



Minutes

Board of Directors Meeting
June 21, 2025
Lake Placid, NY

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, June 21, 2025. The Chair called the meeting to order at approximately 9:00 AM ET. The following members of the board were present at the meeting's commencement: Randy Aliment, Ann Gaffigan, Chris Domingo, Rashelle Tanner, Hazel Clark, Kaillie Armbruster, and David Best. Tristan Gale, Chris Kinney, Lenny Kasten, Brock Kreitzburg, Savannah Graybill, and Len Farber participated virtually. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire and CFO Lisa Carlock were present at the meeting, as well as Advisory Directors Javier San Miguel, JP Davies, and John Rigos.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Aliment called the meeting to order at 9:04 AM ET.

2. Conflict of Interest

Mr. Aliment addressed potential conflicts of interest relative to the meeting agenda items. He inquired if there were any agenda topics that any director felt represented a conflict. None were reported.

3. 2026 IBSF Election

Tony Carlino presented to the board on the upcoming 2026 IBSF elections, during which several key positions will be filled. Mr. Carlino emphasized the importance of having U.S. representation in these roles, as the current European-centric administration has led to unfair competitive advantages for European teams. He encouraged USABS to consider nominating Lenny Kasten for Vice President of International Affairs. The board agreed to establish a transparent nomination process to put forth U.S. candidates in an effort to strengthen North American influence in the IBSF.

4. Management Report

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

a. Athlete Development & Well-Being

Mr. McGuire reviewed the 2025-2026 schedule for the various tour levels and Olympic Games, the majority of which will take place in Europe, creating a lengthy and expensive season.



b. Resource Growth & Sustainability

Mr. McGuire highlighted the organization's financial progress, reviewing new sponsors and the contributions each will make to the team, as well as historical sponsorship support compared to the present day. He also shared next season's already-secured sponsorship total.

c. Organizational Effectiveness

Mr. McGuire addressed informal concerns, athlete survey results, and the next steps to be taken. He also discussed the Protection of Women and Girls in Sports Act of 2025 for board awareness and informed the board that the IBSF is currently working on a transgender policy. USABS may need to similarly address the topic but is hopeful that the USOPC will take the lead.

d. Sport Awareness & Continued Engagement

Mr. McGuire lastly discussed increased exposure for USABS, particularly via USOPC social media, and including a new project that will showcase the athlete Olympic Team selection process. He also highlighted the upcoming induction of the Night Train into the USOPC Hall of Fame. Discussion ensued regarding support for athletes in dealing with potential hate for Team USA.

5. Strategic Plan

Mr. McGuire reviewed USABS' strategic plan and progress on its current initiatives. He noted that the plan will need to be updated next season. Discussion addressed the importance of supporting athletes during their transition out of sport, with several suggestions made on how to do so.

6. Special Report – Sponsorship Process

Mickie Knous, USABS Director of Partner & Sponsor Development, joined the meeting to provide a special report on corporate sponsorships. She explained her role with USABS versus the Foundation's fundraising focus and reviewed her process for soliciting and securing sponsorships. She educated the board on partnership levels and assets available to sponsors, current USABS sponsors at each level, highlighted new sponsors, and reviewed USABS sponsorship revenue history.

Mr. Aliment briefly addressed the challenges USABS is facing with the Foundation's recent efforts to secure corporate sponsorships.

7. USABS History

USABS Bobsled coach Tuffy Latour presented a historical overview of the sports of bobsled and skeleton in the United States, highlighting key athletes and events from 1924 to present. He discussed developments in the sports, including the introduction of women's teams, periods of U.S. dominance, financial challenges, the rise of other nations' programs, and the importance of sled technology and athlete recruitment.



8. Financial Report

Ms. Carlock reviewed USABS' financial performance during the 2024-2025 season, reporting a surplus in unrestricted revenue due largely to procurement of new sponsors. She reviewed the 2025-2026 proposed budget, explaining revenue sources and planned utilization of funds for both restricted programs and unrestricted expenses. Ms. Carlock addressed the sport program budget deficit, resulting mostly from the long, entirely European, World Cup tour and Olympic Games expenses, noting that surplus unrestricted revenue will help support sport expenses, along with USABS cash reserves.

Following the Audit Committee's recommendation, a motion was duly made and seconded to approve the 2025-2026 budget. It was unanimously approved.

9. AAC Update

Ms. Armbruster presented on behalf of the AAC, expressing athlete concern over the final world cup event of next season being currently unfunded, though recognizing the funding slated for the season through the Olympic Games is of greater priority. She also commented on the athletes' appreciation for the new 4-man sled purchases and the runner inventory being developed via Marc Vandenberg's and Advance's efforts.

10. Bylaws Amendment & New Policies

Mr. Aliment presented a new conciliation policy for informal dispute resolution, a bylaws amendment to prevent board members from becoming CEO, and a process for handling cases returned from the Center for SafeSport. Motions were duly made and seconded, and unanimously approved, for all.

11. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 12:57 pm ET. Topics addressed included: board member elections, litigation update, and Russian athlete participation.

12. Adjournment

The meeting was adjourned at 1:15 PM ET.

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

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 Lisa Carlock
 Corporate Secretary

7/25/2025

 Date