

# BYLAWS OF TABLE TENNIS CRADLE, INC.

## ARTICLE I: NAME AND PURPOSE

### 1. Background and Motivation

Long-standing research in educational psychology has identified the growth mindset and future self-continuity as crucial factors in the success of young people. Notable works such as "Mindset: The New Psychology of Success" by Stanford University professor Carol S. Dweck and "Your Future Self: How to Make Tomorrow Better Today" by UCLA professor Hal Hershfield emphasize the importance of fostering these concepts. Recent innovations like the AI chatbot Future You, developed by a research team from MIT, Harvard, UCLA, and the Thai tech company KBTG, illustrate the potential of technology in promoting personal development.<sup>1</sup> Moreover, in the wake of the COVID-19 pandemic, loneliness has emerged as a significant public health challenge, becoming a new epidemic.<sup>2</sup> This reality underscores the urgent need for easily accessible and well-structured activities with a clear development pathway that engage people of all ages and backgrounds, supporting their physical and mental well-being and fostering continued growth.

### 2. Name

The name of the corporation shall be "Table Tennis Cradle, Inc."

### 3. Purpose

The corporation is established for educational purposes and follows the mission:

"The mission of the corporation is to educate and promote Table Tennis Cradle as a self-reflective fitness exercise that serves as both an accessible preparation for table tennis and a self-sufficient activity individuals can make and enjoy right at home, contributing to their physical and mental well-being. We aim to support and engage people of all ages and backgrounds through community demonstrations, self-produced online resources, constructive evaluations, and educational research. Our efforts focus on cultivating a growth mindset, strengthening family connections, and addressing post-pandemic social isolation."

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<sup>1</sup> <https://news.mit.edu/2024/ai-simulation-gives-people-glimpse-potential-future-self-1001>

<sup>2</sup> <https://www.gse.harvard.edu/ideas/usable-knowledge/24/10/what-causing-our-epidemic-loneliness-and-how-can-we-fix-it>

## ARTICLE II: ACTIVITIES

The corporation may engage in the following activities:

1. Conducting regular demonstrations and workshops related to Table Tennis Cradle.
2. Providing online and in-person resources for skill development.
3. Organizing evaluation festivals and conducting surveys as rigorous methods to measure the benefits provided to participants, ensuring continuous improvement in services and activities offered.
4. Organizing or sponsoring table tennis tournaments and events for Table Tennis Cradle players to showcase their improvements and engage with the community.
5. Engaging in any lawful activities permissible under New York State law that align with the corporation's mission.

## ARTICLE III: BOARD OF DIRECTORS

### 1. Powers and Duties

The Board of Directors shall have full control over the affairs and property of the corporation and may exercise all corporate powers.

### 2. Number and Qualifications

The Board shall consist of a minimum of three (3) directors, all of whom shall be over the age of eighteen (18). The exact number may be set by resolution of the Board.

### 3. Election and Term of Office

Directors shall be elected at the Annual Meeting and shall serve a term of two years or until their successors are elected.

### 4. Vacancies

Vacancies on the Board may be filled by the remaining directors until the next Annual Meeting.

## 5. Meetings

The Board shall meet at least quarterly. Notice of meetings shall be given to all directors. Special meetings may be called by the Chairperson or by a majority of the directors. A quorum for the transaction of business at any meeting of the Board shall be a majority of the directors then in office.

## 6. Chairperson of the Board

1. **Role and Duties:** The Chairperson of the Board, if designated, shall preside over meetings of the Board of Directors. The Chairperson shall coordinate board activities, facilitate board discussions, ensure effective governance, and act as a liaison between the board and the corporation's executive officers. The Chairperson shall perform such other duties as may be assigned by the Board.
2. **Election and Term of the Chairperson:** The Chairperson shall be elected by a majority vote of the Board and serve for a term of two years or as determined by the Board.

# ARTICLE IV: OFFICERS

## 1. Officers

The corporation shall have a President, a Treasurer, and a Secretary. Officers shall be elected by the Board of Directors.

## 2. Duties of Officers

1. **President:** The President shall oversee and manage the affairs of the corporation and preside over all meetings.
2. **Treasurer:** The Treasurer shall manage the financial records, prepare budgets, and present financial statements to the Board.
3. **Secretary:** The Secretary shall keep minutes of all meetings, maintain records, and handle correspondence.
4. Other officers may be introduced by resolution of the Board.

## 3. Term and Removal

Officers shall serve for a term of two years. Any officer may be removed by a majority vote of the Board.

## 4. Chairperson of the Board

The Chairperson of the Board may serve concurrently in one of the officer roles but is discouraged from holding both the Chairperson and Treasurer positions to avoid conflicts of interest.

## 5. Minor Officers

The Board may consider the specific responsibilities associated with any officer role held by a minor (defined as an individual younger than 18 years old) and, if deemed necessary, may appoint an adult co-officer or designate an adult director to oversee pertinent matters. This approach is intended to provide compliance support and appropriate oversight, enabling the minor officer to fulfill their role actively while ensuring alignment with practical and regulatory standards.

# ARTICLE V: COMMITTEES

## 1. Technical Committee

The Technical Committee shall be responsible for the development, evaluation, and refinement of the corporation's technical skills and methods related to Table Tennis Cradle. Its primary roles include:

1. **Skill Development:** Establishing standards for teaching techniques, setting skill progression guidelines, and ensuring all programs meet consistent quality standards. As part of this effort, the committee will produce and publish instructional videos on the corporation's website, covering all foundational techniques to support participants' learning and engagement.
2. **Evaluation and Assessment:** Designing evaluation criteria and methods to assess participants' skill levels and improvement, ensuring alignment with the corporation's mission to foster self-reflective fitness and growth. The committee has developed a rigorous coded system for skill levels, allowing participants to self-evaluate their progress accurately. Additionally, the corporation will host annual festivals where participants can be evaluated and awarded official certificates in recognition of their achievements.
3. **Training Resources:** Creating and curating resources such as guides, tutorials, and best practices for both online and in-person programs. The committee also plans to conduct live demonstrations in a variety of community settings, including schools, community centers, public parks, and workplaces, to make Table Tennis Cradle accessible and engaging for all community members.

