



UNITED STATES CURLING ASSOCIATION
Board of Directors Meeting
November 12, 2020
Teleconference

Approved February 23, 2021

1. **Call to Order** - Chair Courtney Schmidt calls the meeting to order at 6:01 p.m. CST, November 12, 2020.
2. **Appointment of Parliamentarian** – The Chair appoints Gordon Maclean as Parliamentarian.
3. **Roll call**
Board Members
Present – Jeff Annis, Garret Perry, Doug Potter, Roger Rowlett, Courtney Schmidt (Chair), Rob Shelton, Roger Smith, Craig Brown, Stephanie Senneker, Bill Stopera, Elizabeth Demers, Shane Coppola, Lynn LaRocca, Hawley MacLean.
Absent – Alex Agre, Dean Gemmell
Quorum – 14 members being present and nine being required, we have a quorum.
Committee and Staff Present – Aileen Geving, Thomas Godar, Debra Horn, Colin Huffman, Russ Lemcke, Bryan Pittard, Allison Pottinger, Leland Rich, Jennifer Stannard, Jenny Biadasz, Gordon Maclean (Recording), Jenna Martin, Jeff Plush (CEO), Ron Rossi (CFO), Tom Violette, Amy Wolf, Jessica Schultz.
4. **Additions/Changes** – The HR agenda item will be pushed to the very end of the meeting as it will be in closed session.
5. **Approval of Minutes** –
 - a. The minutes of July 22, 2020, and September 17, 2020, were presented together for consideration. Motion to accept the minutes as presented by Shelton, seconded by Potter. Motion approved on a unanimous voice vote.
6. **Reports to Board:**
 - a. Chair –
 - i. Many conversations among clubs across the nation regarding their decision to open or stay open have taken place. Obvious differences exist among those states/regions regarding those decisions. Clubs have indicated their appreciation of the information and guidance provided to them to assist their choice. The chair thanks USCA staff for their continuing effort to adjust the recommendations and guidelines as required.
 - ii. We are looking forward to the Virtual Members Assembly this weekend, both the business and informational talks.
 - b. CEO Report –
 - i. The unfortunate reality is that not a lot has changed since our last meeting. Applauds the work that the staff has done to prepare for this weekend’s events and is looking forward to the time when we can meet in person again.

- ii. Athletes have been great at being flexible during this time and the challenges of holding competitive events in this environment.
- c. Secretary –
 - i. Reviews the summary of clubs that will be voted into membership at the upcoming Members Assembly, the various obligatory informational posting required by our bylaws.
- d. CFO Report – FY20 Budget vs. Actual Review
 - i. There are several notable line items on the Expense side
 - Paralympic Surplus – This is a combination of timing (that runs on a calendar year) and canceled events. One of our three grants will have to be returned to the USOPC (\$30K).
 - Olympic Surplus – This is a substantial surplus, but this item runs on a fiscal year, so there is more time to deal with the ramifications. This is a surplus that we cannot keep; it would have to be returned to the USOPC.
 - VIK Expense – The office in Stevens Point will be closing as of January 1. Along with this closing is the loss of our warehouse space. With Nike no longer a sponsor, all Nike branded clothing was donated to local charities. That represents an expense in the spreadsheet.
 - In a typical year, the budget is set in July. This year we are reviewing and updating that budget at least after September 30 and December 31. The September 30 budget review of the budget resulted in our approved \$31K budget deficit becoming a \$184K deficit. This is mostly the result of anticipated dues loss. This anticipated deficit could very well improve if more events are canceled. If Curling Night in America is not produced, much of that deficit will go away. The potential for any budget cuts should become more apparent after the December 31 review.
 - Question regarding any further budget impacts from the office closing - It is a rental situation, and that lease expires December 31. Notice has already been given to the landlord.
 - Regarding Curling Night in America, there is a lot of value in doing it, but in the current budget environment, there are also many reasons not to do it. If a significant sponsorship comes through, event production would be much more appealing. A decision from sponsors should be apparent before Christmas.
- e. Nominating/Governance –
 - i. There has been a lot of work done in the past few months regarding bylaw changes affecting the potential for Individual Memberships and changing the Members' Assembly to a Council of Presidents. In the interim, realities brought about by the Covid pandemic required us to anticipate the need for temporary changes in the dues related aspects and member-elected board director aspects of our bylaws.
 - ii. The amendments (Attachment A) would be introduced with a proviso that they become null and void on January 1, 2022. These amendments would need to be posted on our website for 30 days before consideration. These amendments would be brought before the Members' Assembly or Council of Presidents in December.
 - iii. Motion of support for the amendments by Potter, seconded by Smith. Motion is approved on a unanimous voice vote.
- f. AAC – Given the challenges and frustrations of the current situation, the athletes simply want to compete. There is a USOPC representative election going on. Stopera expresses thanks for the work done by Gemmell and Polo in those positions over the past few years.
- g. WCF – Stannard reports that Brazil's proposal for a Pan-American championship was withdrawn in favor of a Pan-Continental event, including the Pacific Zone and Americas Zone. The proposal

