



**UNITED STATES CURLING ASSOCIATION**  
**Board of Directors Meeting**  
**February 1, 2020**  
**Twin Cities Orthopedics Center**  
**Eagan, Minnesota**

**Approved - April 25, 2020**

1. **Call to Order** - Chair Courtney Schmidt calls the meeting to order at 9:04 a.m. on February 1, 2020.
2. **Appointment of Parliamentarian** – The Chair appoints Gordon Maclean as Parliamentarian.
3. **Roll call**

**Board Members**

**Present** – Jeff Annis, Terri Gleason, Joel Leneker, Garret Perry, Doug Potter, Roger Rowlett, Courtney Schmidt (Chair), Roger Smith, Craig Brown, Dean Gemmell, Jessica Schultz, Stephanie Senneker, Bill Stopera. In attendance via video teleconference, Russ Brown, Rob Shelton, Scott Stevinson, Elizabeth Demers, Hawley MacLean.

**Absent** – None.

**Quorum** – 18 Board members being present in total with 13 members on-site and nine being required, we have a quorum.

**Non-Board**

**Committee Members** – Alex Agre, Colin Huffman, Russ Lemcke, Allison Pottinger, Leland Rich, Jennifer Stannard.

**Staff/Non-Board Executives** – Rich Lepping (Interim CEO), Gordon Maclean (Secretary), Ron Rossi (CFO, by teleconference).

**Guests** – Shane Coppola (Director Nominee), Lynn LaRocca (Director Nominee), Pete Fensen (HP Program), Dave Jensen (HP Program).

4. **Additions/changes to the Agenda** - None
5. **Discussion and Approval of Minutes** –
  - a. September 3, 2019, USCA Board of Directors Meeting minutes.
    - i. Motion to accept the minutes as presented by Potter, seconded by Annis. Motion approved on a unanimous voice vote.
  - b. October 11, 2019, USCA Board of Directors Meeting minutes.
    - i. Motion to accept the minutes as presented by Potter, seconded by Annis. Motion approved on a unanimous voice vote.
6. **Reports to Board:**
  - a. Viking Lakes Presentation – Representatives of MV Eagan Ventures Dave Stoffer and Cory Poppitz, review current development plans for the Vikings Lakes property and the potential for curling development on the campus.
  - b. Chair
    - i. Since our last meeting in October, there have been a series of meetings with various stakeholders, including WCF, USOPC, members, athletes, and NBC.
    - ii. Today's agenda items include the most important job of a board, the identification, and selection of the organization's CEO. The Chair expresses appreciation for all the work the selection committee has done over the past few months.
    - iii. Everyone needs to be aware that the selection is not the end of the process. There will be a transition time and onboarding coming up.

