

USS Board of Directors 7/31/2023 Meeting Minutes

In attendance for the meeting on 7/31/2023 of the USS Board of Directors (“BOD”) were USS BOD President Mark Carleton, Vice President; Susan Sandvig-Shobe, Secretary; Rusty Smith, Jane Lute, Pat Maxwell, Jeff Castelaz, Carlijn Schoutens and Ryan Bedford. The listed attending members constitute a quorum of the Board. USS Executive Director Ted Morris, and Director of Finance Michael Burdekin were also in attendance.

Meeting minutes recorded by Sara Bowles.

1) Welcome

Meeting was called to order by Mr. Carleton at 6:02pm MT

2) Approval of May 20, 2023, BOD minutes

Motion to approve by Ms. Schoutens; second by Mr. Smith. Approved.

3) Financial Report

a. 2022/23 budget

Mr. Burdekin shared the year end budget forecast. Mr. Burdekin is preparing for the annual financial audit. Depending on auditors input, their could be a few minor adjustments before being finalized.

b. 2023/24 budget

Mr. Burdekin presented a 2023/24 budget to the BOD for discussion. USS received its High Performance grant commitment from the USOPC. On the revenue side, USS is actively seeking additional sponsorship commitments. USS will be more aggressive fundraising to help cover increase in expenses in the 2023/24 season. Membership participation Insurance has increased 82% for the coming year. The BOD discussed additional revenue opportunities and the general marketplace outlook on the sponsorship front.

Ms. Shobe motioned for approval of the 2023/24 USS Budget. Second by Ms. Lute. Approved.

4) US Speedskating Foundation (USSF) Report

The overall performance of the fund is down consistent with what we’re seeing in the financial markets. Through the generosity of Terry McDermott’s family, \$5,700 was donated to the foundation. The next USSF BOD meeting is scheduled for October.

5) USOPC Audit

Mr. Morris shared an overview of the USOPC Audit Report. 13 fixes were identified within the USS Bylaws and policies mostly semantics with wording and new USOPC requirements. USS is recommending 17 bylaw amendments to be in full compliance. The BOD reviewed the 17 bylaw amendments and discussed.

Ms. Shobe motioned for approval of the 17 bylaw amendments. Second by Mr. Maxwell.
Approved.

A list of the amendments and the restated bylaws can be found here:

www.usspeedskating.org/bylaws-policies

6) AAC Update

Ms. Schoutens shared that the USS AAC discussed and reviewed potential technical rule proposals to the ISU for consideration at the 2024 ISU Congress. Mr. Bedford provided athlete feedback on the use of "US SPEED" on athlete uniforms verses "US SPEEDSKATING." Mr. Bedford will forward a letter outlining the athlete's input to staff.

7) BOD Performance Assessments – Audit Board

Mr. Morris informed the BOD that the Performance Assessment provided by Audit Board will be launched shortly. He encouraged all to participate with a due date of mid-September. Mr. Carleton added his endorsement on the importance of this process and asked for all to provide honest and direct feedback.

8) BOD Positions in 2024

The BOD reviewed and discussed position that will be up for election and appointment in 2024.

9) Executive Director Report

a. USOPC Update

Toyota did not its sponsorship with USS and it will not renew its sponsorship with the IOC. Three Japanese based global sponsors of the IOC (Toyota, Bridgestone, Panasonic) are not renewing past 2024. This impacts USOPC revenue negatively.

b. ISU – Rules Proposals

ISU technical rule Proposals for consideration at the 2024 Congress are due by September 1. Constitutional rule proposals are not due until December 1. The ISU named a new secretary general, Colin Smith, to the position. He will begin with the ISU in October, overlapping with the current Secretary General until the end of the year.

c. High Performance

Training for both teams is going well. There is strong collaboration among the coaches. This week, the Long Track coaches will switch groups for a session. Joey Mantia has officially retired. Health wise the team is in pretty good shape.

d. Development

USS is tracking flat on the membership front for the 2023/24 season. USS will be hosting several junior camps in the next few weeks.

e. Marketing / Fundraising / Communications

The VIP Bike Camp will be held in two weeks in Park City. Attendance numbers are strong. Thanks to the BOD members attending. Staff has locked in December 15 as the date for the 2023 91 & Counting fundraiser. Staff is working with US Figure Skating and USA Hockey on securing lodging for VIP's, and friends and family for the 2026 Olympic Winter Games.

10) Legal Update

No new activity

11) Gender Policy

Mr. Morris shared an overview of a draft USS Gender policy that would update the current policy. Ms. Schoutens added additional details based on the BOD discussion related to this topic from the May meeting. The BOD spent a significant amount of time deliberating on the many aspects that need to be considered. The BOD directed staff to provide an analysis of what other NGB's and international federations are doing in this space. The BOD agreed to hold another meeting in two weeks to discuss the topic further.

12) New Business

No new business

13) Closing

Meeting was adjourned by Mr. Carleton at 8:51pm MT.

**USS Board of Directors 8/14/2023 Meeting Minutes
(Continuation of the previous meeting)**

In attendance for the meeting on 8/14/2023 of the USS Board of Directors ("BOD") were USS BOD President Mark Carleton, Vice President; Susan Sandvig-Shobe, Secretary; Rusty Smith, Jane Lute, Pat Maxwell, Jeff Castelaz, Duncan White, Carlijn Schoutens and Ryan Bedford. The listed attending members constitute a quorum of the Board. USS Executive Director Ted Morris, and Director of Finance Michael Burdekin were also in attendance.

Meeting minutes were recorded by Sara Bowles.

1) Welcome

Meeting was called to order by Mr. Carleton at 6:03pm MT

2) Gender Policy discussion

At the BOD's request, Mr. Morris presented information reviewing other NGB's and International Federations gender policies. The BOD discussed the various policies including liability, the importance of inclusion, and the role of the U.S. Center of SafeSport's in keeping children safe. Board members emphasized the importance of adjusting locker room policies for transgender participation.

The BOD spent significant time deliberating the gender issue and discussing what's in the best interest of USS athletes.

The BOD requested further information including legal opinion on the issue.

3) Closing

Meeting was adjourned by Mr. Carleton at 7:40pm MT.