

USS Board of Directors 5/20/2023 Meeting Minutes

In attendance for the annual meeting on 5/20/2023 of the USS Board of Directors (“BOD”) were USS BOD President Mark Carleton, Vice President; Susan Sandvig-Shobe, Secretary; Rusty Smith, Treasurer; Andy Kelly, Jane Lute, Pat Maxwell, Jeff Castelaz, Tony Liu, Carlijn Schoutens, Ryan Bedford and Brian Hansen. The listed attending members constitute a quorum of the Board. USS Executive Director Ted Morris, Director of Finance Michael Burdekin, High Performance Director Shane Domer and Sport Operations Director Bryce Holbech were also in attendance.

Meeting minutes were recorded by Sara Bowles.

1) **Welcome**

Meeting was called to order at 8:32am MT by Mr. Carleton

2) **Approval of March 20, 2023, BOD minutes**

Motion to approve by Mr. Bedford; second by Ms. Sandvig-Shobe. Approved.

3) **Financial Report**

The USS Audit committee meeting was called to order. Mr. Kelly opened the meeting. Mr. Burdekin reported on the 2022-23 USS Budget Forecast. Through concentrated cost management, staff has reduced actual expense spending verse budget. USS is currently forecasted to end the year with a slight surplus. Mr. Burdekin presented USS’ overall net equity position. Much of USS’ net equity is equipment and in the Speed Factory facility with cash representing the smallest percentage.

Mr. Burdekin shared a draft of the 2023/24 budget. With increased expenses forecasted around High Performance, increasing revenue is a priority. Once USS receives its High Performance grant from the USOPC, staff will present a final 2023/24 budget for review and approval by the BOD at the next meeting.

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

Mr. Burdekin reported on the balance and performance of the fund. The foundation has done an excellent job over the last decade of providing funds to the USS annual operating budget while still growing the corpus through positive investment returns.

5) Congress Proposals

The BOD reviewed and discussed two proposals:

- Proposal #1: Best efforts to have a minimum of 30% women among the independent directors on the Board, as well as all task forces, committees, commissions, and any other entities formed by USS, whether permanent or ad hoc.
Motion to approve by Mr. Kelly; Second by Mr. Bedford. Approved.
- Proposal #2: Gender policy that would differ from ISU. As proposed, the suggested language would violate athletes right to compete since USS must follow the gender guidelines of the ISU for all team selection events. The BOD discussed the complexity of this issue and will look at changes to USS current gender guidelines. The proposal was denied by the BOD.

6) AAC Update

Ms. Schoutens reported that the USS AAC met twice during the Congress. The AAC focused on meeting athlete representation requirements on all committees, discussed Code of Conduct violations by junior athletes, and Direct Athlete Support. The AAC would like to have a meeting with staff on the budget and how money is allocated. Ms. Schoutens expressed frustration from some athletes on the number of competition speedsuits that athletes are receiving each season. The BOD and staff discussed possible solutions.

7) Executive Director Report

a. USOPC Update

USS made a presentation to the USOPC High Performance Team on funding in early May and expects to get a final grant number in mid-June. The USOPC quadrennial audit is coming to an end. USS expects a preliminary report next week. There have been no red flags in the process. USS is fully compliant with all U.S. Center of SafeSport requirements and audits.

b. ISU Update

Through the collaborative work of the ad hoc ISU Events & Marketing Group (which USS is a member), the ISU has published a four-year calendar for the first time in many years. USS has been awarded several international events over the quad. Having the four-year calendar will help high performance planning tremendously. USS is actively trying to find additional venues that can host Short Track World Cups.

c. Staff update

Alysha Rummler has joined USS as the new Communications Manager. Wyatt Mirich has started as the new Strength and Conditioning Coach. All other staff remains in place.

d. Key Dates

- VIP Bike Camp – August 11-13, 2023
- 91 & Counting fundraiser – December 15 (with USS BOD Meeting)

- Long Track Four Continents Championships – Jan 19-21, 2024 SLC, UT
- Long Track World Cup – Jan 26-28, 2024 SLC, UT
- Long Track World Championships – Feb 15-18, 2024 Calgary, CA
- Short Track World Championships – March 15-17, 2024 Rotterdam, NED

8) Legal Update

No new activity

9) New Business

No new business

10) Strategic Plan

The BOD reviewed the USS Strategic Plan and related progress. A discussion on possible new BOD members ensued. Staff will create a google doc for BOD members to populate with names of potential candidates. The BOD reviewed director positions opening over the next three years. BOD Positions will be added to the BOD meeting agenda moving forward.