

Minutes

Board of Directors Meeting
March 27-28, 2015
Park City, UT
1:00 PM MDT, 9:00 AM MDT

A meeting of the Board of Directors (the "Board") of USA Bobsled & Skeleton occurred on Friday and Saturday, March 27-28, 2015. The Chair called the meeting to order at approximately 1:00 PM MDT on March 27. The following members of the Board were present at the meeting's commencement: John Rosen, Curt Tomasevicz, Ted Offit, John Donovan, Elana Taylor, Pete Piechoski, Don Schaaf, Bree Schaaf, and BJ Hybl. Duane Bailey arrived at 2:10 PM. The above members constitute a quorum of the Board under Bylaws Section 6.17.

Also participating in the meeting were USABS CEO Darrin Steele and staff members Lisa Carlock and Amanda Bird, Advisory members Jay Eichelberger, Javier San Miguel, and H. Mac Riley, as well as Colin Hilton of UOLF.

The minutes were recorded by Lisa Carlock.

1. Call to Order – Day 1

The chairman called the meeting to order at 1:00 PM MDT. He explained the new structure of the meeting focusing on committee work.

2. Consent Agenda

There were no items on the consent agenda.

3. Management Report

a. Season Recap

Darrin Steele provided the board with a recap of season results highlighting Elana Taylor and Cherrelle Garrett's historic World Championship gold medal, as well as addressing off season plans for recruiting, potentially in partnership with BMW. Mr. Steele reviewed team initiatives for the 2014-15 season which included maximizing technology, team building, putting the athletes first, trusting the process, providing solid leadership, and athlete commitment to excellence.

b. USOC Update

Mr. Steele informed the board of reorganization in the USOC's performance team, however USABS' team is still intact.

Mr. Steele is serving on a USOC committee to assess NGB contributions to Safe Sport funding which will total 30% of the cost. The expense sharing equation is still being determined however for the first two years it will be based on revenue, resulting in an approximate \$20,000 per year hit to USABS' budget.



Bobsled Olympian Steve Mesler was recently named to the USOC Board of Directors.

Mr. Steele was named as the NGB Council representative for a task force examining Elite Athlete Health Insurance and the risks athletes face in potentially having to pay a penalty per the Affordable Care Act for not having employer supplied health insurance. The USOC has been granted a one-year waiver for any penalties to the athletes but needs to address the language and available exceptions stipulated in the ACA.

c. Sponsorship Update

Contracts are being finalized with BMW and Under Armour thru 2022.

d. FIBT Update

Mr. Steele informed the board of recent decisions made by the FIBT at an executive committee meeting held during the World Championships that include purchasing 10 monobobs to house in North America, finalization of the 2015-16 competition schedule, and tentative budget approval thru 2018 which includes funding for the parasport program. He also reviewed the upcoming meeting schedule.

e. Financial Report

Lisa Carlock presented the financials thru Feb 28, noting USABS' shortfalls in revenue generation via sponsorship, but additional revenue earned thru the USOC's content agreement as well as potential revenue from the Challenge Grant program. The board discussed sponsorship goals for 2015-16 and requested a one-page sponsorship pitch summarizing ways for individuals and companies to get involved. It was suggested that USABS push for multi-year contracts with sponsors.

4. Foundation Board Update

Mr. Offit informed the board of a Foundation meeting held earlier in the month in NYC. The Foundation board currently has 5 members and Mr. Offit noted that 3 were secured thru attendance at USABS events where athletes were available to interact with. He suggested that we focus on such events and include both competitions and private functions. He also noted that the Foundation does not wish to be an operational board but is very committed to helping meet the needs of USABS athletes.

Mr. Offit will be assuming the role of Executive Director of the Foundation after his USABS board term ends on June 30.

5. Advancing the Strategic Plan

Mr. Rosen reviewed the 4 strategic initiatives selected by Mr. Steele for the board to focus its efforts on: long term capital planning, growth of sport, revenue generation, and Olympic solidarity. The guiding principals for committee work include a bias to action, commitment to ongoing work between board meetings, to be staff led and board supported, and to employ the matrix provided by Ms. Donnelly for organization of work and measurement of progress.

