



Minutes

Board of Directors Meeting September 7, 2024 Conference Call

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, September 7, 2024. The Chair called the meeting to order at approximately 10:00 AM ET. The following members of the board were present in person at the meeting's commencement: Randy Aliment, Ann Gaffigan, Rashelle Tanner, Ryan Bosch, Tristan Gale, Chris Kinney, Savannah Graybill, David Best, and Lenny Kasten. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire, CFO Lisa Carlock, and staff member Hayden Walker were present for the meeting. Advisory Director Javier San Miguel and AAC members Elana Taylor and Kaillie Humphries participated as well.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 10:04 AM ET and welcomed new director, Ms. Tanner.

2. Conflict of Interest

Mr. Aliment addressed potential conflicts of interest relative to any of the meeting agenda items. He inquired if there were any agenda topics that any director felt represented a conflict of interest whereby, they would need to recuse themselves from the discussion. No conflicts were reported.

3. Amendments to Bylaws

At the June board meeting, preliminary approval was made of the bylaws amendments. Ms. Walker summarized the changes and improvements that were made and informed the board that USABS met with the USOPC to ensure their support and approval. Mr. Aliment shared his confidence that the updated bylaws are aligned with USOPC requirements. A motion was duly made and seconded to approve the final amended version of bylaws. It was unanimously approved. The amended bylaws will next be posted for review by the membership.

4. Standing Committee Nominations

Bob Bergbauer, chair of the Nominating and Governance Committee, was tasked with filling vacancies in board committees to ensure compliance with the bylaws and the 33% athlete representation rule. A motion was duly made and seconded to approve the NGC committee nominations. It was unanimously approved.



5. Management Report

Mr. McGuire updated the board on USABS' developments over the last quarter in the following key areas.

a. Athlete Development & Well-Being

Mr. McGuire reviewed the 2024-25 IBSF season schedule and briefly shared the coaches' anticipated plans for the season. He also reviewed the World Championships schedule and reminded the board of the meeting scheduled in Lake Placid during the first weekend of World Championship competition. He summarized preseason training programs, upcoming events, and shared USABS' trends in World Cup, World Championship, and Olympic Games performances.

b. Resource Growth & Sustainability

Mr. McGuire updated the board on USABS' sponsor solicitation efforts and reviewed sponsorship revenue trends.

c. Organizational Effectiveness

Mr. McGuire informed the board of a four-part educational series that USABS is providing to the athletes. The topics of NIL/IP, funding priorities, budget process, and sponsorship process will be discussed during Zoom meetings with the athletes. While presented already to the athletes who attended the June National Team Camp, this content will now be shared with all USABS athletes. The presentations will be updated and provided on an annual basis.

Mr. McGuire confirmed that no informal complaints had been received since the last board meeting.

d. Sport Awareness & Continued Engagement

Mr. McGuire reviewed the Slide2Glory combine event that was held in Utah on August 17. Local and national promotion led to 100+ athletes participating in the event, with 20 skeleton and 6 bobsled athletes invited to Lake Placid to further pursue the sports. USABS anticipates holding an in-person combine event in Utah on an annual basis. Discussion ensued on hosting combines in North Carolina in conjunction with other NGBs, Parisi Speed School hosted events, and how quickly new recruits have the potential to impact USABS performance.

USABS and ORDA collaboration to ensure the team's success at the World Championships was discussed and Mr. McGuire confirmed that plans are in place for beneficial training in advance of the competition.

Mr. McGuire lastly reviewed the skeleton coaching plan for the season, noting that only the Whistler NAC is currently not covered but potential solutions are available.



6. Strategic Plan

Mr. McGuire, after briefly reviewing the participants involved and process for creating the 2020-2026 strategic plan, provided an update on where USABS is relative to the plan's goals. The plan will be officially updated after the 2026 Olympic Games.

7. Special Report – Performance Funding Priorities

Curt Tomasevicz shared with the board the presentation he provided to USABS athletes on funding priorities. His presentation addressed common athlete questions on where funding comes from, where it gets directed, and how funding decisions are made. He discussed the creation of the BAPP and SAPP to help outline strategic allocation of athlete support and clear objectives so athletes understand how to qualify for support. He reviewed the intricacies of the High Performance Planning process and funding request to the USOPC, provided a comparison of athlete support and medals earned between prior and current quads, and discussed common topics of debate in determining funding priorities.

8. Financial Report

In advance of the meeting, Ms. Carlock provided August 31 financial reports to the board, including a Statement of Activities and Budget to Actual Report, Balance Sheet, and Cash Flow statement. She reviewed updates to the budget in the Restricted Sport and Unrestricted categories and explained reasons for variances particularly in the Restricted Sport budget. She informed the board of pending support for the parasport programs. Lastly, she confirmed completion of the fieldwork portion of the 2023-24 financial audit.

9. AAC Update

AAC updates included the upcoming election for USOPC AAC representatives. Ms. Taylor has reached her term limit, but Mr. Kinney is eligible and will be running for re-election.

The AAC expressed concerns with World Championships planning and insuring that USABS has home field advantage, to include credentials and logistical support for friends and family. The AAC requested participation in meetings with ORDA to discuss, and that USABS assign a staff member as the key contact for friends and family.

The schedule, coaching and support plan for the parasport program was briefly discussed.

Lastly, athlete safety, particularly in warm up areas at international tracks, was raised as an athlete concern. Mr. McGuire informed the board that the IBSF agreed to a task force to evaluate ongoing safety issues. The AAC was tasked with providing specific concerns to Mr. McGuire, who will then communicate them to the IBSF.



10. Board Orientation Slide Deck

Mr. McGuire and Mr. Aliment recently revised and updated the board orientation slide deck. A copy was provided to the board and directors were encouraged to review. Ms. Tanner, who recently received the orientation, shared her opinion of the deck being succinct, digestible, and a great onboarding tool.

11. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 12:22 PM ET. Topics addressed include litigations and the Foundation.

12. Adjournment

The meeting was adjourned at 12:50 PM ET.

This document constitutes a true and correct copy of the minutes of the Board of Directors meeting of USA Bobsled/Skeleton.

DocuSigned by:
Lisa Carlock
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Lisa Carlock
Corporate Secretary

9/30/2024

Date