

Minutes

Board of Directors Meeting

November 20, 2021

Park City, UT & Virtual

A meeting of the Board of Directors (the "Board") of USA Bobsled / Skeleton occurred on Saturday, November 20, 2021. The Chair called the meeting to order at approximately 8:00 AM MT. The following members of the Board were present at the meeting's commencement: Bob Bergbauer, David Best, Ryan Bosch, Rusty Buchanan, Sherry Cushman, Nic Taylor, Chris Kinney, Jean Prahm, Paul Pogge, and Tristan Gale. Brock Kreitzburg joined at 8:30. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Aron McGuire, staff member Lisa Carlock, Advisory directors Ann Gaffigan and Javier San Miguel, Chair Emeritus John Rosen, and AAC members Lauren Gibbs, Elana Taylor, and Andrew Blaser also participated in the meeting.

Lisa Carlock recorded the minutes.

1. Call to Order

Mr. Bergbauer called the meeting to order at 8:02 AM MT. He welcomed new board members Tristan Gale, Brock Kreitzburg and Paul Pogge.

2. Financial Report

Ms. Carlock reviewed the financial reports distributed to the board in advance of the meeting. The restricted budget was addressed first, with attention given to new and potential additional sources of revenue, and discussion surrounding reinvestment of any savings back into the sport programs. She next reviewed the unrestricted budget and highlighted significant variances to date.

Mr. Bosch informed the board that the audit committee had met prior to the meeting to review the financial reports and had no concerns with operations or financial controls. He noted the increasing quarterly margins and commented on the audit committee's desire to see USABS ultimately support the team beyond the pool of restricted funds.

Mr. Bosch additionally updated the board on the committee's meeting with Waugh & Goodwin to review the 2020-2021 audited financials. He noted that a few language revisions had been requested in the financials and that the draft 990 would be available in approximately the next 10 days.

Mr. Bergbauer requested the audit committee make a recommendation regarding approval of the restricted side of the budget. A motion was duly made and seconded to approve the 2021-2022 restricted budget. It was unanimously approved.

3. AAC Update

Ms. Taylor provided the board with an update from the IBSF AAC, first reporting that the Russian skeleton athletes previously banned for doping violations may be eligible to compete in Beijing, and secondly that the AAC has composed a



letter to the IOC expressing athlete concerns over the podium location in Beijing. The athletes feel that, for those who compete in multiple events, transportation to a medals ceremony in Beijing would adversely affect their ability to recover and prepare for their next competition. Mr. McGuire agreed to follow up with Ski & Snowboard and the USOPC to increase pressure on the IOC to comply with the AAC's request.

Ms. Taylor next addressed the diplomatic boycott, informing the board that the boycott will not hurt the athletes competing in the Games, and will only result in the President and/or other government officials not attending the Games. Additionally, there are no current concerns over WCAP athletes and coaches being able to enter China for the Games.

Lastly, the IBSF AAC is working to add an additional athlete representative to the IBSF Executive Committee, as there is currently only one. The AAC feels it is appropriate to have both a bobsled and a skeleton representative on the Executive Committee. Mr. Bergbauer agreed to encourage other IBSF voting delegates to support the AAC's efforts to add a representative.

In USABS AAC news, Ms. Taylor informed the board that a successful election for new 10-year reps was recently conducted, though there was still low engagement and voter participation. Also, the AAC is working with the Director of Sport Performance to establish a longer-term stipend policy and a maternity policy. There was discussion surrounding USABS' helmet policy and to address concerns of safety, finances and equitability, USABS is considering creating a working group.

Ms. Taylor expressed AAC concern over staffing for the Olympic season. The AAC feels USABS assignment of coaches amongst the various events and tours may portray a lack of clarity on its priorities. Mr. McGuire noted that challenges faced in staffing include a lack of available coaches and consistency in coaching techniques and philosophies. He confirmed that coaching education will increase in priority after this Olympic season.

Mr. Bergbauer spurred a discussion on our need to improve international sport relations with the specific objectives of improving the international federations that govern our sports, improving U.S. representation in leadership positions in IFs, and providing the necessary training and tools to U.S. representatives to increase their effectiveness in their roles.

4. Committee Reports

- a. AAC Committee Roles – USABS is compliant with the 33% athlete representation requirement on the board, but Mr. Bergbauer addressed our need to meet the required level of athlete representation on board committees as well. He reviewed the list of committees and noted where athletes need to be added by December 31, 2021. Mr. Bergbauer will send out the list of committees to the AAC reps to collect feedback on where they would like to serve.
- b. Alumni Committee – Ms. Prahm informed the board of the challenges the committee has faced in trying to build the alumni program but did note that progress is being made in the athlete transition program. Mr. McGuire is developing materials to be made available to athletes transitioning out of sport and has made a commitment for USABS to connect with every athlete during this post-season. Coaches will conduct check-ins after the Games to make sure athletes feel supported, regardless of whether or not they are returning to USABS.
- c. Hall of Fame Committee – Ms. Prahm reminded the board that there was a large inductee class in 2020 but USABS has not yet had an opportunity to hold an induction ceremony. It was suggested the ceremony take place during the summer annual meeting and in tandem with a national team camp. Ms. Prahm also informed the board that she is looking for someone to assume the committee chair position going forward.



