

USA Badminton
Board of Directors Meeting
03.02.2019

Hampton Inn & Suites Frisco Fieldhouse
6070 Sports Village Road | Frisco, TX 75033

Attendees

- Board members: Ben Lee (Chair), Kyle Emerick, Ray Ng, Paul Nibu, Patty Pflaging, Jon Schmieder, David Simon, Rena Wang, Yucca Rieschel (8:57)
- Non-board members: Jeff Dyrek (USAB CEO), Steve Kearney (Para Badminton), Beth Sopka (USBEF), Suzanna Bezyan (USAB staff), Zuleima Martinez (USAB staff)
- Guests: CK Abidin, Indraj Ramachandran, Manoj Bajpai

Absent: Dan Mehr

8:20

Introduction

Coaching Director: Nibu Paul

8:30

Adjustments to the Agenda

- A few topics have been moved up earlier in the agenda, as Jon Schmieder is leaving early to catch a flight.

8:35

Membership Update

Presented by new staff Suzanna: online forms now available through Jobform for:

- Club membership
- Sanction tournament application
- Post-tournament report

Leveraging club membership to improve Safe Sport compliance

- New forms require clubs to report
 - All coaches
 - Administrative staff
 - Club owner
- 89 Sanctioned clubs as of late January
- Discussion:
 - Clarifying the definition of a “club”
 - E.g. Beth Sopka runs tournaments, however doesn’t own facility

Grassroots

- Game On! Sports 4 Girls
 - Lesson on female empowerment and socio-emotional growth
 - Interested in introducing badminton as a sport in Chicago and Colorado sites
 - USAB will provide racquets and shuttles, however currently in need of supportive facilities
- Anaheim Union High School District
 - Interested in having Olympic athletes/ coaches facilitate clinics
 - Plan to implement in 2020
- Badminton Goes Viral
 - Supported by USBEF and other nonprofit grants
 - Promotes badminton in public schools in Alaska
 - Owned by Paul and Lisa Knechtel
- Shuttle Time
 - Funded by parabadminton to complete for military base training
 - Interested in hosting clinics to train Shuttle Time instructors in US

Collegiate Club

- Increase recognition to badminton clubs
- Need to increase value proposition in states like California where there is a strong collegiate league already
- Plan to create enough participation to lead to National Collegiate Championship
- Building pathway for NCAA requirement

9:00 AM

Service Award

Ben Lee awards David Simon with plaque for his years of service

9:15 AM

Approval of Minutes

Patty motions to approve the January Board Call minutes, Kyle seconds.

Discussion: To clarify the discussion recorded in the January Board Call minutes regarding the revision to bylaw section 7.9, Patty states that after the January board calls, USAB legal counsel advised that even with the proviso that existed in 7.9 prior to its removal in the January 2019 bylaw amendment, 7.9 did not allow a third term for board directors. Rather, if the board director also serving as IFD were at the end of his/her second board term, the proviso allowed for an extension of his/her second board term.

Motion to approve the minutes passes 9-0-0.

9:20 AM

Appointment of Secretary and Assistant Secretary

Ben motions to confirm Patty as secretary. David Simon seconds. Of the members present, unanimous support for decision, no objections or abstentions. Motion passes 9-0-0.

Ben motions to confirm Rena as assistant secretary. Patty seconds. Of the members present, unanimous support for decision, no objections or abstentions. Motion passes 9-0-0.

Appointment of the Chair of Nominating and Governance Committee

- Discussion regarding Nominating and Governance Committee
 - Jon suggests BOD involvement in Nominating and Governance Committee
 - Kyle supports the need for the bylaw change
 - Current bylaw states previous nominating committee selects two people on current nominating committee
 - David Simon shares that Andy Knox is in the process of choosing candidates

Patty Pflaging motions to approve Jenny Chan as new Chair of Nominating and Governance Committee. Kyle Emerick seconds. Ray Ng abstains. Motion passes 8-0-1

9:30 PM

Appointment of the Chair of Finance Committee

- Ben Lee motions to approve Patty Pflaging as new Chair of Finance Committee. Second by Kyle Emerick. No objections. Yucca Rieschel, David Simon and Ray Ng abstain. Motion passes 6-0-3.

Appointment of the Chair of Ethics Committee

- Chris Hales confirmed as Chair of Ethics committee per board email vote. Motioned by Ben via email. Of the members, unanimous support for decision, no objections or abstentions. Motion passed 10-0-0.

Safe Sport and Background checks for all committee members

David Simon motions for non-board members that are members of committee to go through Safe Sport and background checks. Kyle seconds. Motion passes 9-0-0.

9:35 AM

Finance Committee

- In past two years, first unqualified clean audit and transition to QuickBooks
- Updated Board on bookkeeper notes: BWF Grant, Technical Official Fee, transition of chair duties and Para Money

- Simply Compete contract remains the biggest challenge

9:40 AM

Tournament Officials

- Discussion about tournament hosts sending 1099s to referees and umpires
- Current rate: \$40 umpires/ \$60 referees (paid by event host, except Jr. Nationals)

9:48- 10 AM

Break

10AM

USOC Audit

- USOC completed follow up audit since August
- Two USOC audits:
 - Compliance Checklist - fully compliant
 - Follow-Up Audit: NGB Compliance – 7 implemented, 3 partial implementation, 1 in progress, 1 not implemented
 - Significant progress has been made, only 1 recommendation not implemented due to no Board action on board term limits and positions bylaw (IFD)

