



**UNITED STATES CURLING ASSOCIATION  
Board of Directors Meeting  
February 1, 2018  
Teleconference**

APPROVED – April 20, 2018

**Call to Order**

Chairman Rich Lepping calls the meeting to order at Noon C.S.T.

**1. Roll call**

**Board Members**

**Present** – Jeff Hannon, Mark Hartman, Joel Leneker, Rich Lepping (Chair), Catharine Persinger, Doug Potter, Courtney Schmidt, Roger Smith, Scott Stevinson, Nick Wellen, Craig Brown, Dean Gemmell, Bill Stopera, Jennifer Stannard, Hawley MacLean, Beau Welling.

**Absent** – Russ Brown, Matt Gamboa, Cyndee Johnson, Jessica Schultz, Monica Walker.

**Quorum** – 16 Board members being present and 11 being required, we have a quorum.

**Non-Board**

**Committee Members** – Russ Lemcke, David Russell, Michael Shalhoub.

**Staff/Non-Board Executives** – Earle Conrad, Terry Davis, Karen Hamilton, Christy Hering, Heather Houck, Gordon Maclean (Recording), Kim Nawyn, Rick Patzke (CEO), Ron Rossi, Tom Violette.

**Guests** – Augusto Perez.

**2. Appointment of Parliamentarian** – The Chair appoints Jeff Hannon as Parliamentarian, Hannon accepts.

**3. Additions/changes to Agenda** - The Chair call for additions and/or changes to the Agenda, none are presented.

A. The Chair adds a report by Scott Stevinson (in Dropbox).

B. There will be a second conference call after this open meeting. The closed session will be for Board Members and Ethics Committee members only and will be held to discuss current ethics issues.

**4. Discussion and approval of Meeting Minutes** – Secretary Maclean presents the minutes from the September 28, 2017, USCA Board of Directors Meeting. Wellen moves to accept the minutes as presented, Stevinson seconds. No further discussion. Motion approved on unanimous voice vote.

**5. Reports to the Board**

A. Chair's Report

- i. Congratulates Team USA players and coaches. We have had a great buildup and looking forward to both the Olympic and Paralympic games.
- ii. Congratulates the staff in getting prepared for Olympic season.
- iii. The Chair thanks the various committees for their work, especially the Stevinson committee in conjunction with the members of the GNCC.
- iv. Two athlete grievances filed, and a former coach grievance on record. As a result, we have incurred larger than normal legal fees than what was budgeted for. More details on these variances will be discussed in April. Athlete grievances have been satisfied.

- v. USA Gymnastics implications discussed. Letter to membership has been drafted focusing on:
  - a. the USCA's participation in the SafeSport program and reaffirming commitment to it;
  - b. SafeSport being a program available to all those who need it regardless of whether the need is at the national, state/regional or club level;
  - c. and reiterate the mechanism and actions available for anyone who feels violated through the USOC and the U.S. Center for SafeSport reporting procedures.

We take all reports seriously and they are all investigated through the SafeSport program. Chair requests feedback from the board and approval to send the letter out to membership and whether individual board members should sign or come from the board in general. Board discussion favors the Chair signing the letter. Question on distribution, whether by hardcopy or electronic, such as digital version of Curling News. Chair reminds everyone that this board originally adopted the SafeSport policy several years ago and also adopted revisions to that policy in 2017. The Chair also makes it very clear that any board/committee member who knows of anything in this regard, should report the situation immediately.

- vi. April board meeting will be in Colorado Springs. A full day is planned on Friday for committee meetings. Working on hotel accommodations. April 20-21.
- vii. Chair requests if elected board members whose seats are up during this spring's state/regional meetings are planning to retire to please let him or Leland Rich know, for planning purposes.
- viii. At the last Executive Meeting potential plans to place term limits on WCF directors from the US were discussed. The Chair has tabled those plans for the short term until the ramifications can be fully discussed.
- ix. Chair reported that the Chaska Curling Club and other clubs that have become members recently and thanked those who helped make that a reality. Reviewed plans for the 2019 Men's Canadian Tour, committee has been making process on that event.

B. CEO's Report – full report on file.

- i. Fiscal Year 2018 Financial Outlook
  - a. One day after the dues deadline. Currently the cash flow, especially income, is tracking on target for this time of the annual cycle. Based on rosters received to date, we should be in excess of budgeted dues.
  - b. Both the Omaha and Blaine Olympic Trials will provide more funds than anticipated. We also received more than anticipated for the digital media agreement with the USOC. Negative variances were due to extra electrical and lighting expenses related to Mixed Doubles Olympic Trials and the previously mentioned legal fees.
  - c. Cheetos campaign in full swing. We have entered into an agreement with Ice Sports and Solar (ISS). It is a 3-year agreement. Meetings with other potential sponsors are in the works.
  - d. Granite society is at \$60K to date. Webstream challenge grant talks for Fargo Men's and Women's Championship are underway.