- iv. Expresses appreciation to Rich Lepping for stepping into the position of Interim CEO since August.
- c. Interim CEO Report
  - i. There are many operational reports located in Dropbox
  - ii. Met with NBC regarding Curling Night in America (CNIA). To date, this year's viewing numbers are ahead of last years. The WCF has expressed concern about the ongoing ability to produce CNIA. We have assured them that we have the ability to produce CNIA again this year, scheduled for production in Irvine, California, in August, and we are looking into possible changes. First, we are trying to get the event to count as points for the athletes to raise the level of competition that comes to the event, and second, we are working on adding a paracurling segment to the event. NBC is predicating next year's commitment to the current viewing numbers.
  - iii. Tyler George Ambassador Program has had strengthened "structure" and the brand. We currently contract with him for 10 events. If we do not use him properly, we could lose the momentum this program represents. This year six clubs have used this program, with many clubs collecting significant monies as a result.
  - iv. High Performance Program Director search is ongoing. The search committee (Dean Gemmell, Bill Stopera, Mark Lazar, Allison Pottinger, Craig Brown, Chuck Aoki) has been formed, and we are working to make the search as open and inclusive as possible. The process will include the new CEO as that power is delineated in our by-laws. Phill Drobnick is on as Interim HP Director until June. Looking at appropriate staffing levels for the program and an athlete's code of conduct. Looking at a new program, a "Futures Camp," all coaches will be in attendance, and it will be open to all USCA members. We are also looking to open up the process for Mixed Doubles to all USCA members. Both of these latter programs are designed to get grassroots curlers into the competitive mix.
  - v. Relocation Committee (Hawley MacLean, Scott Stevinson, Ron Rossi, Nick Wellan, Derrick McLean, Courtney Schmidt) has been active. State of Utah wants to fund us moving to Salt Lake City, Utah, to an NGB incubator facility they are building in conjunction with their bid for the 2030 Winter Games. Minneapolis (Viking Lakes Center) made a presentation today that would include facilities for our offices. Colorado Springs, USOPC Campus, would like us to move there. Livability, cost of living, cost of moving, and transportation to the facility are the major considerations that the committee is looking at.
  - vi. Hall of Fame Committee has been reformed. We are looking at it to reflect the recognition of all aspects of the curling culture in the US. The committee now consists of Jeff Annis, Anne Swisshelm, Jennifer Stannard, Russ Lemcke, and Darryl Horsman.
  - vii. Uniform initiative - Five companies are now bidding on our uniform contract.
  - viii. Sponsorships- Enhanced aspects of Toyota sponsorship are in the works which may expand the beneficiaries significantly. Dealerships are coming into the relationship. We are going to communicate with the membership where the Toyota money is going. Jägermeister sponsorship is now online. Our relationship with Maestro has been very good.
  - ix. Thanks to the board, staff, and the Chair for the opportunity to work with them as the Interim CEO.
- d. Secretary
  - i. The full report is on file. Highlights the new provisional clubs that have joined in the past couple months and work with Governance/Nominating Committee Chair Russ Lemcke to delineate functions that should be the Secretaries and those that should be committees.
- e. Chief Financial Officer

- i. Budget versus Actual – Reviews of the general state of the various aspects of the budget. The deficit as of 12/31/19 was \$277,000. That number is not unusual and better than this time last year. As of January 31, dues have been received from 55% of the member clubs. Dues that are in transit and were postmarked by January 31 are not included in that figure. Membership dues are flat to slightly up. Typically, our expenditures for the first six months of the fiscal year versus the last six months are 55/45. Our income during the same periods are 40/60.
  - ii. Other items - Cryomax has still not paid \$50,000 for last year’s commitment and another \$50,000 for this year. Those monies may be uncollectable if their bankruptcy goes through. CNIA was more expensive this year, mostly due to air-conditioning and dehumidification costs related to the facility. Staff transitional costs have not been finalized.
  - iii. We are still looking to be near the \$40,000 budgeted deficit for the fiscal year.
- 7. Presentations by CEO Finalists**
- a. Debbie Hesse gives her presentation to the Board. Those in attendance are given time to ask questions. Debbie Hesse leaves the meeting during a short break and Jeff Plush is brought in.
  - b. Jeff Plush gives his presentations to the Board. Those in attendance are given time to ask questions. Jeff Plush leaves the meeting.
- 8. Vote on new Directors**
- a. Russ Lemcke reviews the process that was used to find and vet the candidates and confirms that they are going through the SafeSport process and have signed our Code of Ethics. They have been provided and have reviewed our by-laws. Their resumes are reviewed. The Board is given the opportunity to ask both candidates questions.
  - b. Chair of the Nominating/Governance Committee asks that the slate of candidates be brought forward for action by the board. Motion to accept both Shane Coppola and Lynn LaRoche as board members by Potter, seconded by Annis. Motion approved on a unanimous voice vote.
- 9. Old Business –**
- a. The Chair invites comments regarding the CEO candidates from non-board members.
- 10. New Business – None.**
- 11. Key Items of Agreement –** Time with candidates, the election of directors, finances are where we should be.
- 12. Next Board Meeting –** Minneapolis-St. Paul, Minnesota, April 24-25.
- 13. Motion to move to Closed Session**
- a. Motion to move the meeting to a closed session by Potter, seconded by Craig Brown. Motion approved on a unanimous voice vote. Non-board members are asked to leave the room. Secretary leaves the meeting.
- 14. Adjournment**