



**UNITED STATES CURLING ASSOCIATION**  
**Board of Directors Meeting**  
**January 19, 2022**  
**Teleconference**

**Approved** May 6, 2022

1. **Call to Order** - Chair Courtney Schmidt calls the meeting to order at 7:00 pm ET, January 19, 2022.
2. **Roll call**
  - Board Members**
    - Present** – Jeff Annis, Charlie Brown (voice, no vote), Terri Gleason, Darryl Horsman, Courtney Schmidt (Chair), Roger Smith, Alex Agre, Steven Birkliid, Colin Hufman, Alex Leichter, Bill Stopera, Elizabeth Demers, Lynn LaRocca, Hawley MacLean.
    - Absent** – Shane Coppola.
    - Quorum** - 14 voting members being present and seven being required, we have a quorum.
  - Non-Board**
    - Committee Members** – Rich Lepping, Allison Pottinger, Jennifer Stannard.
    - Staff/Non-Board Executives** – Dean Gemmell, Eric Gleason (CFO), Gordon Maclean (Secretary, recording), Jenna Martin, Jeff Plush (CEO), Amy Wolf.
    - Guests** – None
3. **Appointment of Parliamentarian** – The Chair appoints Gordon Maclean as Parliamentarian.
4. **Additions/changes to the agenda** – None
5. **Discussion/approval of Meeting Minutes** – December 16, 2021, USA Curling Board of Directors meetings. Motion to accept the minutes by LaRocca, second by Gleason. Motion approved on a unanimous voice vote.
6. **Approval of Region Membership Change** – Bend CC has petitioned the board to be moved from the Mountain-Pacific Region to the Pacific Northwest Region. Their petition is on file, along with letters of support from both regions—motion to grant Bend CC request by Agre by seconded by Demers approval on a unanimous voice vote.
7. **CEO Report** –
  - a. As an organization, we are working on the final preparations needed leading up to the Olympic Games in Beijing. Staff and our partners like TCO are trying to minimize the stress and anxiety on the athletes caused by the special circumstances related to these games. We are sending three very good teams, and we have a wonderful opportunity to do very well.
  - b. Today, Columbia Sportswear launched its line of on-ice uniforms for our Olympic teams. For the first time, the uniforms are purpose-designed. The kits were well received by the athletes. We are very happy with our relationship with Columbia.
  - c. The membership team is working very hard to keep in contact with clubs and work with them to get membership dues in before the January 31<sup>st</sup> deadline. There are a lot of positives to come in the next month.

- d. Unfortunately, the Men's and Women's Nationals Championships scheduled for Cedar Rapids were canceled for health considerations. We are putting health and safety first, not only for the athletes, but the event site volunteers. These are not decisions we make lightly. We are trying to postpone events instead of canceling wherever possible. The staff has been great in dealing with this.
- e. Vikings Lakes Winter Skolstice curling activities have been scaled back due to pandemic considerations, but the Vikings organization is still very pleased with the activities on their campus.
- f. We are currently waiting for the NBC Olympic broadcast schedule, but we expect daily coverage.

**8. Chair Report –**

- a. The Chair welcomes new members Steven Birklid and Alex Leichter. Both are AAC members and part of the now expanded contingent from that group as required under our bylaw amendments last fall.
- b. Thanks Jenna Burchesky, for her efforts with membership. She is demonstrating that we are a customer service-based organization.
- c. We will be meeting with the GNCC board tomorrow to discuss our relationship with that organization.
- d. Reminds board members of their responsibility to support the organization financially.
- e. In preparation for the board meeting scheduled to be in person on April 23<sup>rd</sup>, we are working on finalizing the organizational structure for a foundation focused on the long-term financial health of USA Curling. The formal creation of that entity will be a board action item.
- f. Based on conversations with the current selection committee and current and past participants, we will be looking to increase board and/or staff involvement in selecting future international tour participants. Because invitations for these events come to the board chair and these participants represent USA Curling, it is felt that the board should have an increased voice in the selection of individuals for those events.
- g. Boardspan has emailed board skills assessment questionnaires to all board members not nearing the end of their tenure or just onboarded. The Chair encourages completion of the form.

**9. Budget Update –**

- a. We recently passed the halfway point of the fiscal year. Currently, we have a \$296,000 operational deficit, which is not surprising given that we have not reached the dues deadlines.
- b. The Paralympic Program deficit (\$32,000 YTD) was noted. This deficit should be offset with upcoming grant receipts and an increase in USOPC funding.
- c. National Team Program is also in deficit (\$92,000 YTD), but there is a lot of front-end loading of expenses due to Olympic Qualifying and Trials factored into this.
- d. National Office deficit (\$173,000 YTD) is mostly the result of membership dues just starting to come in for the year. We have a new sponsorship agreement with Salesforce for NBC Olympics data analytics. The second PPP loan (\$113,000) has been forgiven.
- e. Curling Night in America production costs were above budget, but all other areas are tracking at or below budget.
- f. Dues is a hybrid process now, combining Sport80 and increasing payment by group electronic submissions. To date, 63 clubs have been invoiced. We are optimistic about improving on last year's figures.
- g. We will be updating our forecast for the 2<sup>nd</sup> half of FY22 within the next 30-45 days.
- h. Our next staffing move will likely be the funding of a foundation Director position.

