

USS Board of Directors 5/21/2022 Meeting Minutes

In attendance for the meeting on 5/21/2022 of the USS Board of Directors (“BOD”) were USS BOD President Mark Carleton, Vice President; Susan Sandvig-Shobe, Treasurer; Andy Kelly (zoom), Pat Maxwell, Tony Liu, Ryan Bedford, Carlijn Schoutens, Brian Hansen, Jane Lute, and Jeff Castelaz. The listed members in attendance constitutes a quorum of the Board. USS Executive Director Ted Morris, Bryce Holbech, and Shane Domer were also in attendance. USS AAC Representative Brittany Bowe attended a portion of the meeting. Guest Michael Berdekin attended the meeting as well.

Meeting minutes were recorded by USS Membership and Safe Sport Manager Sara Bowles.

1) Welcome

The meeting was called to order by Mr. Carleton at 8:06am ET. Mr. Morris shared that Michael Burdekin (in attendance) had accepted the position as the USS Director of Finance and Administration and would be starting full time on June 14, 2022.

2) BOD Approval of Independent Directors and Introductions

Three individuals were nominated by USS’ Nominating and Governance Committee to be Independent Directors for the next four years. The Board moved to confirm new nominees, Jane Lute and Jeff Castelaz, and the reappointment of Duncan White. Motion by Mr. Bedford. Second by Mr. Liu; Approved.

3) Election of Officers for 4-year period

Ms. Sandvig-Shobe nominated Mr. Carleton as President of USS. Second by Mr. Bedford; Approved.

Mr. Bedford nominated Ms. Sandvig-Shobe as Vice President of USS. Second by Mr. Maxwell; Approved.

Ms. Schoutens nominated Mr. Kelly as Treasurer of USS. Second by Mr. Liu; Approved.

Ms. Sandvig-Shobe nominated Mr. Smith as Secretary of USS. Second by Mr. Bedford; Approved.

4) Audit Committee Report

Mr. Kelly provided a report on the 2021-222 budget forecast which currently shows a small surplus. Contributing factors to the surplus includes an increase in support from the USOPC for the 2022 Olympic Trials along with other end of the year savings on expenses.

Mr. Kelly presented a draft 2022/23 budget to the BOD. After USOC funding is provided in Mid-June, staff will present a final 2022-23 budget for BOD approval at the scheduled July meeting. Key to revenue for the coming season includes multiple sponsorship renewals and continued success of USS' fundraising programs.

5) US Speedskating Foundation Report

Mr. Kelly shared that the fund continues to perform well considering the downturn in the financial markets. Ms. Lute inquired about the management of the fund. Mr. Carleton explained the relationship we've established with Cook Street Consulting as the fund management company.

6) USOPC Update

Mr. Morris shared ongoing concerns between NGB's and the USOPC around compliance requirements and lack of marketing support. Ms. Sandvig-Shobe suggested the formation of a compliance committee to support staff.

A new Chair of the USOPC will be elected in July. The two candidates are Dexter Paine and Gene Sykes. NGB leadership collectively feel that electing a person who comes from an NGB background is critical at this time.

7) AAC Update

Ms. Schouten shared the new members on the USS AAC; Julie Letai, Brandon Kim, Emery Lehman, join Brittany Bowe, who was re-elected. Brian Hansen is the USOPC Athlete rep and Julie Letai will serve as the alternate. USS is compliant with the USOPC 33% athlete representation requirement across all committees.

Ms. Schouten then turned the focus to a discussion on direct athlete support (DAS). Skaters have expressed concerns about balancing training and competing with work and school. Mr. Bedford presented a document on the DAS breakdown for USS skaters. The AAC would like to increase resources to skaters that qualify for DAS and would like the BOD to consider new avenues to fund athletes. The athletes appreciate that USS has significantly improved its financial position over the last eight plus years and now want to work with USS to generate more money for DAS. A discussion ensued on programs that could increase funding to athletes including; Athlete coached camps, sponsor prize money at US Events, dedicate certain percentage of sponsor deals to DAS, sponsorship bonuses for athlete's airline miles donation program, connecting athletes to the SLC community through mentorship, personal fitness, and other programs.

8) Congress Proposals

Mr. Morris presented a Summary and action items sheet regarding 2022 Congress Proposals. Ms. Schoutens suggested a bylaw drafting change which the BOD instructed staff to make. In section 9,2C of the USS Bylaws, referencing eligibility criteria to serve on the AAC, it says you must meet criteria in 5.1A (active amateur or world cup/ world championship /Olympic). This should instead refer to 5.1Ai1 (removing the active amateur group).

9) ISU Update

Mr. Morris shared that he and Ms. Sandvig-Shobe will be representing USS at the upcoming 2022 ISU Congress. Mr. Morris is excited about the potential to have excellent representation within the ISU moving for the next four years. Nick Thometz has been nominated to be Chair of the LT Technical Committee, USS is putting J.R. Celski forward for ST Athlete Representative, Joel Shobe will remain the Medical Commission, and Keith King is being put forward for the Judicial Committee. Patricia St. Peter (U.S. figure skating) has been nominated for President of the ISU.

The group of ISU Short Track hosting nations continue to work with the ISU staff on a new model of hosting World Cup Events that would allow for the host nations to increase the amount of sponsorship rights around these events. The group will meet with the ISU at the Congress.

10) Executive Director Report

Mr. Morris and Mr. Domer shared the Administrative and High Performance staffing organizational charts. Mr. Bedford suggested USS official titles and emails for Dave Tamburrino and Hongyang Wang.

- a. **High Performance** – Mr. Domer shared the National Training Program List of athletes for Long Track and Short Track. Mr. Domer then shared 2022/23 Performance goals.
- b. **Development / Membership** – Mr. Domer shared the focus continues to be recruitment, retention, and development. Programs planned this year in supporting these principles include;
 - i. Recruitment – Learn to Skate/inline support. Regional Training Center support and collaboration.
 - ii. Retention – better and more racing opportunities for seniors, neo’s and juniors, and support of “life after sport.”
 - iii. Development – Coaching education, more paid coaching jobs, camps mixing top juniors with NTP Athletes.
- c. **Marketing / Fundraising / Communications** – USS has several key sponsor renewals ahead of the coming season including Toyota, Under Armour, KT Tape, Salesforce, Reign, Rayus, and Dairy West.

Fundraising plans for the coming season include a return to an in-person *91 and Counting* event, Podium Club, and Long Track World Championships hospitality packages in the Netherlands. Additional focus will be made on hosting chapter events in various cities.

11) Legal Update

No new activity to report.

12) New Business

Mr. Bedford presented ideas around further collaboration with the speed branch of USA Roller Sports. Mr. Carleton asked for a subcommittee to be formed to further investigate opportunities in this area.

13) Executive Session

14) Conclusion

Mr. Carleton concluded the meeting at 12:20 EST.