

## Minutes

Board of Directors Meeting  
November 18, 2017  
Park City, UT  
8:00 am MT

A meeting of the Board of Directors (the "Board") of USA Bobsled / Skeleton occurred on Saturday, November 18, 2017. The Chair called the meeting to order at approximately 8:12 AM MT. The following members of the Board were present at the meeting's commencement: John Raftery, Rusty Buchanan, Mac Riley, Bob Bergbauer, Ryan Bosch, Jean Prahm, Lorenzo Smith, Jay Eichelberger, Don Schaaf, and Bree Schaaf. Also participating by conference call were Karen Saunders, Jen Donnelly and Duane Bailey. The above members constitute a quorum of the Board under Bylaws Section 6.17.

USABS CEO Darrin Steele and staff member Lisa Carlock, Advisory directors Javier San Miguel and David Best, and UOLF representative Marc Norman also participated in the meeting.

The minutes were recorded by Lisa Carlock.

### 1. Call to Order

John Raftery chaired the meeting, calling to order at 8:12 am MT. Mr. Raftery welcomed new director Ryan Bosch and advisory director David Best. Fellow board members introduced them and shared their backgrounds and areas of expertise with the board. Mr. Raftery then reminded the board of its purpose as stated in Bylaws Section 6.2

### 2. AAC Update

Bree Schaaf began with an update on her position with the USOC Athlete Advisory Council, first sharing news of her recent election to a leadership position within the USOC AAC. She informed the board of topics discussed at their most recent AAC meeting, which included the potential for cyber security risks in Korea and how the USOC may handle anthem protests should they happen at the Games.

Ms. Schaaf updated the board on progress being made by the mental health committee within the AAC, spearheaded by former USABS athlete and bobsled Olympian Emily Azevedo, and provided news of recent developments within the investigation of the Russian doping scandal.

### 3. Management Report

Mr. Steele informed the board of the training week in PyeongChang conducted in October, noting that due to poor and inconsistent ice conditions training runs were added to the original training schedule that week. He said that it is possible that additional runs could be added to the pre-Games training in February, but nothing has been decided yet. This spurred discussion on ice management issues and whether or not the IBSF is going to provide more oversight and regulation. The board agreed that this needs to be addressed and authorized Mr. Steele to raise the issue and share the U.S.'s concern at the upcoming IBSF executive committee meeting in December.



Mr. Steele next reviewed the National Team, highlighting the number of changes in athletes comprising the team from two seasons ago. He noted the deep field for Olympic team selection and the difficulty USABS will face in making selection decisions.

Mr. Steele informed the board of the outcome of the USOC's "Next Olympic Hopeful" program that aired on NBC Sports. Josh Williamson and Kyle Plante were the men's and women's bobsled winners. Both are young and have excellent potential in the sport. They are receiving some funding from the USOC to train and compete this season.

Mr. Steele apprised the board of pending action in the Russian doping situation. The Oswald Commission will present its findings at an IOC Executive Committee meeting in December, to be followed by IOC decisions on Russian athletes competing in PyeongChang.

Mr. Steele updated the board on the ownership of the U.S. parasport program. Since the IBSF only recognizes one member per nation, it cannot recognize USABS as the owner of bobsled and skeleton programs and the USOC as the owner of parasport. USABS made a request to the USOC to provide financial support for the para program to enable the para athletes to train and compete this season but the request was denied. Mr. Steele will meet with the USOC in the coming weeks to determine next steps for the program. The status of para bobsled for the 2022 Games will be determined after this season.

Mr. Steele reviewed USABS' current sponsorship outlook, noting the difficulty the organization is facing in securing sponsors based on a trend of companies supporting individual athletes rather than organizations. Mr. Raftery and Mr. Piechoski will meet with Mr. Steele to discuss having a business student compose a white paper on the ROI for sponsorships utilizing BMW as an example. The board would like to receive a copy of USABS' current marketing materials bi-annually.

