

USA Taekwondo

MINUTES OF A MEETING OF THE BOARD OF DIRECTORS

Monday, October 12, 2020

A telephonic meeting of the Board of Directors (“the Board”) of USA Taekwondo took place on October 12, 2020 following notice duly given pursuant to the USA Taekwondo Bylaws.

Attendance:

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

P	Don Reynolds, Chair	P	Beth Pinkney, Vice-Chair
A	Bernard Robinson, Referee Director	P	Jesse Kuhns, Coach Director
P	Seth Wilson, Club Director	P	Bongseok Kim, Affiliated Organization Director
A	Stephen Lambdin, USOC AAC Athlete Rep	P	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
A	Jason Kirksey, Independent Director	P	Carol Lewis, Independent Director
A	Yuki Richardson, Independent Director		

Also Present:

USA Taekwondo Staff Members Steve McNally, Jay Warwick and May Spence.

Call to Order

Don Reynolds called the meeting to order at 4:03p.m. Eastern Time and presided. A quorum of directors was present so the meeting proceeded with business. The meeting's agenda and previous meeting minutes were approved.

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. He reviewed the board calendar, with scheduled board calls and a special Strategic Planning session on a date to be confirmed before the end of the year. Mr. Reynolds rearranged the agenda to allow an early report from Ian Hardman, Chair of the Nominating Committee to accommodate a scheduling conflict.

Nominating Committee Report

Ian Hardman updated the board on the process to find two new independent board members, to replace those who term out in December – Don Reynolds and Ian Hardman being those directors leaving. The Nominating Committee has been vetting candidates since July and has two proposed candidates to move forward to interview. Board of Director Job Descriptions have been developed to enable the board to make decisions based on specific needs desirable for board members, filling skills gaps in the board member abilities. Ian Hardman described the desire in particular for legal expertise and financial management and business development experts as key criteria in advancing a slate of candidates. He expects the process to be finalized by first circulating names and resumes for review, before moving forward to a vote of the full board. The Nominating Committee is also overseeing the AAC election process.

Discussion ensued and questions were asked and answered.

Executive Director's Report

Steve McNally provided updates to the board on the World Taekwondo Assembly, USOPC General Assembly and the upcoming Teams Conference, stating that serious discussions are taking place at all levels throughout international sport relating to survival as a top priority, He informed the board that World Taekwondo had cancelled all events through the end of the year and hopes to restart events in the spring of 2021, but did express that it is possible that international events will not recommence in the first half of 2021.

He also updated the board on the Boardspan USOPC assessment process and tools, including board performance survey and optional Board of Director training opportunities.

Jay Warwick, Chief Operating Officer, gave a finance update including information on the Audit process conclusion, and the status of the 2021 budget process. He also provided a staffing report, including a reduction from 14 staff in 2019 down to 8 due to covid at this point in 2021. He also provided an update on 2021 event planning and how that is being affected by Covid, with the expectation to resume in-person events in the second quarter of 2021 at the earliest, and detailed work underway on the USATKD University, scheduled for launch in 2021.

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

High Performance Update

May Spence updated the board, expanding on earlier comments relating to the complete cancellation of the World Taekwondo Events program, discussing the cancellation of the Grand Prix final, and the ramifications of that decision on the WT ranking point process for up and coming athletes. She also discussed the development of the para-taekwondo programs both worldwide and domestically, the introduction of the Junior Pan Am Games event and further development of the Athlete Academy at the National Center of Excellence in Colorado Springs. Ms. Spence also provided more detail on the upcoming USATKD University. Finally, she provided the board with an update on the current state of play with the delayed Tokyo 2020 Olympic Games.

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

Closing Remarks

Mr. Reynolds confirmed that the board would now go into Executive Session.

Adjournment

Business for the public portion of the call was concluded, the public meeting adjourned at 4.42p.m. Eastern Time.