



## USA Badminton Board of Directors Meeting

12:00-3:00 pm EST October 16, 2021

12:05-12:10	<p>Roll Call &amp; Introduction Participants:</p> <p><b><u>Directors Present:</u></b> Ken Wong, Nibu Paul, Rena Wang, Beth Sopka, Patty Pflaging, Nancy Hogshead-Makar, Dean Schoppe, Tatia Mays-Russell, Philip Varghese, Pavan Vedere and Amy Burnett</p> <p><b><u>Directors Absent:</u></b> James Young and Fred Teng</p> <p><b><u>USAB Staff and USAB member observers:</u></b> Linda French (CEO), Steve Kearney (Director, Para-Badminton), Jamie Subandhi (Special Projects Manager), Jenny Chan (Chair of the USAB Nomination and Governance Committee), Trenton Szeto (Communications Coordinator), Yuko Kawasaki (Coordinator, Coach Education), Rachel Bui (Member Services Manager), Jon Little (Legal Counsel), Stan Bischof, Uday Manikonda, Xima Zhang, Yvonne Huang, Jessica Nguyen, Liz Wilson, Rajiv Rai, Eswara Chinthalapati and Pramod Kankanala</p>	Ken Amy
12:10-12:12	<ul style="list-style-type: none"> <li>• Conflict Review</li> </ul> <p>Minutes of March 13, 2021, meeting approved unanimously by email vote prior to posting on the USAB website.</p> <p>Acknowledged executive session board call on October 4, 2021</p>	Ken
12:12-12:25	<p>Bylaw revisions under Empowering Olympians Act</p> <ul style="list-style-type: none"> <li>• Bylaws. Discuss Adding Athletes Directors to Board</li> <li>• Now only Independent Director requirement is one per NGB Board</li> <li>• Athlete members both 20% and additional 13% who can be 10+ athletes must be elected to Board directly by 10 year athletes</li> <li>• Must have 33% Athlete Voting Representation by January 1, 2022</li> <li>• Board Size</li> </ul> <p>David Patterson and Linda have been talking and she discussed</p>	Linda Rena

	<p>how the board of directors' seats are changing. 10-year athletes will have to fill 20% of the BOD seats, and they must be elected by the 10 yr. athletes directly.</p> <p>Rena Wang is the only athlete that was elected, currently.</p> <p>50% athletes must be delegation athletes.</p> <p>Rena's panel with the USOPC will be held on November 3<sup>rd</sup>. They will be discussing the athlete definition.</p> <p>Nancy - asked if the athlete must be from Badminton? Linda - responded that if the athletes elect someone from another sport, then they could become part of the mandatory 33%.</p> <p>Linda – said that David Patterson has mentioned to her that the Board may be getting too large. And that now only 1 independent director seat is required. This will make the board size 18 to follow the 33% rule.</p> <p>After the USOPC panel we will have to hold elections. Linda - We have a limited number of athletes, as a small sport, so we are hoping that the ARC panel will expand the pool.</p>	
12:30-12:50	<p>Domestic Events – Adult Nationals Junior Tournaments club membership &amp; compliance issues</p> <p>International Events</p> <ul style="list-style-type: none"> <li>• International Entries</li> <li>• BWF Numbers</li> <li>• Adult Nationals will be selection event for Pan Am Cup</li> </ul> <p>International Entry</p> <ul style="list-style-type: none"> <li>• For Oct - Dec 2021: 62% of BWF tournaments are scheduled, 36% of BWF tournaments are cancelled and 2% of BWF tournaments are postponed compared to this same timeframe of 2020 being ~90% BWF tournaments were cancelled.</li> <li>• General trend of increasing number of athletes entering international tournaments.</li> <li>• Assist athletes in being aware of COVID regulations that are different for entering each country and different for each tournament</li> <li>• Assist in tournament entry requests, entry fee submissions, hotel booking, transport and practice court forms as needed</li> </ul> <p>Going forward - Increasing awareness of international tournaments, regulations, and how to qualify for team events and Olympic Games</p> <p>Jamie - International entries October to end of year with about 6 athletes.</p>	<p>Jamie Pavan Linda</p>