- i. We still have a long way to go with the Sport80 platform, but we are working with them to improve the system. Achieving Safesport integration is an absolute before we relaunch Sport80 with membership. The issue with the integration is currently at the Safesport end.
- j. There are potentials related to upcoming new sponsorships. Still, we are in a “waiting period” with the upcoming Olympic Games, and there will not likely be any movement until later in the spring.

**10. AAC/USOPC Update –**

- a. Recent AAC meetings have focused on championship events held this year and improving athlete experience in a covid environment.
- b. Bylaws have been approved and have sent an updated “10-year athlete” definition to the USOPC for their approval. The updated definition should expand the pool of elite athletes eligible to sit on the USA Curling Board and various committees.
- c. There will be an AAC election this spring. An expanded group of AAC members will be eligible to sit on the executive council with the new bylaws, especially in para representation.
- d. USOPC AAC meeting took place a couple of weeks ago. USOPC presented an “Athlete Listening Survey” to the group. IOC updated what athlete health and wellness services they would have available. Opinion was that the USOPC services are better than IOC.
- e. Rule 50, “Right to Demonstrate,” was reviewed for the upcoming Beijing Games. Those will be similar to what was in effect for Tokyo. There were no athletes reprimanded or sanctioned as a result of the Tokyo Games. Anti-doping practices updates were provided with the general opinion that IOC anti-doping rules are inferior to those of the USOPC.
- f. “Friends and Family Experience” will occur in Park City, Utah, right when the games start. Most of the programming can occur outdoors if pandemic protocols require.
- g. Ombuds report on issues they saw during the year centered on (in descending order): team selection, anti-doping, health and wellness, athlete benefits, Safesport, and eligibility.
- h. USOPC funding report included an indication that athlete support will be increasing in the next quad.

**11. USWCA Update –**

- a. The USWCA is having a lot of events this year, with successful Senior and Super-Senior events already having taken place.
- b. The Winter meeting will take place February 21-23 in Utica, NY. That event includes voting on a new slate of officers.
- c. This is the USWCA’s 75<sup>th</sup> anniversary, and that will be celebrated at the National Bonspiel in Utica, NY, starting February 24<sup>th</sup>. That event is fully subscribed.

**12. WCF Update –**

- a. WCF will have a very small footprint at the Beijing Olympic Games.
- b. The Men’s Worlds will take place in Las Vegas this April.
- c. Jennifer Stannard was appointed to Governance and Rich Lepping to Finance.
- d. “Grow the Sport” Committee – There is still no agreement on the eight versus ten end discussion.
- e. The position of WCF president is up for election this year.
- f. The Governance Committee has been working to determine what is important relative to the Congress and focus on members voting issues.
- g. The next meeting will take place at the Worlds in April.
- h. Junior B’s were canceled due to Covid. They are currently trying to determine the best way to select the four teams to move up to the Junior Worlds.

- i. “Maximizing the Value” process- The group is still considering three ideas that were introduced in the fall: 1) Thinking Time per End, 2) the No-Tick Zone, and 3) using a draw shot for tie-breaking. After a lot of feedback, the draw shot tiebreaker will not be tried at any upcoming event. The other two are still being debated. The “No-Tick” zone appears to be headed for a tryout at some world-level events. “Thinking Time per End” may be tested, and depending on its reception and results, it may well decide the eight end versus ten end debate. Details to be worked out as to whether “Thinking Time per End” or “Eight End Games” both will be world events separately or in combination. Allison will meet with our AAC for feedback on these proposals from the US perspective.
  - j. Tyler George has been named to WCF Athletes Commission.
13. **Update** - Columbia Sportswear had 337 million media impressions from today’s uniform launch.
  14. **Old Business** – None
  15. **New Business** – None
  16. **Key Items of Agreement** - Bend CC, AAC bylaws, updates on Olympics, budget, membership, and Columbia uniform rollout.
  17. **Next Board Meeting** –April 23, 2022, at Vikings Lakes.
  18. **Meeting Adjourns** at 8:33 pm ET

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Amendment for February 14, 2022, vote by email  
action.**

**DRAFT** pending Board Approval

1. The Nominating & Governance Committee met Feb 10, 2022, to discuss renewal of board seats for Lynn LaRocca and Shane Coppola. Committee members in attendance at that meeting were Russ Lemcke (Chair), Debra Horn, and Jennifer Stannard. Steve Emt was absent. It was moved, seconded, and voted unanimously to recommend them for an additional term. Therefore, the Committee moves that the following board members be approved for an additional term until Feb. 28, 2024, as independent directors:
  - a. Lynn LaRocca
  - b. Shane Coppola
2. On February 14, 2022, the Chair sent an email to all board members citing USA Curling Bylaws Section 7.17 – Consent, and Section 7.19 – Transacting Business by Mail, Electronic Mail, Telephone, or Facsimile, requesting action on the recommendation of the Nominating & Governance Committee.
3. Affirmative votes were received from all board members with the exception of Alex Leichter (non-respondent) and the two nominees. The election is approved.