



## Minutes

### Board of Directors Meeting December 7, 2024 Conference Call

A meeting of the Board of Directors (the "Board") of USA Bobsled/Skeleton occurred on Saturday, December 7, 2024. The Chair called the meeting to order at approximately 10:00 AM ET. The following members of the board were present in person at the meeting's commencement: Randy Aliment, Ann Gaffigan, Rashelle Tanner, Ryan Bosch, Chris Domingo, Tristan Gale, Chris Kinney, Paul Pogge, Savannah Graybill, David Best, Brock Kreitzburg, Mike Regan, and Lenny Kasten. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire, CFO Lisa Carlock, and Compliance and Membership Services Manager Hayden Walker were present for the meeting. Advisory Directors Javier San Miguel and Len Farber participated as well.

Lisa Carlock recorded the minutes.

#### **1. Call to Order**

Mr. Aliment called the meeting to order at 10:04 AM ET.

#### **2. Conflict of Interest**

Mr. Aliment addressed potential conflicts of interest relative to the meeting agenda items. He inquired if there were any agenda topics that any director felt represented a conflict. None were reported.

#### **3. Management Report**

Mr. McGuire updated the board on USABS' developments over the last quarter in the following key areas.

##### **a. Athlete Development & Well-Being**

Mr. McGuire reported on the progress of the bobsled and skeleton teams, including recent achievements and upcoming events, to include the World Championships in Lake Placid in March. The next board meeting will be held the first weekend of World Championships, as well as a Foundation meeting. Alumni events and a Hall of Fame induction ceremony will also be planned with advertising beginning in January.

Mr. McGuire provided an update on the track currently being constructed in Cortina, Italy for the 2026 Olympic Games. Staff members Curt Tomasevicz and Hannah Beaumont attended a site visit, and Kaillie



Humphries and Frankie Delduca were selected in the IBSF draw to participate in homologation currently scheduled for March 2025.

b. Resource Growth & Sustainability

Mr. McGuire updated the board on USABS' sponsor solicitation efforts, noting both new and extension agreements recently signed. He commented on outstanding proposals and areas where assistance is needed in generating potential new sponsors.

c. Organizational Effectiveness

Mr. McGuire reviewed USABS' SafeSport audit results, which indicate USABS' successful and "fully implemented" status.

He informed the board of his election to the position of Vice Chair for the NGB Council, a group recognized within the USOPC bylaws that is responsible for advocating for NGBs and ensuring close cooperation and ongoing communication with the USOPC, AAC and Multi-Sport Organizations Council.

Mr. McGuire confirmed that no informal complaints have been received since the last board meeting.

d. Sport Awareness & Continued Engagement

Lastly Mr. McGuire mentioned the successful content day at the bobsled team selection races in Lake Placid, which was aimed at gathering content for both USABS and the athletes to utilize on social media throughout the season.

#### 4. Athlete Expression Working Group Report

Ms. Gale informed the board of the working group's completion of the athlete expression statement, which was based on the intent of the USOPC and IOC guidelines and crafted to suit USABS' needs and goals to respect athlete rights and expression. The statement will be distributed to the board.

#### 5. Special Report – Budget Process

Ms. Carlock gave a presentation to the board on USABS' budgeting process. This same report was provided to the athletes at the June National Team Camp and via an all-athlete Zoom meeting. The goals of the presentation were to help the athletes understand USABS revenue sources, the budget development process, and spending oversight throughout the year.

#### 6. AAC Update

Mr. Kinney informed the board of his re-election to the USOPC AAC, while Ms. Taylor reached her term limit and was replaced by men's bobsled athlete, Manteo Mitchell. He thanked Ms. Walker for her assistance in running the election and Mr. McGuire for being a safety advocate for the athletes with the IBSF.



## 7. Financial Report

In advance of the meeting, Ms. Carlock provided November 30 financial reports to the board, including a Statement of Activities and Budget to Actual Report, Balance Sheet, and Cash Flow statement. She reviewed updates to the budget in all categories of Restricted Sport, Restricted Admin, Unrestricted, and Parasport. Lastly, she confirmed the filing of the 2023 990 and noted receipt of one of the six quarters of Employee Retention Credits for which USABS applied.

A brief discussion was had regarding the organization's approach to budgeting and if anticipated new sponsorship revenue should be included. Mr. Bosch commented on behalf of the Audit Committee on the consistent integrity and diligence with which the financials are reported.

## 8. USOPC Recertification

Mr. McGuire informed the board that USABS has been recertified by the USOPC for the next four years. He highlighted that the organization was ranked third among over fifty national governing bodies for NGB Compliance Audit results.

## 9. Foundation Update

Mr. McGuire introduced the Bannack Group, a consultancy firm that the Foundation engaged to support foundation growth. Key contacts Jim McCray, Chase Rose and Elizabeth Bentler were introduced. They discussed plans to solicit new donors, shared a pitch deck currently under development, and confirmed outreach is planned to begin this month.

## 10. Executive Session

Mr. McGuire and Ms. Carlock remained present for the executive session, which the board entered at 11:54 AM ET. Mr. Aliment provided an update on current litigation.

## 11. Adjournment

The meeting was adjourned at 12:04 PM ET.

This document constitutes a true and correct copy of the minutes of the Board of Directors meeting of USA Bobsled/Skeleton.

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Lisa Carlock  
Corporate Secretary

12/23/2024  
Date