



Lake Placid, New York
Olympic Training Center Conference Room
Board Meeting
Saturday, October 22, 2016

Members Present: Mr. Dwight Bell, Ms. Erin Warren, Ms. Mary Ann Deignan, Mr. Jeff Stratton, Ms. Julia Clukey, Mr. Chris Mazdzer

Members Present by Phone: Mr. Brian Martin, Mr. Paul Baribault, Mr. Adam Berlew

Members Absent: Mr. Terrence Burns, Mr. Pete Gillwald

Guests Present: Mr. Don Simkin

Staff Present: Mr. Jim Leahy, Mr. Mark Grimmette, Ms. Amy Chapin

Call to Order – Mr. Dwight Bell

The meeting was called to order at 10:05AM. Mr. Bell thanked all for participating today and reviewed the schedule for the day. He also welcomed Don Simkin who is joining us as a guest at the Board meeting this morning and will be voted in as the Eastern Club Rep at the Annual Assembly of Members meeting later today.

Approval of Minutes of August 25, 2016

Motion to Approve by Ms. Julia Clukey, second by Ms. Mary Ann Deignan. Motion Passes
(Mr. Jeff Stratton abstained as he was not at the Meeting)

CEO Update – Mr. Jim Leahy

Whistleblower Policy Approval

In the most recent audit conducted by the USOC it was determined that the USLA had no formal “whistleblower policy” in effect. Mr. Leahy, in conjunction with our in house legal counsel, Mr. Ed Williams developed the policy set forth for approval by the Board.

After discussion by the Board, Mr. Bell asked for a motion to approve the policy as presented.

Motion to approve – Mr. Jeff Stratton, second by Ms. Erin Warren. Motion Passes

Conflict of Interest Form

Mr. Leahy addressed with the Board the importance of completing the USLA Conflict of Interest documents annually. He stressed the importance of complete compliance. At this time Mr. Bell instructed all Board members to fill out the appropriate document and return to the USLA as soon as possible.

Year End Financials

Mr. Leahy gave the Board an overview of our year end financials which ended August 30, 2016.

Committee Updates – Mr. Dwight Bell

Mr. Bell gave the Board an update on the current status of our various USLA Committees.

National Team Committee – With the Chair vacancy due to the passing of Frank Masley, Mr. Bell has appointed Interim Chair Ron Rossi to Chair of the Committee effective through the completion of the 2018 Olympic Winter Games. He stated that an additional member will need to be added to this Committee and spoke to Mr. Rossi about a potential replacement.

Audit and Ethics Committee– With current Chair Mr. Gerry Tate resigning from the committee, Mr. Bell was pleased to announce that Ms. Cameron Myler has accepted the Chairpersonship. Ms. Myler is an Olympian, one of only 3 Olympic flag bearer's from Luge and a current law professor at New York University. She has also been involved in various positions since retiring from athletic completion in the field of governance and ethics.

Safety Committee – Mr. Bell discussed that the Chair for this committee needs to be found. After discussion by several Board members it was determined that, although not immediately needed, a potential Chair should be sought.

Mr. Bell announced to the Board that he has asked Ms. Warren to set up a working group to explore ways to improve on the area of membership. Ms. Warren will review ways to improve service and energize our membership base.

Senior/Junior Team Update – Mr. Mark Grimmette

Mr. Grimmette updated the Board on the National Teams including:

- Addition of new staff members – Bengt Walden, Matt Oakes
- Early season Lillehammer training and Lillehammer Cup
- First week of sliding here in Lake Placid
- Slider Search
- Equipment
- Technology Update
- New Start Ramp
- Jr. High Performance Plan
- Coaching
- Korea Homologation
- Selection Races and regular Season Sliding

USLF Update

Mr. Bell updated the Board that Mr. Gerry Tate has retired as President of the USLF and that Mr. Ray Wierzbicki has been elected by the Trustees to fill his position. Mr. Wierzbicki has been a long time valued trustee and fully understands the needs for the USLF as it relates to raising funds and protecting the current endowment.

Ms. Deignan suggested that she would like to see at a future meeting a meaningful discussion on the topic of fundraising for operating expenses for the USLA and fundraising activities for the USLF to grow the endowment.

