



**UNITED STATES CURLING ASSOCIATION  
Board of Directors Meeting  
U.S. Team Training Center – Gold Room  
April 23, 2016  
Colorado Springs, Colorado**

**APPROVED July 28, 2016**

### Call to Order

Chair Rich Lepping calls the meeting to order at 8:03am MDT.

#### 1. Roll call

**Present** – Matt Gamboa, Jeff Hannon, Cyndee Johnson, Rich Lepping, Catherine Persinger, Doug Potter, Courtney Schmidt, Sean Silver, Chris Sjue, Scott Stevinson, Mark Swandby, Carl Thomas, Nick Wellen, Craig Brown, Doug Pottinger, Jessica Schultz, Jennifer Stannard, Hawley MacLean.

**Absent**- Joe Polo, Allison Pottinger.

*A quorum constitutes 11 members, 19 are present, we have a quorum.*

#### Non-Board-

**Committee Members** – Ron Kloth, Leland Rich, Michael Shalhoub, Jon Wilson.

**Staff/Non-Board Executives** – Tom Doherty, Victor Huebner, Simone LaMarche, Gordon Maclean (Recording), Rick Patzke, Mike Delleman

**Guest** – Ray Sydney

#### 2. Appointment of Parliamentarian

The Chair appoints Jeff Hannon as Parliamentarian.

#### 3. Addition/changes to Agenda

The Chair call for additions and/or changes to the Agenda, Nick Wellen suggested an audit report change.

#### 4. Discussion and approval of Meeting Minutes

A. Craig Brown moves to accept the Minutes of the Board Meeting, February 11, 2016 and Executive Committee Meeting, March 8, 2016, Nick Wellen seconds. Minutes approved on a unanimous voice vote.

#### 5. Nominations and Elections

- A. Leland Rich, Chair of the Governance and Nominations Committee presented the committee's recommendation for the following slate of candidates: President, Rich Lepping; Vice-President, Courtney Schmidt; World Curling Federation Representative, Mark Swandby; Governance and Nominating Committee, Bret Jackson; Judicial Committee, David Russell.
- B. L Rich called for nominations from the floor three times, hearing no further nominations there was a motion from Doug Potter to close nominations, seconded by Scott Stevinson. Motion approved on a unanimous voice vote.
- C. Motion to accept the slate as presented by acclamation from Jennifer Stannard, seconded by Hawley MacLean. The motion of acclamation was approved on a unanimous voice vote.

## 6. Hall of Fame Nomination

- A. Presentation of Hall of Fame candidate recommendation by Athlete/Curler Recognition Committee – (Leland Rich presenting)
- i. Nomination of Lori Mountford, Category “Curler,” to the USCA Hall of Fame. Committee supports this nomination, the full report is on file. Her accomplishments include:
    - a. served on two Olympic teams,
    - b. three U.S. Women’s national championships,
    - c. first U.S. medal at Women’s World Championships,
    - d. still active at the local level.
  - ii. Support shown from Swandby. Support from Lepping who notes that teammate Lisa Schoeneberg is already in the Hall of Fame. Support from Brown notes that her on ice accomplishments equal to those of Schoeneberg. D Pottinger shows support. Stannard notes that she also won the USWCA championship multiple times, and helped develop the USWCA circuit.
  - iii. Nomination approved on a unanimous vote.
- B. Question regarding the current applicant pool status and who is in the process. Rich reviewed the categories and the review process. Guidelines were updated this past year. Nominations submitted are active for 3 years.

## 7. Reports to the Board: CEO Report

- A. Focus of oral report will be on selected items from the “Ten things to accomplish in the next five years” to meet the Strategic Plan objectives. This list was first introduced at the October 2015 Members’ Assembly.
- i. Communications –
    - a. Rick and Rich will be attending GLCA, GNCC and other regional meetings, will discuss the “10 Things” and “State of the USCA” and having a presence in the community.
    - b. Curling Night in America on NBC Sports Network- 52 hours on air overall, 2 million viewers, \$1 million project, \$13K actual USCA investment.
      - Need states/regions/clubs to “activate” on this.
      - Success led NBC to increase coverage of World Championships.
      - WCF will support for \$100K each for 2017 and 2018.
      - CNiA drives revenue development.
      - Ratings show that viewership consistently ramps up when the show comes on and drops when the show concludes, indicating people tuning in specifically to watch curling.
    - c. Discussion of ways to increase the benefits of viewership to local clubs.
  - ii. Revenue Development –
    - a. Continental Cup returns to Las Vegas in 2017, rooms and tickets are selling fast. No financial risk for USCA for this or hosting the 2018 World Championships, but there is revenue coming to the USCA from these events.
    - b. Business development consultant being brought in to package events and other assets for sponsors in the U.S. market and improve visual quality of events. WCF committed \$25K to assist with this.

