC to be part of the Academy program. The goal is to fund 8 athletes across weight division categories. In addition, there are discussions regarding hiring a WCAP coach in the future.

Operations Update:

Mr. Jay Warwick thanked the Board for their work on behalf of the organization.

Mr. Warwick reviewed the June Financials previously sent to the Board. He stated that the organization is operating efficiently with revenue in the bank to ensure the start of the 2024 season goes smoothly.

Events had a 30% increase in attendance this year over 2022. The Event Net Profit for 2023 was significantly higher than 2022. Membership also increased 20% over the previous year. Ms. Sarah Ross will be joining the Members Services Team in early September. Ms. Ross has 20+ years of experience in member services from USA Hockey, USA Cycling and USA Fencing.

World Taekwondo is waiting on a final decision from the IOC as to whether Russian and Belarusian athletes will compete in Paris representing their country or possible as unattached athletes.

There will be a meeting in November between USA Taekwondo and the Kukkiwon to sign an LOU moving the partnership and sponsorship forward. Currently, there is a profit share between the organizations but that will move to a sponsorship of USAT by the Kukkiwon and this will be more profitable for USA Taekwondo.

Mr. Warwick introduced Dr. Chun Jae Park to the Board as the newly appointed Advisor to the Board. He has assisted USA Taekwondo with the Kukkiwon sponsorship.

Dr. Park said that he is pleased to be part of the Board of Directors and is ready to serve the organization in his capacity on the Board. The upcoming meeting with the Kukkiwon is an important start to the sponsorship.

The Colorado Springs USAT office is moving to the Sport House in downtown Colorado Springs later this week. The current office has the large gym that has not been in use since High Performance and the athletes relocated to North Carolina. Mr. Stephen Lambdin will be moving to North Carolina in September as part of the High Performance Team.

CEO Audits & New Policies Update:

Mr. McNally mentioned that the partnership with Kukkiwon is a significant sponsorship for USAT.

CJ Nickolas became the first American man to win a world taekwondo championships medal since 2009, taking silver in the 80kg division in Baku, Azerbaijan. His trajectory is amazing and he has an opportunity to place #2 on the WT rankings. Faith Dillion

won the Korean Open and picked up a medal for the US. Kristina Teachout won the Grand Prix Challenge in Korea. The Coaches are really delivering, and the athletes are performing at the highest level.

The SafeSport complaint is proving to be not as originally described. The coach and medical provider have been cleared to continue working. SafeSport continues to help this organization to be better at protecting athletes.

The Academy is working well with camps and training for athletes. In addition, the athlete and staff policies have been rolled out and have been well received by the athletes. Mr. McNally requested that Mandy Maloon and Heidi Gilbert review the document prior to release to the athletes. Having their support on these policies is important. These policies are intended to put the ability to succeed on the athlete through self-motivation. Athletes are scored per session and then meet to review their scores if they drop below anticipated levels. The staff want the athletes to succeed.

Creating a Foundation is important to USA Taekwondo. With the assistance of the Foundation of the Carolinas, endowments may be provided to the NGBs. USAT needs to set up a Foundation by the end of 2024 and Mr. McNally has someone in mind to initiate the process.

Mr. McNally discussed minor changes from the USOPC based on the recent audit. The organization's Financial Policies have previously been approved but the USOPC has requested that these policies are re-approved yearly. A Board member mentioned some spelling errors in the current financial document and in the Bylaws. He will meet with Mr. McNally to correct these issues and then sent the updated documents to the Board for approval.

USOPC Board Self-Assessment & Committee Population:

Ms. Lewis discussed the importance of the USOPC Board Self-Assessment. Mr. McNally will email the Assessment to the Board to complete as soon as possible.

Previously, Board Meetings were monthly but were adjusted to quarterly due to how busy everyone is with their own schedules. Ms. Lewis requested feedback on the frequency of meeting from the Board.

Mr. McNally mentioned that Committees need to be populated by mid-September. The term is two years and Board members can self-nominate. Each Committee will have an Independent Director as the Chair and 33% athlete representation. He suggested three person committees moving forward. The Standing Committees are Judicial, Ethics, Nominating, Audit and Governance. The Board should consider what other Committees could be utilized now or in the future including a possible SafeSport Committee.

Ms. Lewis will work with the Board Secretary, Mr. Southwick, on setting up the Committee meetings.

Ms. Lewis mentioned that Yuki Richardson, Audit Committee Chair, is stepping down as an Independent Director. She will send recommendations to the Board and asked that any other recommendations from the group be sent to her. The Board needs a good quality person to fill this role.

Ms. Lewis emphasized the need for AAC representatives to commit to participation during Board meetings.

Event Planning Update:

Ms. Simmons stated that the Events Team has planned and executed five national level tournaments as well as the US Open in Las Vegas so far this season. The Grand Prix Final will be held September 22-24, 2023.

The contracted national level tournaments for 2024 include Team Trials in January, the West & East Regional Qualifiers, and the National Championships. The West & East Regional Qualifier locations and dates will be released early next week. The Team is finalizing the location for the February US Open and is reviewing proposals for the September 2024 Grand Prix Final. In 2024,

State Qualification will include Gold & Silver medalists that will qualify to the U.S. National Taekwondo Championships. In addition, there will only be two Regional Qualifiers – West and East as the Central qualifier underperformed in 2022 and 2023.

Adjournment:

Ms. Lewis called for a motion to adjourn the meeting. A motion to adjourn the meeting was put forward and this was seconded.

DRAFT