- d. Fundraising – Ideas for involving alumni in fundraising efforts were discussed, to include Giving Tuesday and Facebook campaigns.

Break at 10:10 AM to watch NAC Skeleton races. The meeting reconvened at 11:03 AM. The board was joined by Ceil Folz, and Foundation directors Steve Yelland, Lauryn Williams, Bryn Sherman, Fran Kirley, and Mac Riley.

5. Management Report

Mr. McGuire's update to the board began with a review of the season schedule, a results update, and some brief comments on logistics, challenges, and other details pertaining to travel to and participation in the upcoming Olympic Games. He briefly summarized the team's activities during the Beijing International Training Period held in October as well.

He provided an update on the U.S. Performance Center in Kannapolis, NC, which is a large-scale facility being designed to host Olympic sport organizations. Currently there are 8 to 10 NGBs with signed agreements with the USPC, including USABS. The USPC has offered a dry land push track, housing, sports medicine, and sport science resources, all at no cost to USABS. The facility is expected to open during the summer of 2024.

USABS will be announcing the designation of Utah Olympic Park's Development Club as an official USABS club next week. The club will serve as a feeder system for USABS programs and the partnership with UOP will enable greater recruitment and development of athletes. USABS hopes to create a similar program in Lake Placid.

Mr. McGuire updated the board on a joint research project between USABS and the USOPC focused on reducing the risk of head injuries, improving mental health, and enhancing overall wellness among athletes. USABS will be collecting data throughout the season from the 15 volunteer participants through utilization of mouthguards designed to measure head impacts. USABS hopes the results of this project will help inform athletes about the inherent dangers in the sports, influence rule changes, improve equipment, and improve training regimens.

Mr. McGuire next addressed resource growth and sustainability, noting several new cash and VIK partners signed this year. The heightened visibility of an Olympic year typically helps sponsorship sales gain momentum, but USABS will have several key sponsors up for renewal after the Games.

To enhance organizational effectiveness, USABS hired Eric Bernotas as the Director of Skeleton Development. Eric will work closely with the Director of High Performance and skeleton head coach, focusing on the first 3 years of an athlete's career.

With USOPC compliance and auditing a growing priority, Mr. McGuire reminded the board of the January 1, 2022 deadline for implementation of all 65 standards established in the USOPC's implementation guide. He also provided a first look at a funding matrix he is creating for USABS athletes in order to clearly communicate what is organization-funded versus athlete-funded, accordingly to the level of participating athlete.

Lastly, Mr. McGuire provided an update on Kaillie Humphries' citizenship application efforts.

Utah Olympic Park representatives Colin Hilton, Calum Clark and Cat Rainey-Norman joined at 12:00 PM.

Mr. Bergbauer took a moment to recognize John Rosen for his tremendous leadership of USABS through a very difficult transitional time, expressing the board's appreciation for his volunteer services, guidance and energy which allowed USABS to position itself for success.



6. UOP Update & SLC Olympic Bid

Mr. Hilton discussed the Utah Olympic Legacy Foundation's efforts to maneuver through the COVID-19 pandemic, which resulted in their busiest summer ever and continued growth of their sports programs through their Sport 2030 initiative.

Mr. Clark provided an update on track improvements including a \$5.1M investment into the refrigeration system that converted the ice maintenance system from manual to electronic. This has enabled UOLF to provide stable ice conditions and improved efficiency. Spring 2022 will see replacement of the sound system and upgrade of the in-track camera system. Targeted future improvements include lighting and shading of the track as well as a start covering.

Ms. Rainey-Norman discussed Salt Lake City's Olympic bid, noting their preference to bid for the 2030 Games, but with 2034 as a potential alternate plan. The bid effort is athlete-focused, building in internship and job opportunities, and is aiming to better the movement as a whole. SLC has all venues, with world-class standards, in place, has government backing and 89% public approval. The committee will be meeting with IOC President Bach and members of his team to share their "why" and to get IOC perspective and feedback.

7. Foundation Board Update

Ms. Folz updated the board on recent Foundation topics of discussion to include increasing board members, allocating \$125K in grant funding to USABS annually, efforts to secure 501c3 status, and allowing the Foundation to be the fundraising arm of USABS.

The Foundation recently signed Bryn Sherman and Alexis Dejoria as new board members and is looking for partners to allow the Foundation to reach their audiences. Ms. Folz reviewed current partnerships and ones being pursued. She also discussed efforts to build a contact database.

Ms. Folz next reviewed their fundraising campaigns and the Push for Gold to be launched on Giving Tuesday and discussed potential fundraising events and Olympic watch parties in Park City and New York City.

The board requested that Ms. Folz provide an email template for donation requests that the board can push out to their contacts. It was also noted that more frequent collaborative meetings between USABS and the Foundation need to occur.

8. Action Step Review

Mr. Bergbauer will distribute action items via email after the meeting concludes.

9. Executive Session

The board entered an executive session at 2:00 PM MT. Topics addressed included: insurance matters, SafeSport compliance, cash contributions, chair succession, and new board member pipeline.

10. Adjournment

The meeting was adjourned at 2:48 PM MT.





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 Board of Directors meeting of USA Bobsled / Skeleton.

Lisa Carlock

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Corporate Secretary

February 25, 2022
Date



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