- c. Sponsor prospecting continues.
    - d. Fundraising - Director Engagement will be discussed later.
  - iii. High Performance
    - a. Seven of eight 2015-16 Performance Benchmarks were met.
    - b. Proposals awaiting feedback; 25-28 comments received.
    - c. HP Plan includes 10 Men's, 10 Women's (maybe 8) teams. U18 and Junior Championships discussions continue.
    - d. Combine coming up. 72 applicants, and 34 invited to the combine. USOC likes to see teams narrowed down as next Olympics approach, we will likely be trimming down to 3 men's and 3 women's teams this year, but adding 4 junior teams. Financing Junior Development Program may be a USCA budgeting challenge.
  - iv. Growth & Development (full report from Kim Nawyn in Dropbox)
    - a. Disappointed that we have not advanced our Coaching Development program further. We are looking to work with Earl Morris to endorse and market his program in the U.S. This will include working with him to make sure the curriculum is in sync with what we already have developed. Could be part of Members Assembly.
    - b. Members Assembly October 14-16 in Tempe.
  - v. Year to Date Financial
    - a. FY 2016 budgeted versus actual indicates a surplus of just under \$20K.
    - b. Revenue notes: Continental Cup \$40K (versus \$50K budgeted), USOC Challenge Grant for 2016 yielded \$25K match, sponsorships \$121K over budget.
    - c. Expense Notes: CNiA \$13K, Dues about \$30K under budgeted amount (\$24K of that was anticipated to be received from new clubs coming on line).

## 8. Reports to Board by Standing Committees:

- A. Executive Committee (Rich Lepping reporting, meeting minutes on file) –
  - i. Review of the March 8 meeting, no action items.
  - ii. Review of the March 15 meeting, no action items. Chair notes that the meeting dealt with the upcoming High Performance Plan (HPP) with potential changes and reiterates that the CEO has full authority over the HPP and does not require input from the Board. However, efforts made by the CEO to reach out to the Executive Committee, the ACC, the Board, Coaches and the public to vet the proposed changes in the HPP were appreciated.
- B. Audit/Finance Committee (Sean Silver reporting) –
  - i. Audit process is running behind schedule but the preliminary report from June 2015 is an unqualified opinion and no surprises are anticipated in the final results.
  - ii. Overall financial position is strong and healthy. Year to date we are currently on or near budget for this fiscal year.
  - iii. Budget development process for FY 2017 is about a month ahead of last year.
  - iv. Discussion –
    - a. Brief discussion regarding the audit costs and who performs that audit. Discussion whether the board should be more involved in the process of reviewing the selection of auditing firm. Documentation of the process

- recommended. Annual audit is required by the USOC. The USOC also audits the USCA.
- b. Concern over auditing “pass through” funds from WCF for facility and equipment loans. It was noted that these loans are highly collateralized. It was suggested that we need a process to review these loans on an annual basis.
  - c. Developing a policy that limits the risk that these loans represent to the balance sheet and how much we are willing to leverage the balance sheet might be worth considering.
- C. Nominating/Governance (Leland Rich presenting) –
- i. By-Laws
    - a. Amend Section 3.2.d  
~~To conduct, manage and operate national men’s, women’s mixed doubles, juniors’, seniors’, club, mixed curling and such other competitions as may be sanctioned from time to time.~~  
To conduct, manage and operate national competitions comprising men, women, juniors, seniors, colleges, arena curlers, wheelchair curlers and comprising other participants as may be sanctioned from time to time.  
 Motion to accept the proposed amendment by Wellen, seconded by Swandby. Motion approved on unanimous voice vote.
    - b. Add Section 9A.1.c  
The Chair of the board shall be an ex officio member of all board committees.  
 Motion to accept the proposed amendment by Stannard, seconded by Brown. Motion approved on unanimous voice vote.
    - c. Amend Section 10.4.e and Section 10.5.c  
Section 10.4.e.  
 At any meeting of the Members’ Assembly, each Member who is entitled to vote shall be entitled to one vote for each dues paying Individual Curler represented by such Member for whom annual dues have been paid to the USCA as of January 31st of the relevant year. The votes per Member must be as certified by the USCA’s Treasurer as of ~~thirty (30)~~ ten (10) days prior to said meeting. Except as otherwise provided by statute or by these by-laws, a majority of the votes represented at said meeting will be sufficient to adopt or reject any proposal for which a vote is taken.  
Section 10.5.c  
 Each State or Regional Curling Association, At Large Clubs, and those Curling Club Members who have given notice to the USCA's Secretary pursuant to Section 10.4.c, must notify the USCA's Secretary, in writing, of the person or persons who are its delegate(s) if other than or in addition to the Member's President. Each of said person(s) will be the delegate of only one Member. To be effective, said notification must be given to the USCA by the Secretary of said State or Regional Curling Association, At Large Club, and Curling Club Members, as applicable, no less than ~~ten (10)~~ fifteen (15) days prior to the Members' Assembly meeting date. Said person or person(s) will continue to be recognized as

the delegate of said Member until the USCA Secretary receives a timely written notice to the contrary.

