

## USA Taekwondo

### MINUTES OF A MEETING OF THE BOARD OF DIRECTORS

Monday, August 17, 2020

A telephonic meeting of the Board of Directors (“the Board”) of USA Taekwondo took place on August, 2020 following notice duly given pursuant to the USA Taekwondo Bylaws.

#### Attendance:

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

|   |                                       |   |  |
|---|---------------------------------------|---|--|
| P | Don Reynolds, Chair                   | A | Beth Pinkney, Vice-Chair                       |
| A | Bernard Robinson, Referee Director    | P | Jesse Kuhns, Coach Director                    |
| P | Seth Wilson, Club Director            | A | Bongseok Kim, Affiliated Organization Director |
| P | Stephen Lambdin, USOC AAC Athlete Rep | A | Ron Southwick, USATKD AAC Athlete Rep          |
| A | Nia Abdallah, USATKD AAC Athlete Rep  | A | John Ensminger, Independent Director           |
| P | Ian Hardman, Independent Director     | P | Joe Hammond, Independent Director              |
| P | Jason Kirksey, Independent Director   | P | Carol Lewis, Independent Director              |
| P | Yuki Richardson, Independent Director |   |  |

#### Also Present:

USA Taekwondo Staff Members Steve McNally and May Spence.

#### Call to Order

Don Reynolds called the meeting to order at 4:01p.m. Eastern Time and presided. A quorum of directors was present so the meeting proceeded with business.

#### Board Chair Report

##### Opening Remarks:

Don Reynolds addressed the Covid pandemic, and the work being done to secure the organization’s future in the face of unprecedented challenges. Mr. Reynolds reminded the Board that the survey on CEO has been distributed and should be completed asap. Mr. Reynolds announced that today’s meeting will mainly be updates from Mr. McNally.

## **Executive Director's Report**

Steve McNally provided updates to the board on progress in line with the goals of 2018-2028 'Create the Future' Strategic Plan. Mr. McNally talked about the transformation of the sport from an 'amateur organization' to something approaching a professional sport now.

He updated on goals related to SafeSport, athlete education participation, financial performance, plans for 2021, promoting a culture of respect and open minded thinking, further development of strategic and operational plans, sport and athlete development, the need for a new membership value proposition and development of educational programs for athletes, coaches and referees.

Additionally, he talked of customer satisfaction and the introduction of an annual customer survey in 2021 and a desire to increase the number of female coaches, to be achieved through a complete overhaul of coaching education and support.

He talked about how the National Center of Excellence meets the board's strategic goal for competitive excellence, with 8 full time athletes now training in Colorado Springs, and the launch of the Athlete Accelerator Camps to grow that number further, with a goal of 4 resident athletes per Olympic weight Category training full time before the LA Games in 2028.

Discussion ensued as the board asked and received answers to questions and suggestions.

## **Nominating Committee**

Ian Hardman updated on the search for new Independent Directors, with two board members terming out at the end of 2020. Interviews for replacements are scheduled for September. He updated on plans for the process timeline, and urged directors to recommend suitable candidates from their network. The upcoming AAC elections were also discussed, and Don Reynolds suggested that Ian Hardman work with the existing AAC to ensure a smooth process and transition.

## **High Performance Update**

May Spence updated the board on the current state of play on the postponed Olympic Games, with the organization moving ahead under the assumption Tokyo 2020 will go ahead in 2021.

**Closing Remarks**

Mr. Reynolds confirmed that the planned in person Board Meeting, which was scheduled for October has been cancelled due to Covid. Confirmed that the next scheduled telephonic Executive Session meeting is an Executive Session on Monday, September 14, 2020 at 4pm EST.

**Adjournment**

Business was concluded, the meeting adjourned at 4.59p.m. Eastern Time.