



USLA Board Meeting
Teleconference
Thursday, August 29, 2019
8:00PM

Members Present: Ms. Erin Warren, Ms. Nonie Manion, Mr. Bob Hughes, Mr. Scott McIntyre, Mr. Matt Mortensen, Mr. Don Simkin, Mr. Chris Mazdzer, Mr. Paul Baribault, Mr. Adam Berlew, Ms. Erin Hamlin.

Members Absent: Mr. Pete Gillwald

Staff Present: Mr. Jim Leahy

Call to Order: The meeting was called to order at 8:04PM by President Ms. Erin Warren

Ms. Warren thanked all on the call and addressed with the Board two agenda items to be discussed. First is the approval of the 2019-2020 proposed budget, and second is the approval of the CEO bonus for the 2018-2019 season. She stated that the discussion of the bonus will be moved to an Executive Session. Both the proposed budget documents and the proposed bonus recommendation documents were sent to all Board members prior to the meeting.

Approval of the 2019-2020 Budget – Ms. Nonie Manion, Mr. Jim Leahy

Ms. Manion, as Chair of the Finance and Compensation Committee, addressed the Board with the due diligence her committee underwent during the budget review process with Mr. Leahy and his staff. She stated that her Committee members Chris Mazdzer, Kathy Borowy and Jason Carone have vetted the proposed 2019-2020 budget with Mr. Leahy and determined that the proposed budget aligned well with the USA Luge's high performance plan.

Mr. Leahy addressed the Board and discussed how the proposed budget outlines the necessary resource support needed to achieve the milestones set forth in the "Statement of Performance" document (sent prior to the meeting) submitted and approved via funding from the USOPC. He continued by stating as we enter Year 2 of the 4 year guaranteed support from the USOPC, the proposed budget aligns with that mission. In addition, the proposed budget also provides significant support for our continued commitment to fund our Junior National Team.

He discussed some major expense drivers of the budget i.e., team travel, additional coaching support at all levels, increased track run production expenses, technical support, hosting SNT & JNT World Cups in Lake Placid and Park City and TV production.

On the revenue side looking to stay relatively flat over the previous season, a slight .05% increase, but stated it is a 42% increase over the 2015-2016 season.

After a number of Board questions addressed by Mr. Leahy, Ms. Warren asked for a motion to approve the proposed 2019-2020 budget presented to the Board if there were no other comments.

Motion to accept the 2019-2020 Budget made by Mr. Adam Berlew, second by Mr. Matt Mortensen.
Motion passed unanimously by the Board.

At this time Mr. Leahy dropped of the call.

Ms. Warren directed the Board into Executive Session to discuss the CEO bonus for 2018-2019.

The meeting was adjourned at 9:15PM