	<p>36% canceled 62% are still being held. Tournaments going on now with USA players Dutch Open, Germany Open, Denmark Open, Dominican Open, French open, Belgium Open, Mexican international, Guatemala, Indonesian Masters, Irish Open, (and a few more that I missed.)</p> <p>BWF IDs</p> <ul style="list-style-type: none"> <li>63 BWF IDs have been made since June 2021 to 10/16/2021 indicating increase in international competition interest</li> </ul> <p>Adult nationals December 4-6, 3 venues are interested, and this will be the selection event for the Thomas and Uber Cup.</p> <p>Nancy - asked if all the athletes know how to qualify for these events? Jamie - responded that she is working on this with Linda currently.</p> <p>Pavan - spoke from JAG - ORC's have been planned. The parents are asking that the trials and JR Nationals be completed and placed on the schedule.</p> <p>Beth - mentioned the collection of fees. Linda - stated the host fee will remain the same.</p> <p>Linda - said that we need to be flexible on vaccinations and the mask requirements in Northern Cal. We may not be able to have officials on every match.</p>	
12:50-1:05	<p>USOPC &amp; SafeSport Update</p> <p>Conservative funding from across the board. Linda states that it is hard to get money, from the USOPC, if the NGB did not get close to an Olympic/Paralympic medal. \$65,000 for admin. \$8,400 Communication specialist + \$1,000 communication specialist travel.</p> <p>\$75,000 is what they plan to give USAB in 2022. Tatia - asked if this amount is significantly lower than before? Linda - \$92,000 is what was given the year before.</p> <p>Each year every NGB has to have a financial audit. This cost was \$15,000. Linda is still discussing this with Denise Parker. And currently looking for other/more grants to apply for. Steve Kearney - mentioned it was \$250,000 in the past, but that this amount stopped around 1999.</p> <p>Patty - asked Nancy how do other NGB's get money? Nancy - Member donors and corporate sponsorships. Linda - asked Nancy are other NGB's not getting paid?</p>	Linda

	Nancy - did not have an answer.	
1:05-1:10	<p>Operations Update</p> <ul style="list-style-type: none"> <li>• Staffing / Who Does What</li> <li>• Para Director - Steve Kearney Works on organizing para-athletes, para education and organizing para demonstrations. He also works on getting bids on Para tournaments Domestic and International. There were 14 athletes on the national team during the last quad.</li> <li>• Member Services Manager - Rachel Bui/ Temporary SafeSport Coordinator she is full time.</li> <li>• She introduced herself and mentioned Club compliance and background checks</li> <li>• Special Projects Manager - Jamie Subandhi</li> <li>• Communications Specialist - Trenton Szeto Started in January as an intern and went to Tokyo where he helped with the athletes and is working on the website, club locker and IT side of things.</li> <li>• Coordinator, Coach Education - Yuko Kawasaki</li> <li>• Coordinator, Events- Thai Pham</li> </ul>	Linda
1:10-1:23	<ul style="list-style-type: none"> <li>• Finance &amp; Audit Committee Update</li> <li>• PPP / Texas Event Fund / Grant Proposals to USBEF</li> <li>• Propose Vote for new Audit Committee members, Philip Varghese and Tatia Mays-Russell</li> </ul> <p>- Current Audit Committee members - Nibu Paul (Chair), Fred Teng and Amy Burnett (appointed by ARC).</p> <p>Nibu- states the financial affairs. \$48,000 2<sup>nd</sup> PPP loan has been forgiven. \$100,000 received from the 2019 Texas JN tournament. Applied for \$7,000 USBEF Grant for Para - received \$3,000 from USBEF \$5,400 TOAG spent on assessments and technical official training (pilot program)</p> <p>Ken - asks about other grants outside of the sporting world that we could be looking at. Youth leadership development? Linda – stated that she is talking with Yuko on this matter. Ken – mentioned that some university classes have graduate students that might like taking this grant project on for some type of class credit.</p>	Nibu Linda

	<p>Nibu – asked about the reimbursement Fund. Linda – stated that the reimbursement fund is based on # of people in attendance.</p> <p>Tatia and Philip proposed to be added to the audit committee by Ken. Motion by Pavan. 2<sup>nd</sup> by Beth. Phil and Tatia recused themselves from the vote. All in favor. None opposed. Vote passed.</p>	
1:23-1:48	<ul style="list-style-type: none"> <li>• IT Update</li> <li>• Move to Club Locker for member management</li> </ul> <p>Patty- membership data has now been moved to Club Locker, as well as, past tournaments, ranking and points. She has been using Squash as a sport to follow. Squash is a college, non-Olympic sport.</p> <p>Pavan – mentions the feedback from the JR community. They want this system up and running as it was implemented. They're not happy with the following: the system is not ready, the tentative JR schedule and that they cannot see the rankings. They want clarity on JR rankings pre Covid or what the board approved in 2020.</p> <p>Nibu – asked when the tool will be ready? Patty – membership and registration are up and running. Ranking is not live as of today. As ½ the kids have moved to another age group and no additional scores added. Everyone's points have expired if going by the USAB ranking. So, lots of data used to make this fair to all athletes, Schedule cannot be finalized if the clubs are not SafeSport compliant. Nibu – asked if Simply Compete gave us all the data they had? Patty – not all data comes from Simply Compete. And SafeSport also changed their platform. So, not all the information is in one location.</p> <p>Club Locker takes a lessor percentage than Simply Compete.</p> <p>Directly on SafeSport site for training Directly on NCSI site for Background Checks</p> <p>Membership Update</p> <ul style="list-style-type: none"> <li>• Membership increasing with new platform</li> </ul> <p>Linda - 55 new and renewed members. A few credit card</p>	Patty Pavan