Athlete Report

Mr. Bell led the report by recognizing the career of recently retired athlete - Julia Clukey. Mr. Bell Dwight congratulated her and was happy to announce that she has agreed to stay on the Board.

Mr. Chris Mazdzer reported on the following:

- Addition of Staff – has been really great for the Athletes.
- Lillehammer – best pre-season training we have had
- Increased Performance of Athletes this year
- Equipment – ongoing scramble to get equipment ready for the season. He felt the process is better than last year but still a concern of the Athletes.
- Overall the athletes are strong and looking forward to the Season – we have a great staff and looking to working together on all levels.

Mr. Brian Martin reported that at the AAC meeting there was much discussion on the Russian Doping scandal. He stated that the overall feeling was that the IOC is moving toward making WADA more independent and the belief at the meeting was that this is a step in the right direction. He also reported on the ongoing establishment of the US Center for SafeSport which will be a positive move to protect athletes in the future.

Mr. Martin reported that his term as the AAC rep expires Dec. 31, 2016. At this time Mr. Bell thanked him for his many years of service.

Club Report

Mr. Stratton took this opportunity to thank the Board for his opportunity to serve and leaves with the hope that the USLA will continue to enhance membership growth through the participation with our established luge clubs. He further emphasized the clubs participation via boosters, ambassadors and volunteers that work on behalf of the USLA.

Elections – Ms. Mary Ann Deignan

Ms. Deignan reported that this has been an uneventful election process given that the following positions are uncontested:

Club Director Seats

Mr. Pete Gillwald has agreed to serve a 2nd term and is endorsed by the Wasatch Luge Club.

Mr. Don Simkin will take over as the Eastern Club Representative and is endorsed by the Eastern Clubs.

Independent Director Seat

Mr. Adam Berlew has agreed to serve a 2nd term

AAC Representative

Mr. Leahy added that the AAC (Athletes Advisory Council to the USOC) was recently run and Mr. Matt Mortensen won the AAC election replacing Mr. Brian Martin. Ms. Julia Clukey was reelected and will serve as the Alternate.

New Business

Mr. Bell opened a discussion on a proper tribute to Mr. Frank Masley.

Mr. Leahy reported that the staff has determined that a proper way to honor Frank Masley memory was to create a National Championship Cup in his honor. The National Championship Race title sponsorship belongs to Norton, but an opportunity exists to award the winner of the race with the Frank Masley Cup. Mr. Masley won 10 National Championships and this cup will be a wonderful way to honor his memory. Additionally, Mr. Leahy stated that Frank's wife and children will attend the December World Cup and it will be great to announce the future award during the race.

Mr. Bell asked the Board for a motion to approve the naming of the Norton National Championship Race award to the Frank Masley Cup.

Motion to create a Frank Masley Cup given to the Norton National Championship Event by Ms. Erin Warren, second by Ms. Mary Ann Deignan

Motion PASSED

With no other New Business the Meeting retired to Executive Session at 12:05PM to discuss the previous Agenda Item of CEO Bonus.

During Executive Session, the Board received a report from Ms. Erin Warren, who Chairs the Finance & Compensation Committee concerning the CEO's bonus for the 2015-16 fiscal year. The report included a recommendation for the bonus criteria achieved by the CEO for the 2015-2016 fiscal year. The Board discussed the recommendation and made some minor modifications.

A motion was made by Ms. Julia Clukey seconded by Mr. Chris Mazdzer to approve the modified 2015-16 bonus for the CEO, the motion was unanimously approved by the Board.

The Board also discussed and reviewed the proposed bonus structure for the 2016-17 fiscal year for the CEO. The Board then instructed Ms. Erin Warren and President Mr. Dwight Bell to present and review the proposed bonus structure and highlight the rationale behind the components of the structure. Ms. Warren and Mr. Bell agreed to carry out this task and subsequently present an agreed upon bonus structure back to the Board for final approval.

Upon a motion made by Ms. Julia Clukey and seconded by Mr. Jeff Stratton, the meeting was adjourned at 12:35.