

USS Board of Directors 5/31/2025 Meeting Minutes

In attendance for the meeting on 5/31/2025 of the USS Board of Directors (“BOD”) were USS BOD President Mark Carleton, Vice President; Susan Sandvig-Shobe, Secretary; Rusty Smith, Jane Lute, Duncan White, Deb Wheelock, Brittany Bowe, Conor McDermott-Mostowy and Will Gebauer. The listed members in attendance constitutes a quorum of the Board. USS staff members Ted Morris, Michael Burdekin, Shane Domer, Bryce Holbech, and Marion Wohlrab were also in attendance.

Meeting minutes were recorded by Sara Bowles.

1) Welcome

Mr. Carleton called the meeting to order at 8:37am MT

Mr. Morris expressed a huge thank you for a great night at the Hall of Fame Dinner.

Jeff Castalez has officially resigned from the USS Board of Directors effective immediately. His position does not need to be filled.

2) Approval of 3/31/2025 BOD Meeting Minutes

Mr. Morris asked if there were any comments on the distributed meeting minutes from the 3/31/2025 call. Ms. Shobe motioned for approval of the minutes. Second by Ms. Wheelock; approved.

3) Declarations of any Conflict with Agenda

Mr. Morris asked for disclosure of possible conflicts with any of the meeting agenda items. Ms. Bowe, Mr. McDermott-Mostowy and Mr. Gebauer declared possible conflicts with the High-Performance and Marketing agenda items.

4) Financial Report

2024/25 budget forecast

Mr. Burdekin reported on the 2024/25 budget forecast. The deficit at the start of the year has been reduced significantly with potential additional savings on the horizon as the year wraps up. Mr. Burdekin will have final numbers to present to the Board at the next meeting.

2025/26 preliminary budget

Mr. Burdekin shared a preliminary 2025/26 budget. There is a 30%+ increase in revenue and expenses for the upcoming Olympic year.

USS is gaining momentum on partnership and fundraising revenue ahead of the Olympic Games and because of the tremendous success of the skaters.

Staff anticipates receiving confirmation of the High-Performance grant from the USOPC in the next few weeks. Staff will present a final 2025-26 budget for approval to the BOD at the next meeting.

2023/24 audit

Mr. Burdekin shared that we are getting very close to finalizing the 2023-24 financial audit. A draft will be sent to the Audit Committee in the next few weeks for comments.

5) US Speedskating Foundation (USSF) report

Mr. Burdekin presented information demonstrating the positive impact of the USS Foundation on generating income for USS over the last 10 years. The USS Board discussed bringing on new people to the USS Foundation board.

6) AAC Update

Ms. Bowe reported that the AAC is in a good place and grateful for the addition of Will Gebauer to the group. The AAC inquired about team size plans for the 2025-26 World Cup Season. A discussion ensued on what the right direction is moving forward. Ms. Bowe commented on the athlete's positive response on the increase in DAS funding. The AAC shared some additional updates including a discussion on appropriate consequences on code of conduct violations.

Mr. Gebauer reported on results from a survey sent to 34 National Team and World Cup athletes. Questions covered athlete finances, retention, training flexibility, higher education, internship opportunities, and being treated as valued team members. The BOD discussed the results and looked forward to discussing further with the athletes and the lunch posted BOD meeting.

7) Congress Proposals

Staff reviewed the congress proposals and decisions with the BOD.

8) Bylaw Changes

Mr. Morris proposed bylaw changes for Board consideration. The first changes were drafting matters related to the USOPC Athlete's Advisory Council (AAC) now being called the USOPC Athlete's Commission (AC). Also changes USS AAC "Bylaws" to USS AAC "charter."

The second set of changes are in section nine (9) of the bylaws regarding the composition of the USS Athlete's Advisory Council.

Motion to approve by Ms. Sandvig-Shobe. Second by Ms. Bowe; approved.

The Board discussed the make-up of the USS Nomination/Governance committee and potential changes. Staff will review other NGB's and come back to the Board with a recommendation.

9) Membership / Club Report

Ms. Wheelock shared input from clubs around international events and support of club coaches attending these events. It was suggested to have a designated USS employee Team Leader, a clearer outline of expectations, and provide parents the option to travel with the team.

10) SafeSport Report

Mr. Morris and Ms. Bowles shared a summary of current matters.

11) USS Strategic Plan Review

The Board reviewed the USS Strategic Plan and discussed progress and potential changes to the plan. The Board feels the plan is strong and accurately represents USS' guiding principles.

12) Executive Director Report

a. High Performance

Mr. Domer provided a recap of the 2024-25 season and preview of the 2025-26 season. The full training and competition schedule for USS National Teams was shared.

b. Membership and Development

Focus continues to be on growing the athlete pool and finding new ways to extend our reach. This season a major focus will be helping clubs to maximize the opportunity for growth around the Olympic Games and the anticipated success of our skaters. Mr. Morris shared details on the Tour of Olympians.

c. ISU

Mr. Morris provided an update on the ISU including USS hosted international events for the 2025-26 season. The ISU will host an Extraordinary Congress on July 3, 2025 virtually and in Switzerland. The single focus of the Congress will be to approve the new ISU Constitution.

d. USOPC

Mr. Morris provided an update on the USOPC. USA Fencing is in the news regarding a trans-gender athlete who competed in a recent event. The USOPC and NGB's are

receiving pressure from government officials to comply with President Trumps executive Order on transgender female athletes competing in sport.

e. Marketing/Fundraising/Sponsorship

Target is to host 91 & Counting at Traeger HQ on December 12, 2025. USS would introduce the Short Track Olympic Team at this event. Staff needs help identifying high impact live auction items.

Planning around the Ice House Project (Olympic hospitality for friends and family in partnership with USA Hockey and USA Figure Skating) continues to progress positively.

13) Legal Update

No new items to report.

14) New Business

No new business.

15) Conclusion and Executive Session

Mr. Carleton ended the meeting at 11:36pm MT. The BOD went into Executive Session.