

## USS Board of Directors 12/13/2025 Meeting Minutes

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In attendance for the meeting on 12/13/2025 of the USS Board of Directors (“BOD”) were USS BOD President; Mark Carleton, Vice President; Susan Sandvig-Shobe, Treasurer; Andy Kelly, Secretary; Rusty Smith, Duncan White, Jane Lute, Robert Woodbury, Deb Wheelock, and Team USA AC Rep; William Gebauer. The listed members in attendance constitutes a quorum of the Board. USS Executive Director Ted Morris, Finance Director Michael Burdekin, Chief of Sport Performance Shane Domer, and Director of Sport Operations Bryce Holbech were also in attendance.

Meeting minutes were recorded by Sara Bowles. Membership Coordinator, Kayla Boynton was also in attendance.

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### 1) **Welcome**

Mr. Carleton called the meeting to order at 9:01am MT.

Mr. Morris shared an overview on the success of the 91 & Counting Fundraiser at Traeger Headquarters the previous evening.

### 2) **9/29/2025 BOD Meeting Minutes**

Motion for approval by Mr. White. Second by Mr. Kelly; approved.

### 3) **Declarations of any Conflict with Agenda**

Mr. Morris called for any potential conflicts with the agenda. Ms. Lute and Mr. Gebauer declared possible conflicts with the High-Performance and Marketing agenda items.

### 4) **Financial Report**

Mr. Burdekin shared the updated 2025/26 budget forecast. Sponsorship and fundraising revenue is strong and on target with projections. No major unbudgeted expense items have arisen. The Long Track World Cup was a successful event with ticket revenue hitting forecast revenue numbers. The Board discussed the recently released ISU Event Requirements for the 2027/28 season and beyond.

Mr. Morris reported on the status of the Ice House budget and planning. The Ice House is an equal partnership between USS, US Figure Skating and USA Hockey.

The 24/25 audit is underway. With this being the second time with the new auditor, staff is expecting a much smoother process.

**5) US Speedskating Foundation (USSF) report**

Mr. Burdekin reported that the foundation continues to grow behind the strength of the financial markets. Mr. Carleton commented on the need to build the foundation so it can provide more money annually to USS. The Board discussed ways to USS could accomplish this goal.

**6) High Performance / Development Update**

Mr. Domer reported on sport performance season to date. The depth of talent is deep going into the Olympic Games. The High Performance Team has a good plan in place to make sure our team is peaking at the Olympic Games. Good nutrition, illness prevention, medical support, and being psychologically prepared are the key areas of focus as we head to Milan.

Mr. Holbech presented progress by the Development Team against the three pillars of Recruit / Retain / Develop. The Board discussed Pipeline issues confirmed through the dropout survey. A discussion ensued on how USS can continue to compete with Universities in recruiting athletes to stick with skating while still pursuing their academic goals

The discussion moved to the grant USS is receiving through the USOPC Ambassador Program. This grant will provide funding for USS to invest in development.

**7) AAC Update**

Mr. Gebauer shared his interest in potentially running for the ISU Athlete's Committee. Team USA AC has a new CEO, Funmi Blakemore, a Track and Field Olympian who understands the sports world. The TEAM USA AC is excited about her appointment.

**8) Membership / Club Report**

Ms. Wheelock shared questions on the Tour of Olympians, membership registration, and event registration. Clubs are interested in a more centralized administrative approach, so they have more time to focus on skaters.

Ms. Shobe commented that clubs are asking for a shared event calendar, with long track and short track events, to help avoid conflicting events on the same weekend.

**9) SafeSport Report**

The U.S. Center of SafeSport has not yet hired their new CEO. There continues to be more collaboration and engagement from the Center under the interim CEO.

## 10) Bylaw Changes

Recommended bylaw changes were presented to create consistency between the Nominating and Governance, Audit, Ethics and Judicial Committees. Ms. Lute shared additional perspective on behalf of the working group recommending the changes. A discussion on the recommendations and concerns articulated by Rusty Smith took place. The working group agreed to look at additional modifications and come back to the Board with revised language for consideration.

## 11) Leadership Succession Planning

Mr. Smith spoke to the changes coming to the BOD and executive staff. Mr. Kelly, who was serving at the pleasure of the BOD, resigned effectively immediately. The BOD expressed its sincere gratitude to Mr. Kelly for his 10+ years on the BOD including the last several the treasurer.

Mr. Smith motioned to appoint Mike Plant to the open Independent Director seat on the BOD. Second by Ms. Shobe; approved.

## 12) Executive Director Report

### a. ISU

The ISU is moving quickly to become a professionally led organization. They are hiring new people at an extraordinary rate. The ISU will likely award USS a Long Track World Cup in January of 2027. The bid process for events has become extremely difficult to manage and time consuming. A discussion around the ISU schedule took place. The ISU is discussing having 8 Short Track World Tour Events annual instead of 6.

The ISU congress will be in June of 2026. It will be an election year for ISU Office holders. The BOD discussed U.S. Candidates for the various positions.

### b. USOPC – There's a high focus on sport integrity (anti-gambling) at the Olympic level. NGB's are now required to integrate sport integrity language into their policies. USS continues to have a productive relationship with all areas of the USOPC.

### c. Marketing/Fundraising/Sponsorship – Union Pacific agreed to increase its commitment to USS for future seasons. USS has done several licensing deals with Team USA sponsors around the use of its uniform in marketing programs.

## 13) Legal Update

No new activity to report.

**14) New Business**

No new business.

**15) Conclusion**

Mr. Carleton ended the meeting at 12:03pm MT.

**16) Executive Session**

An Executive Session of the Board was held.

Notes shared from the session include a motion by Mr. Carleton nominating Mr. White as the Treasurer of USS and Chair of the Audit Committee. Second by Ms. Shobe; approved.