

USS Board of Directors 9/29/2025 Meeting Minutes

In attendance for the meeting on 9/29/2025 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, Brittany Bowe, Conor McDermott-Mostowy and William Gebauer. The listed members in attendance constitutes a quorum of the Board. USS Executive Director Ted Morris, and Finance Director Michael Burdekin were also in attendance.

Meeting minutes were recorded by Sara Bowles.

1) **Welcome**

Mr. Carleton called the meeting to order at 6:02pm MT

2) **Approval of 7/28/2025 BOD Meeting Minutes**

Mr. Woodbury motioned for approval. Second by Ms. Shobe; approved.

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

BOD members declared potential conflicts with agenda items. Ms. Bowe, Ms. Lute, Mr. McDermott-Mostowy and Mr. Gebauer declared possible conflicts with the High-Performance agenda items. Mr. Gebauer declared possible conflicts with the Marketing Communications agenda item.

4) **Finance Report**

2025/26 budget

Mr. Morris announced two new sponsorships with Lilly and A.I. Infra-Solutions. These agreements support a positive trend in revenue programs including fundraising. The current budget forecast is consistent to what was presented to the BOD at the last meeting. The BOD discussed the increase in fundraising revenue and the related programs for the season.

Mr. Burdekin shared that the 23/24 audit has been finalized and published on the USS website. The 24/25 audit is scheduled to start the first week of November.

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

No new update to report.

6) **AAC Update**

Mr. Gebauer reported on the Team USA Athletes Commission efforts to increase Direct Athlete Support and Health Insurance for athletes. The Team US AC is currently searching for a new Executive Director. The BOD discussed the current athlete health care system and athlete eligibility.

Mr. Gebauer went on to share the USS AAC Charter document outlining the AAC's roles and responsibilities.

7) Membership / Club Report

Membership is up 5% versus the same time last season. The Boston Skating Club has agreed to host Short Track Age Group Nationals in March of 2026. This event and location will be the launch point for the Tour of Olympians.

8) SafeSport Report

USS has entered into an agreement with a contractor to support SafeSport compliance, management and investigations.

The Interim CEO of the US Center of SafeSport, presented to the NGB's at the Olympic Assembly in September. Her message was received positively by the NBB Council.

An update on open SafeSport matters was shared.

9) Bylaw Amendments

Mr. Carleton designated a working group made up of Ms. Lute, Mr. Gebauer, and Ms. Wheelock to evaluate potential bylaw amendments related to the current structure of the four standing committees and USS' transgender policy. The working group will come back to the BOD with recommendations before the next BOD meeting in December.

10) Executive Director Report

a. High Performance / Development

The USOPC hosted a Team USA athlete summit around the 100 days out media summit in NYC at the end of October. The focus of the summit was to create a more cohesive Team USA despite the significant distance between many of the venues. The Short Track Olympic Team will be announced at the 91 and Counting Fundraising Event.

Short Track had a successful trials this past week. Lots of great skating and three National Records. A full team of 6 ladies and 6 men will leave this weekend for the first ISU World Tour event in Montreal.

The Long Track Sprint team is currently in MKE for a camp. The Distance team stayed in SLC. The team is healthy, and training is going well especially on the Team Pursuit front. The Long Track World Cup Team Trials are in just under a month.

b. ISU

Mark Greewald was elected to the ISU Elections Committee ahead of the 2026 ISU Congress.

The President and Secretary General of the ISU will attend the Long Track World Cup #1 in SLC.

c. USOPC

The Olympic assembly was held in SLC at the end of September. The meetings were very positive with lots of momentum coming out of the Paris Olympics and with the Milan Olympics just five months away.

d. Marketing/Fundraising/Sponsorship

The USOPC has signed a speed skating ambassador. A donor has committed to a giving plan that will provide incremental programmatic dollars to USS over the next four years.

Plans around the Ice House in Milan continue to progress. The 91 and Counting Event will again be at the Traeger Headquarters on December 12th, 2025. The BOD discussed plans including attendance and auction items.

Staff will launch the 2026 Podium Club in November. This year's package will include authentic UnderArmour Olympic Gear. has been increased to \$3k this year, as it includes a lot of Olympic gear.

11) Legal Update

No legal update.

12) New Business

Mr. Smith requested that leadership succession planning be added to the BOD Agenda moving forward.

13) Conclusion

Mr. Carleton ended the meeting at 7:12pm MT.

14) Executive Session

An Executive Session of the Board was held.