

USS Board of Directors 05/29/2020 Meeting Minutes

In attendance for the virtual meeting on 05/29/2020 of the USS Board of Directors (“BOD”) were USS BOD Vice President; Susan Sandvig-Shobe, Treasurer; Andy Kelly, Secretary; Rusty Smith, Pat Maxwell, Tony Liu, Ryan Bedford, Carlijn Schoutens, Duncan White, and Don Mealing. The listed members in attendance constitutes a quorum of the Board. Former BOD members Sheree Mehring and Elli Ochowicz, USS Executive Director Ted Morris, Director of Finance Dale Schoon, Bryce Holbech and new USS AAC representative Brian Hansen were also in attendance.

Meeting minutes were recorded by USS Membership Coordinator Sara Bowles

1) **Welcome**

Meeting was called to order by Ms. Shobe at 1:05pm

2) **BOD Approval of Independent Directors**

Mr. Smith motioned for approval of two independent directors being placed on the BOD as recommended by the USS Nominating & Governance Committee. The two nominees are current directors Andy Kelly and Mark Carleton. Second by Ms. Shobe; approved.

3) **BOD Introductions**

Ms. Shobe Congratulated re-instated / re-elected Board Members Mark Carleton, Andy Kelly, Pat Maxwell and Ryan Bedford. She also welcomed Tony Liu and Carlijn Schoutens to the BOD. The BOD expressed their sincere thanks to Ellie Ochowicz and Sheree Mehring for their service over the past several years and for their continued support and involvement in the sport.

4) **Strategic Plan**

The BOD reviewed the USS Strategic Plan to make sure it accurately reflects the current direction of USS. Staff suggested making a change to the “values” section of the strategic plan. Since “self-efficacy through adverse situations” is very similar to the “character” section, the suggestion was to eliminate “self-efficacy.” After BOD discussion, Mr. Smith motioned to remove “self-efficacy” from the USS Values section of the Strategic Plan. Second by Ms. Shobe; approved.

5) **Finance Report**

Mr. Schoon shared the 2019/20 budget forecast. USS was fortunate on the timing of the COVID-19 pandemic with the majority of elite and grassroots events completed prior to the shut-down. The majority of 2019/20 revenue was collected prior to the shut-down. The forecast should be close to the final numbers pending review by USS auditors.

Mr. Schoon shared the draft 2020/21 budget. USS is anticipating support from the USOPC to be close to 2019-20 pending confirmation which should come in the next couple of weeks.

Fundraising revenue is forecasted to be down due to COVID-19 impact. There is an increase in Direct Athlete Support with more athletes having qualified for funding.

Mr. Schoon shared that the PPA loan that USS received will likely be forgiven in the next couple of months.

6) USS Foundation Report

Mr. Schoon shared that the fund value declined over the last couple of months. The fund did perform better than the market proving once again that fund management by Cook Street continues to be a significant benefit for USS.

7) USOPC Update

Mr. Morris shared that the USOPC is making cost cutting moves to reduce expenses by 20% over the next quad. Some of these reductions include significant staff lay-offs at the USOPC training centers in Lake Placid and Colorado Springs. The USOPC will be instituting a quadrennial NGB Certification process beginning in 2021.

Mr. Morris reported that the USOPC is considering bylaw changes that would require NGB's to have 33% athlete representation on their board of directors and committees.

8) AAC Report

Mr. Bedford shared that the USOPC AAC has come to an agreement with the USOPC for funding of a full-time AAC staff person along with other projects. The USOPC AAC is meeting frequently and heavily involved in the many governance change discussions going on at the USOPC.

Ms. Schoutens shared that Brian Hansen and Brittany Bowe joined the USS AAC which held its annual meeting during the Congress. The USS AAC feels connected with and representative of the current athlete group. During their meeting, the AAC reviewed the athletes holding positions on the various USS committees. They also discussed the idea of sending current athletes to clubs as guest coaches to help inspire the next generation of skaters.

9) International Strategy

Mr. Morris reported that USS is planning on hosting three major international events in 2020/21. USS has been working with the ISU on contingency plans with the uncertainty of the coming season. The 2020 ISU Congress which was postponed, has been moved to 2021.

USS continues to work on receiving ISU grants that support USS development programs. The ongoing International Transition Program at the Utah Olympic Oval continues to be a success and the ISU has committed to supporting the program in 2020/21.

10) Congress Proposals

Mr. Morris reported on the strong membership participation numbers with the virtual Congress. It was an excellent opportunity to give everyone a chance to take part in the meetings. There was a discussion around how USS can include a virtual component to the Congress moving forward to allow more member participation.

Ms. Wohlrab shared the three Congress proposals from the membership. One for Short Track and two for Long Track geared towards master's programs. The Summary and action of the above-mentioned proposals are available on the USS website at <https://www.teamusa.org/us-speedskating/governance/governance-and-bylaws>

11) Executive Director Report

Staff shared the highlight reel from the 2019-2020 season. It set a positive tone as the BOD had a chance to re-live many of the great moments from the past season.

- a. High Performance – Mr. Domer shared a presentation on how USS performed against its goals during the 2019-2020 season. Mr. Domer is optimistic about the progress made especially regarding the increased number of medal contending performers and performances. Mr. Domer went on to share the High-Performance goals for the 2020-2021 season.
- b. Development / Membership – Ms. Wohlrab reported that USS is allocating more funding toward development than ever before. Goals are centered around increasing competing athletes between the ages of 7-24 by 3% annually. The three guiding principles of USS development are; recruitment, retention, and development. USS is also increasing its engagement with the Regional Training Centers (RTC's) in SLC, MKE and Roseville. The transition of the USS membership platform to Sport80 is ongoing.
- c. Marketing / Fundraising / Communications – Major events for next year are the ISU Long Track World Cup 12/4-6/2020; ISU Short Track Four Continents Championships 1/22-24/2021; ISU Short Track Jr. World Champs 1/29-31/2021. All of these events will take place at the Utah Olympic Oval. Broadcast coverage includes 10 hours of coverage on NBCSN, season long coverage on the Olympic Channel as well as on NBC Sports Gold.

Mr. Morris shared that USS is considering a VIP bike camp in Park City in August. The 88 and Counting Fundraiser will be in conjunction with the LT WC.

12) Legal/SafeSport Update

Mr. Morris reported that there are no legal updates.

USS received a positive audit from the U.S. Center of SafeSport that the membership has been compliant on the training from the U.S. Center for SafeSport.

13) New Business

Ms. Mehring and Ms. Ochowicz shared very positive feedback upon the completion of their BOD Terms.

14) Conclusion

Meeting adjourned by Ms. Shobe at 4:15pm MT