

# UNITED STATES LUGE ASSOCIATION

Board of Directors  
October 28, 2014 Teleconference

Members Present: Dwight Bell, Erin Warren, Terrance Burns, Paul Baribault, Brian Martin, Julia Clukey, Chris Mazdzer, Pete Gillwald, Jeff Stratton

Members Absent: Adam Berlew, Mary Ann Deignan

Staff Present: Jim Leahy, Amy Chapin

Call to Order: Mr. Dwight Bell called the meeting to Order at 4:38PM

Approval of Minutes of: 9/30/14 – as amended, updated and re-circulated

Motion to Approve by Mr. Chris Mazdzer, 2<sup>nd</sup> by Mr. Pete Gillwald  
All in Favor, None Opposed, Motion Passes

USLA and NGB Council Meeting Update: Mr. Jim Leahy

Mr. Leahy gave a general update of what has been going on at the USLA since the last BOD meeting including the trip to Lillehammer, the opening of the Lake Placid track, US Nationals and the upcoming trips for the Teams and the WC season.

Mr. Leahy also gave an overview of the USOC's NGB Council meetings last week. He attended workshops on Fundraising and Development, Sport Analytics and Board Development.

He noted that the USOC's trend toward funding in the future will be based on more metrics, specifically progression analysis. It will be very important for the USLA to understand such implications.

He also reported that the Board Development workshop was informative.

Mr. Leahy has completed a Business Plan that he will share with Mr. Bell and Mr. Terrence Burns. After receiving feedback he stated that he will refine and present to the board.

Mr. Leahy reported that the USLFF will meet on October 29, 2014 and among the items on their agenda include the USLA request for the annual grant. The request is for \$75K, which was included in our proposed budget. There is also a report to be given by the USLA/USLFF Joint Working Group on a fundraising plan.

Mr. Bell added that the candidates that this Board put forward after the last meeting (Doug Bateman, Scott Arnold and Gerry Tate) will be voted upon at the meeting as well.

Finance & Compensation Committee Update on CEO Contract: Erin Warren

The BOD retired to Executive Session at 4:57PM to discuss this matter. During Executive Session, Ms. Warren presented feedback from her Finance & Compensation Committee regarding the CEO's compensation. After discussion, the Board authorized a group consisting of Dwight Bell, Chris Mazdzer and Erin Warren to open discussions with the CEO regarding terms of compensation going forward, utilizing the guidelines proposed from the Finance & Compensation Committee as amended by the Board.

The meeting was adjourned at 6:15pm.