Mr. Rosen reviewed the committees' charge and group work commenced at 3:40 pm.



6. Adjournment

The meeting was adjourned at 5:20 PM MDT.

1. Call to Order – Day 2

The chairman called the meeting to order at 9:00 AM MDT on March 28. The board attendance for Day 2 was identical to that for Day 1, which constitutes a quorum of the Board under Bylaws Section 6.17. Additional attendees were also the same with the exception of Marc Norman in place of Colin Hilton as UOLF representative.

2. Advancing the Strategic Plan – Work Group Sessions

Groups reconvened for further work towards USABS strategic initiatives.

3. Work Group Reports

a. Long term capital plan

Ms. Carlock reported that the committee is currently focused on opportunities for a new push track at the Colorado Springs Olympic Training Center and an ice house at the Utah Olympic Park. She reviewed action items that will lead to project proposals being available for the June board meeting.

b. Revenue generation

Ms. Bird reviewed ideas for sponsorship generation including creation of proposals that would present a variety of USABS needs and ways for sponsors to meet them, development of a series of inspirational videos, and utilization of a Google document to track progress with various potential sponsors. She also addressed plans for increasing USABS' presence in social media and increasing web site traffic. Additionally, the committee would like to see USABS commit to one large-scale fundraiser per quad, and plans to create a deck that board and Foundation members can utilize for one-on-one meetings with personal contacts.

c. Olympic solidarity

Mr. Steele summarized targeted initiatives for international training programs, which include advanced driving schools, coaching education, officials training, retired athlete transition and federation best practices. Goals are to increase the number of competing nations, increase female competitors, develop coaches and federations from developing nations, and transition athletes into other roles within the sports. Mr. Steele reviewed action items leading to a pitch to the FIBT Executive Committee in May of 2015 and program rollout in spring of 2016.

Mr. Rosen requested that group leaders capture action items on the matrix supplied by Ms. Donnelly and submit to her as soon as possible.



4. Other Business

a. Trust update

Mr. Donovan informed the board that there are opportunities for new Trust board members due to vacancies from recent retirements. He believes USABS should maintain a current board member on the Trust board and suggested that Mr. Eichelberger fill that role. Mr. Donovan will propose Mr. Eichelberger's Trust board membership to the Trust.

b. Proposed bylaws amendment

Mr. Offit reviewed a proposed bylaws amendment pertaining to the need for athletes who are running for the position of USABS athlete representative to obtain 10 signatures in support. This requirement was eliminated for athletes running for USOC athlete representative in Amendment 3 and it is proposed that the requirement be eliminated for USABS athlete representative candidates as well.

A motion is duly made and seconded to remove the 10 signature requirement for nomination for election as USABS athlete representative. It is unanimously approved.

c. Nominating & Governance Committee update

As of June 30 there will be 2 independent board positions to fill. USABS will have a need for legal counsel and Mr. Offit suggests the board seek either a general practitioner with a broad scope legal background, or an individual from a large firm that is willing to lend its support.

d. Ethics Committee update

Mr. Rosen informed the board of the Ethics Committee ruling against Dave Nicholls. Following an investigation and hearing, Mr. Nicholls was formally notified that his USABS membership was revoked for a period of 5 years.

e. Board meeting schedule

A board meeting is scheduled for Nov 6-7 in Park City, UT.

5. Review of Meeting

Board members provided feedback on positive and negative aspects of the meeting, highlighting the realization of progress and strong outcome of the working group arrangement, but with the additional suggestion to provide more structure to the working group.

6. Adjournment

The meeting was adjourned at 1:30 PM MDT.





USA Bobsled & Skeleton

National Governing Body for the sports of Bobsled and Skeleton

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

Lisa Carlock _____

Lisa Carlock
Corporate Secretary

April 20, 2015

Date



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