



USLA Board Meeting
Tuesday, May 14, 2024
Minutes
Zoom Meeting

Members Present: Ms. Erin Warren, Mr. Don Simkin, Mr. Bob Hughes, Mr. Bruce Norman, Ms. Nonie Manion, Ms. Summer Britcher, Mr. Tucker West, Mr. Chris Mazdzer, Mr. Ken Yonemura
Staff Present: Mr. Jim Leahy, Mr. Mark Grimmette, Ms. Amy Chapin, Ms. Lucy Beaulieu

Call To Order - The meeting was called to order at 8:02PM

Approval of Minutes –

Ms. Warren called for a Motion of the Approval of the March 18, 2024, Board meeting minutes. *Motion to Approve March 18, 2024, Board of Directors Minutes by Bruce Norman, second by Don Simkin. All in Favor, none opposed, no abstentions. Motion Passed.*

Approval of today's agenda – Motion to Approve today's Agenda.

Motion to approve today's agenda by Mr. Mazdzer, second by Ms. Britcher. Passed.

Approval of NO conflicts of interest via agenda – Ms. Warren asked if any Board member had any conflicts of interest with regards to today's agenda. There were none.

CEO Report – update on CEO candidates

Mr. Leahy gave an overview of the process for this hire. The agency that we have used, Prodigy Search reviewed over 14 resumes that were forward to the hiring committee for review. This group narrowed the candidates to 5 and then 2 final candidates – Candidate A and Candidate B. Last week the final 2 candidates spent the day in Lake Placid meeting with Mr. Leahy, athletes, and staff. Mr. Leahy asked those on the call to provide the Board with their impressions of each candidate. After meeting with the Candidates, Mr. Leahy stated that Candidate B seems best for the position. The belief is that this individual will be able to come in and get to work on day one, coming with a strong understanding of our partners and technical needs. Mr. West added that they were two good candidates and either would be a great CEO, and agrees with Mr. Leahy on all points. Ms. Britcher added that Candidate B has a great passion for Olympic sports

and committed through 2034. She added similar comments and praised the search committee for putting through two great candidates. Mr. Mazdzer also agreed. The staff on the call offered their input and support for Candidate B as the new CEO. The hiring committee gave their input and added their support for Candidate B and praised the process and all involved. There was discussion and questions from the Board regarding what the weaknesses of Candidate B may be. Discussion ensued on the process and the challenges that may be faced for the new CEO.

Mr. Leahy said that he would like to be able to reach out to the specific candidate this week to get the hire process going as he would like Candidate B to be in Lake Placid for the FIL Congress that begins June 14.

Internal Athletes Commission Bylaws

The athletes have worked diligently coordinating with the USOPC and WJG Consulting to get the Internal Athletes Commission (IAC) bylaws document in place. Approval of these bylaws puts the procedural items in place for when the athletes begin populating the USLA Board and its committees. Mr. West reported that document is basically the same document that was presented to the Board in October, with modifications made for compliance, which presents the framework for athlete representation within the USLA moving forward. It was also stated that the key objective of this document is athlete representation and creating a collective athlete voice that athletes can liaise with. It provides clear expectations of how athletes communicate to and with each other on the dissemination of information. It is a USOPC requirement as part of the compliance audit, but it will create a positive vehicle for getting athletes involved in committees. Mr. Leahy also added that the addition of these bylaws incorporated into the USLA bylaws is a requirement of the Ted Stevens Amateur Sports Act.

Motion to Approve IAC Bylaws by Mr. McIntyre second by Mr. Norman. Motion Passed.

Mr. Leahy stated that the IAC Bylaws will be submitted to the USOPC and posted on our website.

Elections to the BOD

Mr. Leahy reported that under the new revised USLA Bylaws the USLA Board of Directors will include 12 members, as opposed to the previous 11 members. The Athlete representation members will go from three to four members. This is a requirement of the USOPC whereby athlete representation on NGB Boards and Committees equal 33.3% athlete representation.

There will be 2 open Independent BOD member seats terming out to be filled via elections on September 14, 2024 at the Annual Meeting. Under our bylaws the USLA Membership needs to be forwarded names being put forward by email on or about July 14, 2024. Mr. McIntyre stated that this may be a good time to build the BOD with members who have revenue generating skills. Mr. Mazdzer also added that with Salt Lake City likely getting the 2034 bid, it

might be a good time to reach out to candidates in that area. There was discussion on a potential reach out program to solicit candidates.

Mr. Leahy added that the current two constituent USLA Board seats (East and West Luge Clubs) will also need to be filled. The Clubs will work on their own elections to determine who their representatives to the USLA Board will be. They too will be presented at the Annual Meeting in September.

The Nominating and Governance Committee will need to be active. Ms. Manion is the Chair of this committee, and the other members are in place. Mr. Leahy added that he can take the lead in facilitating the requirements.

The meeting was moved to Executive Session to discuss the CEO candidates and hiring process in more detail at 8:50PM.

Ms. Warren called for a Motion to adjourn the meeting at 9:05PM.

Motion moved by Mr. Mazdzer seconded by Mr. Hughes