



USAB Board of Directors Meeting
4 May 2025
Via Zoom

In Attendance:

Ken Wong
Pavan Vedere
Patty Pflaging
Ben Apple
Sudhir Kondisetty
Nibu Paul
Philip Varghese
Paula Lynn Cao Hok, OLY
Iris Wang, OLY

Absent - Excused:

Eva Lee, OLY
Beiwen Zhang, OLY

Staff:

John Ruger, Interim CEO
Steve Kearney, Finance

Counsel:

Leah Bernhard

1. Call to Order
 - a. Ken called the meeting to order at 10:04am Eastern Time
2. Attendance above.
 - a. There is a quorum.
3. No Conflict of Interests declared
4. 30-Day notice waived
5. 2023 CLA Financials
 - a. Philip and the audit committee met with CLA and Bestow to review the 2023 audited financials and financial statements.
 - b. Philip moved to approve the 2023 Audited Financials previously recommended for approval by the Financial Audit Committee and sent to the Board one week before the Board meeting. Ken seconded. Motion Passed
 - c. Philip moved to approve the amended 2023 990 Form sent to the Board one week before the Board meeting., Ken seconded. Motion Passed
6. 2024 & 2025 Bestow Financials
 - a. Philip moved to approve the updated 2024 Financial Report sent to the Board one week before the Board meeting., Ken seconded. Motion Passed
 - b. Philip moved to approve the 2025 Q1 report (showing a net positive) sent to the Board one week before the Board meeting., Ken seconded. Motion passed.

7. The BOD had a lengthy and substantive discussion about the Strategic Plan update that was sent to the Board one week before the Board meeting. Pavan requested future Strategic Plan updates include a section about junior events.
8. Budget
 - a. The Board discussed the Amended 2025 budget sent to the Board one week before the Board meeting.
 - b. After lengthy discussion, Ken moved to approve the Amended 2025 Budget, Sudhir seconded. The motion passed unanimously with the following caveats:
 - i. The Board will continue to closely monitor the financial viability of the organization with the quarterly updated financial reports from Bestow.
 - ii. The Board proposed revenue could be increased by adding new OLCs, in particular in the period right after the Junior Nationals.
9. Financial Policies and Procedures
 - a. An amended Financial Policy and Procedures, e-mailed to the BOD one week in advance of the meeting, was approved
10. Ken moved and Nibu seconded a motion to announce Steve Kearney, as Finance director and an authorized signature and agent of USA Badminton on the Well Fargo account. John Ruger was also included, as Interim CEO, to be a principal on the account.
11. Patty introduced two Bylaw clarifications, previously emailed to all BOD members. Ken moved and Nibu seconded a motion to adopt changes highlighted below:
 - a. Committee sizes are fully seated with three (3) members as long as if one of the members is a 10 Year Athlete. Committees may go the five (5) as long as the requisite athlete is included in that number.
 - b. The coach director on the BOD is Chair of the High Performance Committee (HPC)
12. Update regarding decertification process provided. Discussion ensued. Nibu mentioned all of USABs recent successes.
13. Ken noted that he will circulate to all Board members a contract proposal for John Ruger to continue as CEO of USAB until December 31, 2025. Ken noted the importance of having consistent leadership at USAB and the good work that John has done since assuming the role last July. Ken also noted that although USAB had originally intended to initiate a formal search for a permanent CEO in the first half of 2025, due to the uncertainty regarding the USOPC Section 8 decertification process, realistically it would be difficult to recruit a permanent CEO until that has been settled. The process with the USOPC has taken longer than anticipated, so likewise the timeline for initiating the CEO search has had to be pushed out.
14. Discussion regarding future BOD meeting dates took place with suggestion of in-person board meeting in summer following either Junior Nationals or US Open.

15. Adjourn

- a. Patty moved and Ben seconded a motion to adjourn the meeting at 12:10pm Eastern