

USA Badminton Board Meeting Minutes

Date: Friday, September 13, 2024

Time: 8:00 AM PST

Location: Virtual Meeting

Attendees

- **Board Members Present:** Pavan Vedere, Chair Fred Teng, Paula Lynn O. Cao Hok, Patty Pflaging, Ken Wong (left at 9:45 AM), Philip Varghese, Iris Wang, Nibu Paul (joined at 8:54 AM)
- **Absent:** Eva Lee
- **Excused:** Richard Alcaraz
- **Staff:** John Ruger, Interim CEO

1. Call to Order

The meeting was called to order at 8:04 AM.

2. Conflict of Interest

The Board completed the conflict of interest disclosures. None.

3. Executive Session

- **Motion to Move to Executive Session:** Moved by Patty and seconded by Pavan. The session began at 8:06 AM.
- **Motion to Exit Executive Session:** Moved by Pavan and seconded by Nibu. The session ended at 9:32 AM.
- Topics related to Legal matters, compliance issues, staff status were some of the issues discussed and deliberated during the executive session.

4. Compliance Update

Patty reported on USOPC compliance report, noting six areas of deficiency and seven needing improvement. Deficiencies included:

1. Athlete representation
2. Conflicts of interest forms being filled out on time
3. Financial policies and procedures.
4. Use of USOPC funding.
5. Para classification.
6. Board oversight and managerial capability.

By-Law Review:

Sections 9.1, 9.16, 9.3, 9.5, 9.13 and 9.14 were reviewed and updates made.

- 9.1, 9.13, 9.14 were updated to clarify the differentiation between the Financial Audit committee, Ethics & Grievance committee and Nominating and Governance Committee.
- 9.3 and 9.5 were updated to clarify the needed 1/3rd athlete representation in committees.
- 9.16 was updated to clarify High Performance and Para High Performance committees.

Motion to Approve By-Law Changes:

Patty moved to approve the changes, seconded by Pavan. The motion passed unanimously.

5. Upcoming Meetings

- **Form 990 Deadline:** Philip reminded the Board that Form 990 is due to the IRS by November 15th. And that Auditors are waiting to get info from the accounting firm who in turn are waiting to get info from USAB staff. John informed the board that he will work with the accounting firm to provide them the info needed. The audit committee will tentatively meet on October 4th.
- **Tentative dates for Next Board Meetings:**
 - October 18, 2024, at 8:00 AM PST
 - November 8, 2024, at 8:00 AM PST

6. BWF Contract

John noted that Laura Peters had reviewed the BWF contract related to the US Open, but BWF was not inclined to make the suggested changes. John will get approval from Safesport to contact Linda to get background and history on the BWF contract.

7. Adjournment

Motion to Adjourn: Moved by Patty and seconded by Iris. The meeting was adjourned at 10:45 AM.