



UNITED STATES CURLING ASSOCIATION
Board of Directors Meeting
December 12, 2022
Teleconference

Approved April 28, 2023

1. **Call to Order** –The meeting is called to order at 7:03 pm E.T.
2. **Roll call**
 - Board Members**
 - Present** – Jeff Annis, Terri Gleason, Darryl Horsman, Bret Jackson (Chair), Roger Smith, Alex Agre, Colin Hufman, Patrick McDonald, Tracy Lawless.
 - Absent** – None.
 - Quorum** – All directors being present, we have a quorum.
 - Non-Board**
 - Committee Members** – None
 - Staff/Non-Board Executives** – Dean Gemmill (Interim CEO), Eric Gleason (CFO), Gordon Maclean (Secretary, recording.)
3. **Conceptual Membership Model- presented by the Interim CEO**
 - a. A draft membership model concept was presented to the board. This draft is only one concept to provide a starting point for the Governance Committee but is not intended to constrain the committee.
 - b. The issues that we currently face are reviewed, including long-term payment plans, some clubs may go out and come back into membership, and clubs with non-traditional models are applying.
 - c. The draft concept model includes an Individual Membership (Basic, Competitive, Daily, etc.) aspect and a Club Membership (per sheet, Arena, etc.) with links between the two related to the level of services.
 - d. Paper clubs are problematic.
 - e. Collaborated with the CFO to develop a financial outlook with this model.
 - f. Other NGB membership models were presented, most having individual memberships with multiple membership levels, and many draw in much more money per individual than we do.
 - g. The board discussed how we present any information to the membership and the need to message that we are empowering the committee and the board will work with the committee.
4. **USA Curling Core Values Statement (Appendix A)**
 - a. The board was presented with the DEI Task Force’s response to the USA Curling Core Values Statement. There was no discussion, given that the document was just received, and board members did not have time to review it fully.
5. **Adjourn** – Meeting adjourned at 8:07 pm E.T.

USA Curling Core Values (DEI Task force additions in bold)

USA Curling strives to fulfill its mission to grow, strengthen, and advocate for the Olympic and Paralympic sport of Curling in the United States by prioritizing accessibility and programmatic development from grassroots to podium. The organization does so with foundational core values:

Accessibility - USA Curling **commits to expanding recreational and competitive curling access for current and future athletes. USAC provides culturally competent and financially equitable programmatic offerings that support the growth of the sport.**

Accountability - USA Curling **actively participates in** and encourages a culture of accountability, **modeled by our highest levels of leadership.** USCA **clearly defines roles and expectations for staff and administration and** embraces the organizational principles of continuous improvement. **Through honest and transparent communication with its members, USCA promotes a culture of engagement and trust.**

Community - USA Curling is committed to creating pathways **of growth within the** curling community. **Curling has the capacity to** unite people of all backgrounds and beliefs, and USCA will support opportunities for **communities that experience disproportionate lack of access to the sport.**

Diversity, Equity, & Inclusion (DEI) - USA Curling prioritizes building an increasingly inclusive, welcoming, and supportive curling world that cherishes and encourages diversity, fosters a sense of belonging, and champions equitable opportunities. USCA is committed to making curling a more inclusive sport that reflects the diversity of the country, as well as the current and future communities in which it is played, by inspiring, educating, guiding, and supporting all stakeholders in the pursuit of that objective.

Inspiration - **From grassroots to podium,** USA Curling seeks to inspire life-long passion **for curling** in participants and fans alike, **across all ages, abilities, and communities. USCA seeks to be inspired by the diverse passions of curlers in the mutual advancement of our sport.**

Safety - USA Curling **is responsible for fostering curling** environments that are free from emotional, physical, and/or sexual abuse. USCA **adheres to the protocols and standards set forth by the U.S. Center for SafeSport and commits to the timely and fair resolutions of any and all deviations.** Safety is a core **consideration** in every organizational decision and at every USCA event, which includes a **commitment to hosting events in locations that can provide safe environments for all curlers.**

Service - USA Curling is a service organization **that provides equitable access and resource allocation for member regions, clubs, and individuals that support the sport of curling.**

Visibility - USA Curling promotes **curling facilities and athletes of diverse background and experience** on global platforms to **equitably** grow the brand and game at all levels.