

## USS Board of Directors 11/02/19 Meeting Minutes

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In attendance for the meeting on 11/02/2019 of the USS Board of Directors (“BOD”) were USS BOD President; Mark Carleton, Vice President; Susan Sandvig-Shobe, Sheree Mehring, Ryan Bedford, Duncan White, and Don Mealing. Rusty Smith, Elli Ochowicz and USS AAC Chairman Carlijn Schoutens participated via phone. The listed members in attendance constitutes a quorum of the Board. USS Executive Director Ted Morris, USS Director of Finance Dale Schoon, and Bryce Holbech, were also in attendance. Tony Sargent and Brian Hansen sat in on the meeting as well.

Meeting minutes were recorded by USS Membership Coordinator Sara Bowles.

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### 1) **Welcome**

Meeting was called to order by Mr. Carleton at 9:08am

### 2) **September 30, 2019 Board of Directors meeting minutes**

Mr. Bedford motioned for approval of the September 30, 2019 Board of Directors Meeting Minutes. Second by Ms. Sandvig-Shobe; Approved.

### 3) **Finance Report**

Mr. Schoon shared the budget forecast highlighting confirmed revenue the organization has finalized since the last meeting. Expenses continue to be on track to budget. The organization is actively pursuing additional revenue streams focused around activities at the Speed Factory. There is a plan in place for a “WinterFest” at the World Single Distance Championships, which is another opportunity for sponsors.

### 4) **U.S. Speedskating Foundation (USSF) Report**

Mr. Schoon shared that the fund continues to show positive returns on its investments. The USSF BOD will begin considering additional members as it looks to increase fundraising activities.

### 5) **USOPC Update**

Mr. Morris shared that USS is currently participating in audits and compliance reviews by the USOPC. So far, all reviews are moving forward without significant issues. A discussion ensued on the USS Conflict of Interest forms and what information should be considered relevant and worthy of disclosure moving forward.

Mr. Morris shared that the USOPC’ High Performance Team visited the Oval for meetings. Their team has a new focus on the critical importance of a development pipeline for winter sports.

They realize that the rest of the world is investing in Winter Olympic Sport development at a much higher level than what we're doing in the U.S. To continue to be competitive at the Olympic Games, a significant investment needs to be made in development.

Mr. Morris shared that The U.S. Center of SafeSport is requesting additional funding from NGB's and the USOPC to keep up with the increased number of complaints being handled by the Center.

#### **6) AAC Update**

Mr. Bedford shared an update on the ongoing negotiations between the AAC and USOPC on additional services and support.

Ms. Schoutens reported that new athletes' representatives will be needed to replace Mr. Bedford and Ms. Ochowicz on the BOD and as USOPC AAC Representatives during the upcoming elections in early 2020.

#### **7) ISU Update**

Mr. Morris shared an update on the ISU Event Marketing working group's activities. The ISU has agreed to an increase in the event contribution for Speed Skating World Cups. The ISU is considering taking over TV Production for Short Track World Cups which would help USS' bottom line around those events. The ISU Speed Skating and Short Track World Cups have not had a title sponsor for several years.

#### **8) Bylaw Change Recommendations**

Mr. Morris shared that Ms. Schoutens, through her own initiative, reviewed the USS bylaws and brought forward changes for the USS BOD to consider. Mr. Smith and Mr. Bedford worked with Ms. Schoutens on the changes which were then reviewed by outside counsel. Following is a summary of the proposed changes:

1. USOPC to replace all USOC references throughout the document.
2. 5.1 A2 – clarification on athlete eligibility in voting for athlete representatives.
3. 9.2 AAC – clarification on consistency of USS AAC representatives and who they represent.
4. 9.2 – Changed eligible voting age of USS members for AAC representation to a consistent 16 years of age.
5. 9.3 clarification that AAC representatives can serve a maximum of two terms.

Motion by Mr. Smith for approval of the above bylaw changes. Second by Mr. Carleton; Approved.

## 9) 2020 BOD Elections

Mr. Morris shared that six positions are up for election in 2020. Two Independent Director positions, the Coach/Official Director, Club Director positions and the two Athlete Directors are up for election.

## 10) Executive Director Report

- High Performance / Staff – In looking at HP goals for the 2019-20 season, Mr. Domer is optimistic about where we are athletically at this point of the season. For Long Track, the goal of 4 medals at WSD Championships is attainable. Defending medalists, Brittany Bowe and Joey Mantia are looking very good at this point of the season. There's been an emphasis on mass start and team pursuit training which is paying off for the entire team. On the Short Track side, the team is skating very fast in training. Experience in racing conditions continues to be a focus with a very young team.

Ms. Wohlrab joined the meeting and reported on USS' efforts to put in place an Athlete Development Model (ADM). The ADM will help provide guidance on how to develop an athlete the right way while keeping the sport fun. In September, Chris Needham hosted an ADM summit with about 30 coaches. It was extremely well received by the coaches in attendance. MR. Needham is now in Milwaukee doing *60 Ways of Play* to develop basic skills for kids and make training more age appropriate.

Mr. Domer shared that the new hawk eye overhead cameras are installed on the short track rink and working with dartfish. This technology is to better help see and learn track patterns.

- Development / Membership – Mr. Morris shared that weekly meetings continue to be held under the direction of Marion Wohlrab. In the future, we will look to solidify the dates for the ST Next Gen camps earlier. Currently Milwaukee is hosting a LT Devo camp with over 30 athletes signed up. Earlier in the year, in conjunction with Congress, a Level 3 Coaching seminar was held with 14 people. USS Membership is tracking down slightly with renewals of Alumni memberships struggling without an auto renewal option.
- Marketing / Fundraising / Communications – Mr. Morris shared that new employee, Andrea DiCristoforo will be focused on fundraising programs and working with our sponsors. The USS 2018-19 Annual Report was distributed to the BOD for review. Ms. Sandvig-Shobe motioned for approval of the Annual Report. Second by Mr. Bedford; Approved.

### **11) Legal Update**

Mr. Morris reported there are no new legal updates. Mr. Schoon shared that we are moving all our insurance underwriting over to Aon. This will be budget relieving and will offer better coverage.

### **12) New Business**

Future meeting dates:

- Monday nights at 8pm Eastern four times per year. A schedule will be distributed by Mr. Morris
- Annual Meeting/Congress – May 29<sup>th</sup> 30<sup>th</sup> (ISU Congress is June 6<sup>th</sup>).
- Fall BOD meeting will be in November or December dependent on ISU World Cup Schedule.

### **13) Conclusion**

Mr. Carleton concluded the meeting at 12:03pm