Motion to accept the proposed amendments by Thomas, seconded by Johnson. Motion approved on unanimous voice vote.

- d. Discussion regarding the ethics of the Chair appointing self as a voting member of committees as had been done in the past. It was recommended that the Governance/Nominating look into this for possible by-law changes.
  - ii. Elections – Reminder that state/regional director elections are coming up.
  - iii. Independent Directors – Two open seats on the board are available, people are being looked at but none being brought forward at this point.
- D. Human Resources (Chris Sjue presenting) –
- i. Committee members are Sjue, Welling, A Pottinger, Chair and CEO.
    - a. Review of committee function, that of evaluating the CEO and review overall staff benefits. Committee does not deal with staff directly.
    - b. The Committee conducted an informal review and found that the CEO is meeting or making progress toward the high performance and communication objectives.
    - c. Looking at staff benefits package versus available funding and what benefits are important to staff.
    - d. Brief discussion regarding whether there is any external evaluation of the High Performance Program. The CEO noted that that is in part the responsibility of the USOC and the sports performance team. USOC comments back to the USCA with a written report and funding allocation. USOC will be presenting at the October meeting.
    - e. Sjue indicates that board members are free to submit comments and questions to committee.
- E. Ethics (Michael Shalhoub presenting) –
- i. Nothing formal to report or review at this time, nothing of significance has taken place. No open cases from athletes, coaches or other members of the association at this time.
- F. Judicial – Nothing to report.
- 9. Policy Changes** (Rick Patzke presenting) –
- A. Executive Committee met on April 22 and recommended that these policies be brought before the board for discussion, then sent to the states/regions and vetted, concerns and any suggested language changes noted. These will be addressed by the Executive Committee in a meeting on July 18 with recommendations to the board made to be discussed and voted on at the July 28 meeting.
  - B. Both of these policies are brought out of the Diversity and Inclusion Committee, which consists of Mike Delleman, Sean Silver, Leland Rich, Cyndee Johnson, Matt Gamboa and Jesus Barajas.
  - C. **Transgender Policy** –
    - i. We have had USOC input, we have not gone to our legal counsel as of this point. Historical context of the origins of this policy was reviewed.
    - ii. Mike Delleman reviewed IOC rules and indicated that we are essentially deferring to those rules. Within events that lead to world titles, we will abide by

the IOC criteria and testing procedures. These are also to be suggested for club level play and bonspiels, which is why these are to be taken to the local level for comment and vetting.

- iii. Detailed discussion ensued in which the following points were brought up:
  - a. If a member club does not comply will the USCA policy will we, as the USCA, be in a position to condition USCA membership on this policy?
  - b. We have never imposed things like this before. We need to understand the ramifications for implementing this policy.
  - c. Are the clubs capable of handling the ramifications of enforcing the policies we are proposing?
  - d. Liability concern issues expressed.
  - e. USCA member clubs' concerns under the new by-laws were expressed.
  - f. Legal counsel for the USCA will be engaged.
- iv. Chair reiterates that directors should forward comments and concerns to Mike Delleman and copy the Chair and the CEO by July 18. Emphasis that this should be done in a way that is inclusive and transparent.

**D. Stick Use-**

- i. Applies to USCA championship events not leading to world play.
- ii. Policy change is to adopt the WCF definition of the release point.
- iii. Discussion regarding several topics included:
  - a. The origins of the policy.
  - b. The differences in the release points.
  - c. Does the value of opening these events to more competitors, being inclusionary, outweigh the downside?
  - d. These are recognized as not being "elite" events.
  - e. USWCA events allows stick curlers.
  - f. Question concerning whether this policy includes wheelchairs and alternative forms of delivery.
- iv. Chair cautions the board to follow the indicated language of the policy until it is fully vetted. Chair reiterates that directors should forward comments and concerns to Mike Delleman and copy the Chair and the CEO by July 18.

**10. Other Reports:**

- A. Secretary's Report – (Gordon Maclean reporting, full report in Dropbox)
  - i. Mentioned status of Panther CC with regard to their payment of USCA dues but not GNCC dues.
  - ii. Notifications to states/regions of clubs that have not paid USCA dues have been sent out in a timely manner per USCA by-laws. Christy Hering is monitoring the responses to those.
- B. Treasurer's Report – (Vic Huebner reporting, full Report in Dropbox)
  - i. Budget has a net surplus of \$328K as of March, reflecting the influx of dues in January. So while these revenues are behind budgeted amounts, this figure is \$27K ahead of last year.
  - ii. Donations are slightly ahead of budget even without a fundraising director.
  - iii. Expenses are generally within budget. There are many individual transactions that take place that need to be recorded, looking into how we can streamline these transactions, which will help with the audit.
  - iv. Cash position is good with \$800K cash in hand.