	<p>glitches. Multiyear membership at a lower cost and now with Club Locker will be offered in the future.</p> <ul style="list-style-type: none"> <li>• Life Member drive to start in 2022</li> </ul> <p>Ken is asking Pavan and Patty to keep us updated.</p> <p>Pavan – Club Locker is working on a rating system. Uses an algorithm that is different, USAB uses a points system. Patty – the idea is that we would run this in parallel so we can see how differences they are and collect lots of data. As badminton doesn't currently have a rating system.</p> <p>They have the ability to have live scoring during tournaments unlike tournament software.</p> <p>ORC 50 % OLC 15 %</p>	
12:23-12:30	<p>BWF Coaching Certification - Coach Education</p> <ul style="list-style-type: none"> <li>• BWF Level 1 Certification Update</li> <li>• Shuttle Time</li> </ul> <p>Joann Hughes, from the BW, is in town for the level 1 BWF coaching certification and Shuttle Time tutor training.</p> <p>Dates and Locations for these clinics:</p> <ul style="list-style-type: none"> <li>- Philadelphia coaching clinic October 18-20</li> <li>- Synergy coaching clinic October 23-25</li> <li>- Manhattan Beach (MBBC) Shuttle Time Tutor training October 28</li> <li>- (MMBC) coaching clinic October 29-31</li> <li>- Shannon Pohl Badminton Club (SPBC) Chicago coach clinic November 3-5</li> <li>- (SPBC) Shuttle Time November 6</li> </ul> <p>Yonex was thanked as they are providing equipment for Shuttle Time.</p> <p>Linda added there will be more courses added along the way. The hope it that they will be bimonthly.</p> <p>Beth asked about the current coaches that were certified in other countries. And in setting up the training courses how and when will they get scheduled?</p> <p>Yuko said she will ask JoAnn the answer from the BWF about coaches certified in other countries.</p> <p>Currently BWF 1 coaching courses in US only but will add more</p>	Yuko Linda

	<p>later.</p> <p>USBEF supported USA badminton coach certification USAB thanked USBEF for support.</p>	
1:48-1:50	<p>Para Badminton Update</p> <p>\$3,000 from education grant 16 -18 grants from Vets Military Racket sports and Para got a grant. They have 12 opportunities to go there and help them learn the sport.</p> <p>Ken wants more info on this so that he can help. Steve will send him the emails</p>	Steve
1:50-2:00	<p>Updates on ARC / AAC/ BWF</p> <ul style="list-style-type: none"> <li>• AAC Rena – IPC athlete council elections coming up in 2022. The USOPC has passed mandated vaccine requirements. Athlete safety policy was updated, and she will send this out to all board members.</li> <li>• ARC Rena - Dung has resigned as chair and his role with JAG. Since his departure that council has not met monthly, as it was. We need to hold elections to replace him and the other vacant seat.</li> </ul> <p>Nancy - states that they are required to meet a specified number of times the year under the USOPC's bylaws. (Section 8 and she is sending it out to everyone.)</p> <ul style="list-style-type: none"> <li>• BWF Rena – said that she has been talking with Linda and Ian Wright. The Athlete's Commission is coming up for nominations. She listed the dates.</li> </ul>	Rena
2:00-2:33	<p>Parking Lot Topics / Next Steps / Wrap Up Open Session</p> <p>Beth - spoke about regions. And that it needs to be looked at again. Ken - says that the regions need to show us that they can function at a proper level. He says that she, Beth, can lead this initiative and then bring it to the board. But, for right now the regions have not shown us that they are at the high standard. So not ready to be spoken about during this meeting. Ken - said that he will speak to Beth about this topic offline.</p>	Linda

	<p>Patty - brings up the athlete representation of 33% as this needs to be in the Bylaws.</p> <p>Nancy - brings up 911 meeting and that she wants an update. Ken - lets her know it will be in the executive session directly following this board meeting.</p> <p>Nancy - brings up the PowerPoint she sent out. Title 9 and how schools are not in compliance. Her organization Champion Women does legal advocacy for women and equality in sports.</p> <p>Is USAB formally interested in partnering with Nancy's nonprofit campaign with Champion Women to help support the legal advocacy for women's rights in sport by litigating against universities.</p> <p>Ken – wants to know what she wants from the board. Board member asks is it a conflict of interest? Nancy - replied that we say that we are in favor of this nonprofit. Nancy stated 2 NGB's have signed on. When asked which NGB's Nancy says, "Wrestle like a Girl". Amy – asked has your org. ever helped a female with a disability? Nancy – replied no that would cost us another \$50,000 and they have their own organizations that help them.</p> <p>Dean - suggests that we say yes to this. Linda - wants this in writing and the board to have a chance to examine it. We need numbers on when and where this litigation strategy has succeeded. No numbers were supplied. Ken - wants to know the downside.</p> <p>The Board agreed to convene for another meeting to discuss this and vote on it at that time. Dean proposed to have this before the end of the year.</p> <p>Ken - asked the board, is there anything more to discuss in general session? All responded - no.</p> <p>Motion to conclude the meeting by Dean Seconded by Beth All in favor. Non opposed. Non abstained.</p>	
2:25-2:30	Break	
2:45-4:00	Executive Session	Board

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	Move to leave Executive Session.	Jon Little
4:00	Meeting adjourned.	Ken