10:15 AM

Safe Sport/ Background Check

- Process
 - Previously verified by certificates emailed
 - Now
 - December Zuleima gained access to Safe Sport database as an admin
 - She is now able to cross-reference database with certificate submission
 - Verifies for members with expired items once a month
 - Proactively sends reminders about expired background checks, especially before large junior events
- Metrics
 - Completion status
 - Certification date/ expiration date
- Issues
 - Verification of Safe Sports certification and expiration date
 - Club owners that have no USAB membership can't renew without generating new membership ID
 - Some individuals lack USAB member or expiration date for membership on Simply Compete
- Next Steps
 - Anticipating API development in June
 - Future coaching & credential registration will go through Zuleima

10:45

Operations Update

- Staffing
 - Rui Wang, Marketing Events
 - Steve Kearney, Para Badminton (unpaid volunteer)
 - Zuleima Martinez, Operations/ High Performance
 - Suzanna Bezyan, Membership
 - High Performance Director
 - 6-7 people applied from out of country, however all non-viable candidates
 - Have been discussing with Eti Gunawan
- Anaheim contract
 - Includes commitments from USA Badminton
 - Athlete appearances, hotel requirement
 - Annual clinic with Anaheim school district
 - Requirement of staging of events to Anaheim/ OC

- Awarding international tournaments
- US Open BWF contract goes to 2021
- Provides USA Badminton
 - \$0 Operating cost, Sponsorship \$10,000 fee/ year
 - Access to American Sports Center
 - Facility services (dependent on High Performance program)
 - Limited to M-F for certain times

11:15

Para Badminton Update

- Grant from Pan Am Confederation that awards Para athletes with improved performance
 - Received by Miles
- Parapan takes place from Aug 23-Sept 1 (1 week after Worlds)
- Partnered with Military Racquetball event through Wounded Warrior Project
 - Other events include Abilities EXPO, Great Lakes
- Currently, athletes are mostly self-funded although some assistance offered
 - VA adaptive sports grant, direct athlete support for 2020 Games qualifiers
- Athlete insurance
 - 2 EAHI slots for nutrition, psychology for Top 10 ranked athletes
 - Travel Insurance purchased from office

11:20-11:45

Fundraising

- Request to all board members to make annual donation
- Rui is working on informational packet outlining USAB need and use of funds, NorCal fundraising event, charity tournaments
- Future considerations: Legends Tour, Jr. Nationals, Ads, Regional Charity Fundraising
- No further discussion nor suggestion on any fundraising actions by board members

12:20-12:45

Lunch

- Tour of the Frisco Fieldhouse -- site of the 2019 Junior Nationals this coming June/July

12:45

Marketing & Events Update

- Instagram/FB growth and connection to marketing, newsletter, membership incentives, website updates, local outreach, research magazine revitalization
- Consider increasing diversity and possibilities partnering with existing badminton platforms

1:15-1:50

Junior Review Panel

- 3 meetings completed
- Major topics of discussion
 - Consolation, Junior Nationals (development v. elite), draw size and tournament weight
- COAG internally did not favor increase in JIT cap size

1:50-2:10

Break

2:10- 2:50 PM

Technology and Infrastructure Revamp

- Patty presents possible vendors for new functionality
- Discussion about next steps

2:50 PM-3:40 PM

AAC Update

- Bylaw revisions for Para Athlete Director and expanding USAB AAC eligibility criteria

- AAC requests to clarify roles, eligibility and membership selection of advisory groups
- Rena proposes to close Adult Nationals to citizens only participation, effective immediately. Kyle motions, Ben seconds. Ray abstains. Motion passes 8-0-1.
- Amy Burnett is added onto Internal AAC

3:40-4:25

International Federation Delegate (IFD) Bylaw

Patty motions to approve bylaw amendment (a revision of proposed 7.6(g) which was circulated via email and noted in previous board minutes) which defines the IFD role, responsibilities, term and term limits, and selection/election/removal processes. This would address the open issue from the USOC audit. Rena seconds. Discussion: David wants to wait to submit to USOC for approval of wording before voting. Paul Nibu abstains. Motion is rejected 4-4-1.

David Simon motions to have IFD proposed bylaws amendment submitted to USOC for approval. Ben seconds. Paul Nibu abstains. Motion passes 8-0-1.

4:25 - 4:52 PM

Coaching Certification Reform

- Paul Nibu and Jeff Dyrek will proceed to develop coaching certification reform
- Aim to create more objective criteria that will grow coaching base
- Plan to place in effect after 2020

Jon Schmieder leaves Board Meeting.

4:52-5:05

Future consideration/ actions

- Next steps:
 - Jeff will send IFD language (proposed amendment from Patty) for USOC input
 - Paul and Patty will investigate strategies for technology solutions
 - Zuleima start conversation with USOC about Safe Sport requirement for non-Board committee members
 - Patty will fill Finance Committee members
 - Paul and Jeff will work on coaching structure update by next board meeting
 - Zuleima will reach out to AGs for definitions
 - Paul Nibu will chair HPAG for now and determine HPAG membership
 - **April 1st:** Kyle, Rena, Daphne for AAC bylaw amendments
 - Kyle will report to Junior Review Panel at meeting tomorrow

5:05 PM-5:18 PM

Break

5:20 PM

Executive session

Ben motions to enter executive session. David seconds. Motion passes 8-0-0.

6:20 PM

Exit executive session

Meeting adjourned

Ben motions to exit executive session and adjourn meeting. Kyle Seconds. Motion passes.