- C. World Curling Federation – (Mark Swandby reporting)
  - i. Developing a new Strategic Plan which will be published later this year.
  - ii. Canadians now in favor of U18 which long range could work well with our U18 proposal.
  - iii. Broom/sweeping issues from last season reviewed. “Brush Summit” to be held at the end of May. The summit recommendation will go to the WCF Rules Committee for potential action.
  - iv. Those athletes present expressed their thoughts and concerns on the topics of fabric and sweeping techniques.
- D. USWCA – (Jennifer Stannard reporting)
  - i. Stannard was in Swift Current, Saskatchewan, to support the Women’s teams, Kate Caithness expressed her thanks to the U.S. for its support of WCF events.
  - ii. Review of USWCA events.
- E. AAC – (Craig Brown reporting)
  - i. New people coming into AAC.
  - ii. Updated By-Laws.
  - iii. Para-athlete now on committee, Augusto Perez.
  - iv. Input in support of Athlete Combine.
  - v. Input on playdown changes, appreciate being asked for input.
  - vi. Chair expresses appreciation and thanks to athletes representation of themselves to potential sponsors and acknowledges how well the athletes present themselves both on and off the ice. Board member extends that support to HP staff.
- F. USOC USCA Representatives – (Doug Pottinger reporting)
  - i. Meeting on Monday to present plan to USOC.
  - ii. Next meeting in May.
  - iii. Leadership of USOC AAC completely changes over at the same time after summer Olympics, looking into changing that in the future, but for now trying to help get the new leadership up to speed.
  - iv. USOC very focused on Los Angeles 2024 bid.

#### **11. Chair of the Board Report:**

- A. USCA Board Fundraising Update – (Michael Dellemann reporting)
  - i. Changed the USCA “Support Page.” Updating USCA fundraising tactics. Specify fundraising brackets (Gold, Silver Bronze).
  - ii. Implementing Peer-to-Peer platform option “Lead a Campaign” allows you to fundraise a specific aspect of USCA. \$500 minimum fundraising goals suggested. No cap or timeline.
  - iii. Increasing USCA and athlete awareness and funding.
  - iv. “RallyMe” crowdfunding for sports/athletes, no cost to USCA, but USCA can “brand” the page to lend credibility to the campaign beneficiaries. Platform fee on the donation. There have been advantages to the NGB when setting up campaigns for the athletes.
- B. USCA Directors Contributions – (Stannard reporting)
  - i. Goal is to have 100% Director Support. Support vision, mission and staff. Each director increases support, minimum goal of \$100, we are the USCA, we must walk the walk.
  - ii. USCA Director Donation policy read by Schmidt and reviewed.

- C. Chair announces the following actions that he is taking:
  - i. Appoint an ad hoc committee regarding Membership, asking G Maclean, Persinger and Potter to serve.
  - ii. Appoint a Revenue Development ad hoc committee consisting of H MacLean, Patzke, Dellemann and Lepping.
  - iii. Chair reinforces that the board closely study Patzke's report.
- 12. Open Board action items:** None
- 13. Old business:** None
- 14. New business:**
  - A. Royal Caledonian Curling Club friendship tour of the United States from January 15 through February 5, 2017.
  - B. Carl Thomas said use of the "Utica Slide" may be used as an alternative delivery to the stick. "Fast Ice" delivery has been developed from the person who developed the Utica Slide. Current rules allow this type of delivery; however, some proposed rule changes at the world level may negate that. Chair suggests that this be written up and sent to the Diversity and Inclusion committee.
- 15. Key items of agreement:** Chair suggests that he and the Secretary will develop this list together in next 24 hours and report back.
- 16. Next meeting date/location:**
  - A. Town Hall teleconference Monday, May 2.
  - B. Budget Committee, June 10-11.
  - C. July 18 Executive Committee Conference Call.
  - D. Full Board of Directors Conference Call, July 28, 11:00 a.m. CT.
  - E. Members' Assembly, October 13-16 in Tempe, Arizona.
  - F. Full Board of Directors Conference Call, February 7, 2017, time TBD.
  - G. Full Board Meeting, April 21-22, 2017 in Minnesota.
- 17. Adjournment-** Chair thanks acknowledges the USOC, the WCF, the CEO and the staff for the partnership that have developed over the past year, and for the work of the Board. Chair adjourns meeting at 12:29pm MDT.