#### **4. Foundation Update**

Mr. Offit briefly updated the board on the status of the Foundation, citing total funds of \$550,000 raised to date to support the Emerging Elite program. The Foundation currently has 5 members. Mr. Offit requested the board provide assistance in recruiting new members for the Foundation. The board requested marketing tools and suggested they focus on the movement of development athletes to Olympic hopefuls. It was also suggested that if any Emerging Elite athletes are named to the Olympic Team, that certificates of appreciation be sent immediately to the Foundation members.

#### **5. DC Fundraiser**

Mr. Schaaf reviewed plans for the DC fundraiser, scheduled for Tuesday, January 23, 2018 at The Wharf. BMW and USABS are looking for 400 attendees with no cost to attend the event. The event is being sponsored by BMW. Under Armour has offered some packages for the auction and BMW, the board and the Foundation are collectively compiling other items.

#### **6. Financial Report**

Ms. Carlock presented a financial update to the board, noting risks in budgeted new revenue for the season.

#### **7. Audit Committee Report**

Mr. Raftery informed the board that the audit committee met with independent auditors, Waugh & Goodwin, via conference call the week prior. They reviewed the 990 and financials and drafts were distributed to the board in advance



of the board meeting. A motion was duly made and seconded to approve the 990 and audited financials. It was unanimously approved.

#### **8. Athlete Mentoring & Alumni Program**

Mr. Bergbauer updated the board on progress within the athlete mentoring and alumni program, which was expanded from the alumni committee to help address athlete concerns about transitioning to life after sport. The committee evaluated the sufficiency of the USOC's ACE program and assessed athlete awareness and utilization of the program. The committee determined that assistance provided solely at the end of a sport life-cycle is too late and guidance needs to start at an earlier period. The committee's near-term priorities are to foster athlete awareness and preparation, leverage the USABS network, and build the alumni program.

#### **9. UOLF Update**

Marc Norman updated the board on Utah Olympic Legacy Foundation current news and developments, including discussion of Salt Lake City making a bid for the 2026, 2030 or 2034 Olympic Winter Games. They are also requesting state support to bring the Olympic venues back to 2002 standards. UOLF is moving ahead with a 180-bed on-site athlete housing facility and will break ground in the spring on the Steven Holcomb Memorial Push Track, to be opened by summertime. Thru the push track project they are looking to create opportunity for more public involvement in bobsled and skeleton.

#### **10. Board Meeting Schedule**

The next board meeting is scheduled in DC at a TBD date in April. The annual meeting will be held in Colorado Springs the weekend of June 22-24, 2018.

#### **11. Proposed Bylaws Changes**

Mr. Raftery is working on updating the USABS bylaws to accurately reflect all amendments to date. He reviewed the need to propose an amendment pertaining to SafeSport and suggested the USABS bylaw follow USOC recommendations. He also reminded the board of the suggestion to amend section 7.2 to allow for a chairman-in-training.

Mr. Raftery will finalize updates to the bylaws and will include said proposed amendments, and will distribute to the bylaws committee for review. They will then be distributed to the board to meet the 60-day notice requirement for action at the next meeting.

#### **12. USOC NGB General Council Meeting**

Mr. Raftery reviewed topics addressed at the NGB General Council meeting he recently attended, highlighting numerous SafeSport concerns including an inadequate number of investigators, NGB funding structure based on revenue, and alarming statistics on number of cases.

The board briefly discussed USABS insurance policies. Ms. Carlock will send all policies to Mr. Riley and Mr. Buchanan for independent review of coverage and premiums.





# USA Bobsled / Skeleton

National Governing Body for the sports of Bobsled and Skeleton

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## 13. Other

Mr. Buchanan recapped the success of the live feed of the bobsled and skeleton selection races in Lake Placid in October, noting that full broadcast equipment was left in Lake Placid so that USABS could run future live feeds. To improve the quality, Mr. Buchanan suggested new high definition cameras be placed at the track.

New USABS directors requested onboarding information.

## 14. Adjournment

The meeting was adjourned at 12:35 pm MT.

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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Lisa Carlock  
Corporate Secretary

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Date



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