was sent back to the competitions committee to resolve questions from several of the countries involved. The primary justification for the change is that teams coming to the world championship should face the same level playing field and competitive challenges across all zones. The primary concerns from the perspective of the U.S., Canada, Japan, and others are the great travel distances and costs involved compared to those faced by the Europeans.

- h. USWCA –All USWCA sponsored events canceled for the season, and organizational dues will not be collected. The USWCA is looking forward to the next season.
7. **Old Business** - None
 8. **New Business** - None
 9. **Key Items of Agreement** – Support for the temporary Covid pandemic bylaw amendments.
 10. **Human Resources Committee** – Motion to move into closed session by Potter, seconded by Shelton. Motion carries on a unanimous voice vote. The meeting moves into closed session at 6:46 p.m. CST Secretary leaves the meeting.

Appendices

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Attachment A – Proposed Temporary Novel Covid-19 Bylaw Amendments

Required Motion to accompany these amendments

“I move that Amendment 1 and Amendment 2 be approved with the proviso that they become null and void on January 1, 2022.

Amendment 1

Section 5.0 – Temporary Novel Covid-19 Pandemic Provisions

While this Section remains in effect, the following conditions will apply:

- a) The requirements and penalties set out in Sections 5.4, 5.5.a, 5.5.b, 5.6, and 5.8 shall not apply to any member club as defined in Section 5.1 that is unable to open or operate due to the novel Covid-19 pandemic.
- b) No penalty will accrue to any State or Regional Association as the result of any individual member club meeting the status defined in Section 5.0.a, nor will those individual member club’s status be considered in any other actions related to Sections 5.5.d and 5.5.e.
- c) Any member club which received full USCA membership by vote at Annual Members’ Assemblies in or after 2018 and meets the conditions detailed in Section 5.0.a. will maintain its USCA dues discount status as of January 2021.

Amendment 2

Section 7.0 – Temporary Novel Covid-19 Pandemic Provisions

While this Section remains in effect, the Member-Elected Director’s seat reallocation as detailed in Section 7.6.d will be suspended. The next Member-Elected Director’s seat reallocation will occur in the next odd-numbered year following this section’s nullification.

Attachment B - Governance Committee Meeting Sept. 24, 2020

Attendees – Courtney Schmidt, Deb Horn, Jennifer Stannard, Steve Emt, Leland Rich, Gordon Maclean

1. Bylaw changes agreed to on June 23 namely Articles 9 and 10 were reviewed again. Russ summarized work done with Deb, Gordon and Courtney.
2. Courtney reviewed recent discussions and intention to add individuals as members of the USCA. Russ reviewed the addition of Article 5, a) v) which reflects this change, as well as numerous other areas in the bylaws where the word individual was added to member to reflect this change.
3. Gordon proposed that 7.6A d) be changed to reflect that action takes place at the conclusion of the current meeting. This was agreed and Deb quickly made that change.
4. With no other changes proposed Jennifer moved and Deb seconded that these bylaws be presented to the board. All voted in favor.
5. Russ offered to develop an explanation for these changes to be presented to the Members Assembly after approval by others on the committee.