- ii. High Performance Program – All of the program is preparing for Korea. According to current World Curling Tour rankings we stand 9<sup>th</sup> and 10<sup>th</sup> on women’s side and 20<sup>th</sup> and 21<sup>st</sup> on men’s. The new quad planning effort is underway.
  - iii. Operations – New USCA clubs mentioned. Staff is engaged on all front for Olympics and Paralympics. World Cup of Curling Tour event may occur in Omaha in early December.
  - iv. “Casual Fan Project” survey indicates a potential of 30 million viewers of curling, working on a targeted social media messaging. Also working with our sponsors to focus their efforts.
  - v. Communications – It is exciting to see our athletes to get so much exposure. The “Tonight Show” having Matt and Rebecca Hamilton was very positive for curling in general. Cheetos “Teach Me How to Curl” video is going viral. Matt and Rebecca Hamilton will be featured on Kemp’s milk containers as a sponsored program. John Shuster will be featured on Comcast commercials and Topps Olympics trading cards. Vernon Davis will again be honorary team captain in South Korea. Sean “P Diddy” Combs has expressed interest in being the mixed doubles honorary captain. Pre-Olympic “Media Days” for media to conduct athlete interviews reviewed.
  - vi. Growth and Development – Monthly e-newsletter recent content. SafeSport program will be the focus of an upcoming edition. The USCA is the only NGB that has passed both audits so far without any issues identified. USCA’s collaboration with NBC’s SportsEngine.com platform and benefits of that relationship reviewed. Clubs will have access to a broadcast quality commercial available and customizable at no charge thanks to the efforts of the Hollywood Curling Club.
- C. Secretary’s Report – full report on file
- i. Request for Billings CC to move from MoPac to Dakota Territory.
    - a. Chris Belback, President has requested that the USCA board act on their request to move the Billings Curling Club (Montana) from the Mountain-Pacific Curling Association to the Dakota Territory Curling Association. This request is made because the association with Dakota Territory CA is better suited geographically to Billings and the membership of other Montana based clubs with Dakota Territory CA. This request has the written support of both the Mountain-Pacific Curling Association and the Dakota Territory Curling Association.
    - b. Potter moves to grant the Billings Curling Club request, Wellen seconds. Chair notes Matt Gamboa’s written notice to the board of his approval of this move. No further discussion. Motion approved on unanimous voice vote.
- D. Treasurer’s Report
- i. Audit Update-
    - Initial draft of the 2017 Audit indicates no significant findings. Working on updating accounts, many “dead” accounts. Reminder that budget numbers are for the full year and difficult to estimate final numbers from mid-year.
  - ii. Flexible Spending Account action item

- a. Action items IRS required us to restate our plan. Ron Rossi, Controller, presents motion to the board:  
RESOLVED, that the form of amended Cafeteria Plan including a Health Flexible Spending Account and Dependent Care Flexible Spending Account effective September 15, 2017, and January 1, 2018, presented to this meeting are hereby approved and adopted and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan.
- b. Motion to accept by Stannard, Wellen seconds. No further discussion. Motion approved on unanimous voice vote.

## 6. Committee Reports

- A. Nominating/Governance (Lemcke)
  - i. Audit, Ethics and Governance committees have openings. They are working on names to put into nomination to fill these openings, in addition to a WCF representative, the Chair and Vice-Chair positions at the April meeting.
  - ii. There is a minor By-Laws amendment that is being ready for action at the April meeting.
- B. Ad Hoc Committees
  - i. Revenue Development (MacLean)
    - a. Trailer is completed, lighting will be added then headed to Fargo.
    - b. Summarizes ongoing fundraising efforts.
    - c. Granite Society at \$60K.
  - ii. Membership (Potter)
    - a. Chair indicates that the Committee will conclude its work in April. Potter reports that he is working on a regional relationship questionnaire.
  - iii. Historical Documentation (Wellen) – Nothing to add beyond written report on file. Formal update in April.
  - iv. By-Laws (Stevinson) –
    - a. (Hannon reporting for Stevinson) Three preliminary documents on file. There is an Executive summary which should probably be the focus of attention right now. An updated version of the proposed amendments to By-laws Article 5 and a fuller report in April. The executive summary was reviewed. Language clean-ups will be made before formal presentation in April.
    - b. (Stevinson) The group held an open exchange within the group and unanimous desire to cooperate. Focus on working on these issues on a case by case basis in the future to find a solution.
- C. Athletes Advisory Council (Stopera/Gemmell) – Full report in April. Will check on status of committee election status.
- D. USOC USCA Representatives (Gemmell/Patzke)
  - i. There have been a lot of discussions among the USOC athletes regarding the USA Gymnastics situation, but nothing to report.

- E. Judicial (Russell) – Committee is fully constituted.
    - i. Received a grievance in November by Team Stolt for not receiving a discretionary selection invitation to the Mixed Doubles Olympic Trials. A hearing panel was appointed the next day, consisting of Maureen Clark, Colin Huffman and David Russell (Panel Chair). A telephone hearing was held and a unanimous decision against Team Stolt was reached.
    - ii. In October a hearing panel consisting of Jim Pleasants, Pete Fenson and Ron Kloth granted a motion to dismiss the Steve Brown complaint based on some pertinent, undisputed facts without having an evidentiary hearing.
  - F. World Curling Federation (Welling)
    - i. Kate Caithness and Graham Prouse were at the Olympic Trials in Omaha as part of the lead up to the World Curling Cup bid. WCF meeting in April. There will be a fuller update at the Colorado Springs meeting.
7. **Old Business** - None
  8. **New Business** - None
  9. **Key Items of Agreement** – Chair and Secretary will act on this in next few days.
  10. **Next Meeting Date and Location:** April 20-21, U.S. Air Force Academy, Colorado Springs, CO
  11. **Meeting moves to closed session at 1:18 p.m. for Ethics Committee report.**
  12. **Meeting Adjourns**