

USS Board of Directors 5/30/2026 Meeting Minutes

In attendance for the meeting on 5/30/2026 of the USS Board of Directors (“BOD”) were USS BOD President; Mark Carleton, Vice President; Susan Sandvig-Shobe, Treasurer; Duncan White, Jane Lute, Robert Woodbury, Brittany Bowe, Conor McDermott-Mostowy, and Team USA AC Rep; William Gebauer. New Board members Ken Haines, Nathaniel Mills and Julie Koons were also in attendance. 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.

1) **Welcome**

Mr. Carleton called the meeting to order at 9:02am CT.

2) **BOD Meeting Minutes Approval**

Mr. Plant motioned for approval of the 3/30/2026 BOD Minutes. Second by Ms. Sandvig-Shobe; approved.

Mr. Woodbury motioned for approval of the 4/20/2026 special BOD Minutes. Second by Ms. Wheelock; approved.

3) **New Board of Directors seated**

The Board welcomed new directors Julie Koons, Nathaniel Mills and Ken Haines. Board Members thanked outgoing directors Ms. Sandvig Shobe, Mr. White and Mr. Smith for the incredible work they did on behalf of USS during their time on the BOD.

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

Mr. McDermott-Mostowy, Ms. Lute and Mr. Gebauer declared possible conflicts with the High-Performance and Marketing agenda items.

5) **Bylaw amendments**

The Nomination and Governance Committee presented Bylaw Changes to section. 6.5.1 concerning voting Director’s eligibility. Mr. Gebauer motioned for approval. Second by Mr. Carleton. Approved.

Additional bylaw amendments will be presented at the next BOD meeting.

6) **BOD Leadership positions**

Ms. Wheelock nominated Mr. Plant as the President of USS. Second by Mr. Carlton; approved.

Mr. Plant nominated Ms. Lute as Vice President of USS. Second by Mr. Woodbury; approved.

Mr. Carleton nominated Mr. Haines as Treasurer of USS. Second by Ms. Wheelock; approved.

Mr. Plant nominated Mr. Gebauer as Secretary of USS. Second by Ms. Lute; approved.

7) Strategic Plan Review

The Board discussed the strategic plan and agreed that it needs attention to reflect current priorities. Mr. Plant asked the directors to take a deeper look at the Strategic Plan and get back to him with thoughts on how it can evolve. The plan and feedback will be discussed at the next BOD meeting.

Mr. Plant asked the athlete representatives to review athlete committee members and propose appropriate candidates where needed.

8) Audit Committee report

Mr. Burdekin shared the 2025/26 budget forecast which is close to being finalized ahead of final review from the auditors. The organization achieved a positive net profit with strong performance in fundraising revenue, sports membership, and sales and marketing.

Mr. Burdekin presented the preliminary 2026/27 budget. The board approved the proposed budget for the upcoming year with final approval to be confirmed at the next BOD meeting. The budget shows flat revenue from the USOPC compared to the previous year. The budget includes plans for multiple Asia trips and increased investment in development. The organization has built up positive net equity from a \$1.4 million deficit in 2013 to approximately \$1 million net equity currently.

The organization is considering switching banks due to better nonprofit services and potential sponsorship opportunities.

9) US Speedskating Foundation (USSF) report

Mr. Burdekin provided an update on the foundation. The USS Board will need to appoint new leadership of the USSF Board at the next meeting. The USSF continues to provide stability to USS with \$1.3 million withdrawn since 2019 while maintaining its principal value.

The BOD discussed the foundation's give-get strategy for finding donors, noting COVID's disruption of initial plans. The BOD agreed that the time is right to reignite with success of the 2026 Hospitality Program and the road ahead.

10) AAC Update

The AAC reported on a recent meeting where they discussed priorities and goals for the next four years, including implementing quarterly mental health screenings for athletes and revisiting task force representation to ensure more active athlete involvement.

AAC representatives discussed health insurance coverage for outgoing athletes with ongoing injuries, noting that while the USOPC handles some aspects, there are gaps that need addressing.

11) Congress Proposals

Staff presented Congress Proposals from the membership and relevant decisions by the various committees.

12) Membership / Club Report

USS saw a 6% increase in membership for the 2025/26 season. Mariah Norton was hired as the new membership coordinator and will start on June 2.

13) SafeSport Report

Staff provided an update on safe sport matters including a permanent ban of a coach though the coach is challenging the determination through arbitration. In a second case that's been in review for two years, charges against a coach were dismissed.

14) Executive Director Report

a. Staffing

Mr. Morris presented the administrative structure of the organization moving, highlighting key leadership. A new Long Track Distance Team Coach will be announced early next week. A position for a Director of Revenue position will be posted in the coming weeks.

b. High Performance / Development

Andrea discussed the coaching staff and sports science staff for the new quad. She emphasized the importance of hiring a dedicated blade technician to support athletes. USS has a young team and increasing meaningful racing experience for both short track and long track athletes is critical to success. The High-Performance staff will focus on improving collaboration between the short track and long track programs, enhance equipment support, and better utilization of data to inform decision-making. Staff will focus on restructuring the development program with a focus on racing opportunities, coaching education, and the athlete development model.

c. ISU

The 2026 ISU congress will be in two weeks in Spain. The Board previewed the upcoming ISU Congress including the elections. The Current ISU President, Mr. Kim, is running unopposed. USS will have Nick Thometz running for chair of the LT Technical Committee and Keith King running for the Disciplinary Committee.

d. USOPC

The USOPC will be hosting Winter Sports meetings in early July in SLC. The focus of these meetings will be ongoing collaboration between the winter NGB's.

e. Marketing/Fundraising/Sponsorship

Discussions with Under Armour on a renewal of the long standing supplier partnership continue to move in the right direction.

Planning for the 97 and Counting fundraising event was discussed. Ms. Bowe suggested the date of January 22, 2026, a week before the SLC World Cup, as a good target date to maximize skater participation.

15) Legal Update

No new activity to report.

16) New Business

Schedule of the next 4 BOD meetings including new start time fo 5pm MT.

17) Conclusion

Mr. Plant ended the meeting at 12:21pm CT.

18) Executive Session