

Minutes

Board of Directors Meeting
January 16, 2016
Park City, UT
8:00 am MDT

A meeting of the Board of Directors (the "Board") of USA Bobsled / Skeleton occurred on Saturday, January 16, 2016. The Chair called the meeting to order at approximately 8:10 AM MDT. The following members of the Board were present at the meeting's commencement: Pete Piechoski, BJ Hybl, Jennifer Donnelly, John Raftery, Curt Tomasevicz, Don Schaaf, Jean Prahm, Mac Riley, Jay Eichelberger, Duane Bailey, Lorenzo Smith, and Hal Pittman. Participating by conference call were Elana Taylor and Bree Schaaf. 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 member Lisa Carlock, Advisory director Javier San Miguel, and UOLF representative Marc Norman.

The minutes were recorded by Lisa Carlock.

1. Call to Order

The chairman called the meeting to order at 8:10 AM MDT.

2. Management Report

a. Pyeong Chang update

Mr. Steele informed the board that homologation of the 2018 Olympic track will take place from Mar 6-13, 2016 and an international training week and World Cup event will be held there next season.

b. National Team update

Mr. Steele presented a roster of the national team noting it is composed of several rookie athletes and commenting that there will be one more strong recruiting push before assembling the team for the Olympic season.

c. USOC update

Mr. Steele updated the board on USOC committee work, including that by the resource allocation committee, which is working towards a more transparent, tiered system with a four-year funding model, and the EAHI committee, which is working on restructuring athlete health insurance support based on the Affordable Care Act.

Mr. Steele also updated the board on USOC funding support for 2015-16, noting USABS has received additional grant funding to support high performance initiatives.



d. IBSF update

Mr. Steele informed the board of upcoming IBSF events including the Youth Olympic Games to be held in Lillehammer in February 2016, and next season the Olympic test event to be held in Pyeong Chang and an international training week and World Championships to be held in Sochi. The IBSF has invited USABS to bid on hosting the 2017 Congress.

Lake Placid will host an Olympic solidarity event in March with the goal of creating standards in coaching. IBSF will subsidize at least ten nations' participation with additional resources provided by the USOC, IOC and ORDA. USABS will provide coaching and administrative support.

Mr. Steele also informed the board that WADA's independent commission reports confirmed RUSADA's non-compliance as Russia's anti-doping agency and that IBSF will add Russian athletes into the IBSF testing pool.

3. Foundation Report

Executive Director of the Foundation, Ted Offit, briefly updated the board on current Foundation composition, activities and goals, noting their objective to add a few directors per year to reach their target of 20. Mr. Offit asked the board for their assistance in identifying new recruits for the Foundation board. The board requested that Mr. Offit provide a one-page summary of the Foundation to include the role and financial expectation as well as benefits one would receive as a Foundation director.

4. Management Report (cont.)

e. Sponsorship update

Mr. Steele confirmed sponsorship contracts that have been finalized and listed some additional companies with whom conversations are taking place. USABS is facing a 140k sponsorship shortfall for 2015-16.

5. Ethics Committee Report

Mr. Raftery reviewed the situation between the Ethics Committee and Dave Nicholls, summarizing the timeline of events including the February 2015 decision by the USABS Board of Directors to suspend Mr. Nicholls' membership and the subsequent Judicial Committee finding that certain due process deficiencies existed in the actions taken by the USABS Board of Directors. This finding vacated the board's prior actions against Mr. Nicholls and Mr. Raftery explained that the board needed to decide upon the next steps. John Rosen was available by conference call to discuss the situation, however the board voted that such action was unnecessary.

The board discussed options on how to proceed. A motion was duly made and seconded to adopt the ethics committee's original recommendations and issue a formal censure to Mr. Nicholls. With one abstention, all directors voted in favor. Mr. Raftery will draft a board resolution and distribute to the board for approval.

6. Financial Report

Ms. Carlock reviewed the current financial position of USABS and provided projections thru fiscal year end, noting a potential 140k shortfall in sponsorship generation, but also the receipt of additional USOC grant funding. She also reminded the board of their personal fundraising goal due by June 30.



The board briefly discussed the parasport program and potential budgetary implications to USABS.

7. Nominating & Governance Committee

Mr. Hybl informed the board of Matt Roy's resignation from one of the sport at-large director positions. A motion was duly made and seconded to move Lorenzo Smith from an at-large to sport at-large director. It was unanimously approved.

Mr. Hybl presented candidates to fill the now available at-large position and discussion ensued. A motion was duly made and seconded to appoint Bob Bergbauer as an at-large director, and Karen Saunders and Rusty Buchanan as advisory directors, with their terms to start July 1, 2016. It was unanimously approved.

8. Audit Committee Report

Mr. Eichelberger briefly reviewed the Audit Committee's November 10, 2015 meeting, review and subsequent approval of USABS' 2014-15 tax filings.

9. Strategic Initiatives Update

In preparation for the June meeting and strategic planning session, Mr. Piechoski asked directors to review USABS' four strategic initiatives to determine if they are still appropriate ones to be pursuing and if they are being pursued in the most efficient and effective way. Mr. Steele asked that the working groups be reorganized so that they are not staff-chaired but rather led by a board member with a staff member assigned to each group.

10. Board Scheduling

The board is scheduled to meet telephonically on the morning of March 5, 2016. Directors should budget roughly one hour.

The schedule for the Annual Assembly in Colorado Springs is as follows:

- Thurs, June 23 – directors arrive
- Fri, June 24 – all day board meeting
- Sat, June 25 – annual membership meeting (a.m.), awards dinner (p.m.)
- Sun, June 26 – strategic planning meeting (a.m.)

11. Chair Emeritus

Mr. Piechoski presented the idea of naming past chairman John Rosen as Chair Emeritus. A motion was duly made and seconded to appoint Mr. Rosen as Chair Emeritus. It was unanimously approved.

12. Adjournment

The meeting was adjourned at 11:37 AM 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 Board of Directors meeting of USA Bobsled / Skeleton.

Lisa Carlock

Lisa Carlock
Corporate Secretary

February 12, 2016
Date



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