4. **Continuous Improvement:** Analyzing feedback and assessment data to make recommendations for enhancing training programs, methods, and participant experiences.

The Technical Committee will report findings and recommendations to the Board of Directors to ensure ongoing alignment with the corporation's goals and standards.

## 2. Formation of Other Committees

The Board may establish additional committees as needed, such as a Finance Committee or Programming Committee, to support specific goals or operational needs.

# ARTICLE VI: CONFLICT OF INTEREST POLICY

## 1. Purpose

The corporation is committed to ensuring that its operations are conducted with integrity and that any potential conflicts of interest are disclosed and managed.

## 2. Definitions

A conflict of interest exists when a board member, officer, or committee member has a personal or financial interest that could influence their decision-making on behalf of the corporation.

## 3. Disclosure

All directors, officers, and committee members must disclose any potential conflicts of interest at the beginning of each board meeting or when a potential conflict arises.

## 4. Recusal

Individuals with a conflict of interest shall recuse themselves from any discussions or decisions related to that conflict.

# ARTICLE VII: SPONSORSHIP

## 1. Volunteers

1. **Role and Participation:** Volunteers may be engaged to support the corporation's activities, including event organization, community outreach, and administrative support.

2. **Selection and Training:** Volunteers will be selected by the Board of Directors or designated staff based on skills, experience, and alignment with the corporation's mission. All volunteers will receive necessary training and guidance.
- c. **Recognition:** Volunteers may be acknowledged at events, through corporation publications, or via a certificate as a form of appreciation for their contributions.

## 2. Donors

1. **Donor Contributions:** Donors may provide financial or material contributions that support the corporation's mission. Donations may be unrestricted or designated for specific programs, at the donor's request.
2. **Acknowledgment:** Donors will be recognized in the corporation's publications, on the website, at events, or through a certificate, unless anonymity is requested.
3. **Use of Funds:** All donations shall be managed responsibly, ensuring alignment with the corporation's mission and adherence to nonprofit regulations. The corporation will issue receipts for all contributions in compliance with IRS guidelines.

## ARTICLE VIII: MEMBERSHIP

Membership is free. The corporation is committed to a Diversity, Equity, Inclusion, and Accessibility (DEIA) model, ensuring that both members and nonmembers are treated equally in program registration, which is generally conducted on a first-come, first-served basis. Members, as well as volunteers and donors, may have two additional benefits:

1. **Increased Access to Announcements:** Members, volunteers, and donors may receive activity announcements through more channels, allowing timely updates on corporation events.
2. **Survey Participation:** Members, volunteers, and donors may be invited to participate in corporation-conducted surveys, contributing valuable insights to help improve and shape the corporation's services.

## ARTICLE IX: EDUCATIONAL RESEARCH

The corporation prioritizes educational research to enhance its mission of promoting Table Tennis Cradle as a beneficial activity. This research informs program development and provides evidence-based insights for improving community engagement and service delivery. The educational research conducted by the corporation is considered its intellectual property.

## 1. Performance Survey

The corporation will conduct performance surveys to evaluate the effectiveness and impact of its programs. These surveys will provide valuable feedback from participants, ensuring continuous improvement in the services and activities offered. The data collected from these surveys will remain confidential and is the property of the corporation, supporting its mission-driven research.

## 2. Scientific Advisors

The corporation may appoint one or more independent Scientific Advisors to assist in designing and analyzing these surveys. This role is intended to enhance the quality and effectiveness of the corporation's evaluation processes, thereby elevating the board's understanding and decision-making capabilities. The Scientific Advisors are neither officers nor directors of the corporation but provide their expertise as advisory resources.

1. **Collaboration:** The Scientific Advisors will work with the Board of Directors and relevant committees to ensure that survey methods align with the corporation's mission and objectives. Their insights are instrumental in shaping effective strategies for program improvement and community engagement.
2. **Innovation:** Utilizing state-of-the-art methodologies, including artificial intelligence and data analysis, the Scientific Advisors will explore modern techniques in researching growth mindset and other relevant fields. This approach ensures that the corporation remains at the forefront of educational research.
3. **Honorarium:** In recognition of the advisors' expertise and contributions, the corporation will provide a reasonable honorarium, falling between minimum wage rates and competitive consulting rates. This compensation reflects the corporation's commitment to fiscal responsibility and adherence to 501(c)(3) regulations.

## 3. Publications

The corporation may disseminate its research findings and insights through various channels, including conference presentations, to increase awareness of the benefits of Table Tennis Cradle. These efforts aim to share knowledge and foster community engagement aligned with the corporation's mission. All research results, publications, presentation materials, and related content produced by the corporation are considered its intellectual property. Accordingly, the corporation reserves exclusive rights to reproduce, distribute, or otherwise utilize this intellectual property, affirming its commitment to high-quality research and innovative outreach.

## ARTICLE X: AMENDMENTS

These Bylaws may be amended by a two-thirds vote of the Board of Directors at any regular or special meeting, provided notice of the proposed amendment has been given at least two (2) days prior to the meeting.

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These Bylaws were adopted by the Board of Directors on October 31, 2024.