# UNITED STATES LUGE ASSOCIATION

**BOARD OF DIRECTORS MEETING MINUTES**
**April 23, 2025, 4:00 PM ET**
**Zoom meeting:** https://zoom.us/j/97381381467?pwd=20rtyzVa1bEUnomKbkkdfKoSzwu4o4.1

**ATTENDING:**

| **Board of Directors** | **US Luge Association Staff/ Guests** |
|---|---|
| Robert Hughes, President | Scott Riewald, CEO |
| Ty Danco, Treasurer | Amy Chapin, Director Operations/ Administration |
| Robert Pokelwaldt, Secretary | Mark Grimmette, Sport Director |
| Bruce Norman | Lidia O'Kelly, Accountant |
| Jennifer Wesslehoff | |
| Larry Dolan, Eastern Club Rep | |
| Summer Britcher, Athlete Rep | |
| Chris Mazdzer, Athlete Rep | |
| Zachary DiGregorio, Athlete Rep | |
| Tucker West, Athlete Rep | |

**NOT IN ATTENDANCE:**

| | |
|---|---|
| Jeff Young | Ashley Farquharson |

**I. Welcome and Call to Order at 4:02 PM ET** **R Hughes**
Chairperson Robert Hughes opened the meeting and welcomed Board members.

**II. Conflict of Interest Disclosure** **R. Hughes**
The Board was asked if anyone had a conflict of interest related to any of the agenda items. No conflict of interest disclosures were reported.

**III. Approval of January 23, 2025 Board of Directors Meeting Minutes** **R. Hughes**

**Motion to approve the January 23, 2025 Board of Directors Meeting Minutes**
**(C Mazdzer, T Danco)**

Motion was approved unanimously with no discussion or abstentions.

**IV. Chairman's Report** **R. Hughes**

- B Hughes provided an overview of the zero-based budgeting meeting, identifying financial challenges facing the organization going forward. While the organization has done a respectable job controlling costs, there are some significant challenges and decisions that will need to be made. The responsibility of the Board is to help ensure that the organization is financially secure for the future.

## V. CEO Report — S Riewald

- Lidia O'Kelly, USA Luge accountant, was introduced to the Board.
- Board was been presented with a organizational summary in advance of the meeting. Opened the floor for questions and the opportunity to dive more deeply into any of the topics presented in that document.
- Brief discussion around the ability to support the US-based World Cups, focusing on the financial status of the organization and the prioritization of these initiatives against others. USA Luge is pursuing financial support of the events, but the ability to host the events will be tied to the ability to secure the funding for each event. For the Park City World Cup – grants are out to the Utah Sports Commission and the Park City Restaurant Tax Board. For the Lake Placid World Cup – looking at funding from ORDA/ NY State. Additionally, the challenges have been shared with the FIL. USA Luge needs to balance of fiscal responsibility to the organization against the benefits home World Cups bring to the team – qualifications, limited travel, etc. Decisions should be made re: the ability to host events prior to the FIL Congress in June.
- Successful test event in Milan-Cortina. The possibility of a Lake Placid Plan B is likely off the table and we should approach things from the perspective that we are full speed ahead for an Italy Games.
- USOPC Grant Funding is being submitted for consideration – inclusive of High Performance Support as well as various grants (admin support, international relations support, technology grants).

## VI. Financial Report — T Danco/ S Riewald

- S Riewald reviewed current financial statements. While there may be areas where we are under or over projected expenses, we are tracking well against what was expected with regard to spending. There are places where revenue targets have not hit expected marks and some areas that were not anticipated (e.g., insurance costs were underestimated), which impact our bottom line. The USLA is looking to make sure any promised revenue has in fact been collected.
- A grant was taken from the Foundation. This represents a partial payment of what was approved by the Board when the budget was approved in September 2024. Our goal will be to try to keep from taking the full withdrawal by finding additional revenue, but that will be challenging given the current financial state. Potential income is from the State of NY, which should be in the final stages, and Employee Retention Credits from the IRS (which is not guaranteed, but could help offset expenses incurred during COVID).
- S Riewald led the Board through a high level review of projected cash flow for the remainder of the fiscal year – looking at hard costs and expected revenue. Based on the analysis, the USLA is projected to go into the red prior to the end of the fiscal year. The concern of carrying debt forward and using funds slated for the next fiscal year to pay off overspends in the current fiscal year was discussed. Continued work needed to make sure we start each year with a balanced

budget.

- S Riewald and T Danco led a discussion of the zero-based budgeting exercise that presents anticipated costs and prioritizes initiatives and programs for the coming year. We started by considering the projected cash/ income and then developed a list of initiatives that would draw from the pool of money available. Initiatives were categorized as 'mandatory elements' (things we have to do), salaries and benefits, zero-impact initiatives (money-in-money out programs), and then the discretionary initiatives (those things we do not have to do, but are things the USLA feels are important - e.g., trips, programs, technology, etc.). Starting from zero, we add the highest priority initiatives to a 'funded list' until the pool of resources is depleted. Additional prioritizations are made beyond the pool of resources available to determine where we would invest if we had additional dollars to spend. In addition to being a valuable exercise to get things on paper, there was a benefit from delving into deeper conversations across departments. But the reality is we are going to be faced with some challenges in the coming season to get a lot of things done.
- A focus needs to be on increased revenue – and finding ways to being in more money – since there are limited levers to pull to further curtail expenses. Having a targeted list of initiatives may help with fundraising – both for the USLA and athletes – if there are items 'at risk' of not happening.
- Emphasis that the budget developed for 2025-26 needs to be honest and realistic.
- An update on the Foundation was provided by S Riewald. At the end of February there was approximately $1.12 million dollars in the Foundation – spread across the USOPE, Fidelity investment account, and the cash account. Allocations within the investment accounts have been adjusted to be slightly more conservative given the current financial situation in the United States.

**VII. New Business** **R. Hughes**

- Annual meeting planned for Saturday, September 13.
- Next Board meeting proposed for June 4, 2025 at 4:00 Eastern.
- Called out that Chirs Mazdzer and Ashley Farquharson will be the Team USA Athlete Commission representatives on the USLA Board. This means Ashley will replace Summer Britcher on the Board. That change will be immediate.
- Chris Mazdzer will be named to the Board of Directors of the Utah Olympic Legacy Foundation.

**VIII. Executive Session** **S Riewald/ R. Hughes**

- The Board of Directors met in executive session to discuss several items.

**IX. Adjourn** **R Hughes**

Without objection, the board meeting was adjourned at 5:14 PM ET.
**(T Danco, R Pokelwaldt)**