



**USANS Board Meeting Minutes- Videoconference  
February 18, 2021**

**Attendees:**

Board members present: Kevin Arquit, Rex Bell, Tom Bickner, Billy Demong, Sarah Hendrickson, Jim Holland, Alan Johnson (emeritus; non-voting), Alissa Johnson, Adam Loomis, Dan Macuga, Quique Nagle, Matt Petri, Chuck Pieper, Jon Schumann, Lee Todd  
Board members absent: Jeff Good, Jeff Hastings (emeritus; non-voting), Walter McCormack  
Guests/staff present: Mike Dufner, Neil Fortier, Jed Hinkley, Tom Kelly, Tiia Lubin

**Tom Bickner called the meeting to order at 5:10 p.m. Eastern Time.**

**Matt Petri made a roll call and noted a quorum was present.**

**December 17, 2020 Board Meeting Minutes Approval:**

Tom Bickner motioned to approve the minutes from December 17, 2020. Matt Petri recommended a number of corrections. The motion was unanimously approved with the proposed corrections.

**Board member elections, Board terms, Officer elections and Committee chairs:**

Rex Bell reviewed the process for electing new Board members, terms for Board members, and Officers as the result of work done with consultants Tom Petro and Kris Messner.

Board member elections:

The Nominating and Governance Committee recommended a slate of four new Board members and one for re-election. Biographies were sent in advance.

Tom Bickner motioned to elect **Tom Petro** to the Board. The motion was unanimously approved. Quique Nagle made a motion to elect **Liz Holbrook**. The motion was unanimously approved. Tom Bickner made a motion to elect **Curt Dowd**. The motion was unanimously approved. Tom Bickner made a motion to elect **David Noteware**. The motion was unanimously approved. Tom Bickner motioned to re-elect **Robin Outwater**. The motion was unanimously approved.

Board member terms:

The Executive Committee put forward the following Board member terms based on Governance and Nominating Committee recommendations.

Tom Bickner made a motion to approve the following Board term expirations. The motion was unanimously approved.

July 31, 2021	July 31, 2022	July 31, 2023
Jeff Good	Curt Dowd	Kevin Arquit
Quique Nagle	Sarah Henrickson	Rex Bell
Jon Schumann	Liz Holbrook	Tom Bickner
Lee Todd	Alissa Johnson	Bill Demong
	Adam Loomis	Jim Holland
	Dan Macuga	Matt Petri
	David Noteware	Tom Petro
	Robin Outwater	Chuck Pieper

New Officers:

The Governance and Nominating Committee recommended the following new Officers:

- Chair: Tom Bickner
- Vice Chair: Kevin Arquit
- Treasurer: Tom Petro
- Secretary: Matt Petri

Jim Holland made a motion to elect the new officers. The motion was unanimously approved.

Executive Committee At-large nomination:

The Governance and Nominating Committee recommended the nomination of Jim Holland to the Executive Committee as an At-large member given his past service to the organization and membership on the Board.

Matt Petri made a motion to elect Jim to the Board as an at-large member. The motion was unanimously approved.

Sport Committee and Subcommittees:

The Governance and Nominating Committee recommended the re-election of all of the existing Sport Committee members in their current positions as detailed below.

Rex Bell: Chair

- Executive Director: Billy Demong
- Women’s Subcommittee Chair: Sarah Hendrickson
- Coaches Subcommittee Chair: Jed Hinkley
- Sport Development and Membership Subcommittee Chair: Karin Bauer
- Officials Subcommittee Chair: Paul Jastrow
- Calendar and Events Subcommittee Chair: Alan Johnson
- Venue Subcommittee Chair: Jarret Moe

Tom Bickner made a motion to approve all of these nominations. The motion was unanimously approved.

Finance Committee:

Tom Petro will chair the Finance Committee in his position as USANS Treasurer. Tom will make recommendations to the Governance and Nominating Committee for additional committee members for nomination and approval at a future Board meeting.

Governance and Nominating and Fund-raising Events Committees:

At a future Board meeting, the Executive Committee will recommend candidates for the Governance and Nominating Committee, and the Governance and Nominating Committee will recommend candidates for the Fund-raising Events Committee.

In addition, a USANS Onboarding document will be finalized within one week for new and existing Board members. Board members were encouraged to make recommendations to the Governance and Nominating Committee by March 12, 2021 for new committee members.

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The four newly elected Board members joined the meeting - Curt Dowd, Liz Holbrook, David Noteware, Tom Petro

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As outgoing Chair, Rex Bell thanked Alan Johnson, Jim Holland, Joe Holland, Jeff Hastings, Billy Demong and Tom Bickner, among others, for their past service without which USANS would not exist. Tom thanked Rex for his extraordinary leadership on behalf of the Board as did Billy Demong.

**Executive Director's Report:**

Billy Demong reported that we were fortunate this ski season regarding attendance at FIS competitions, overall results, managing travel and no positive COVID-19 tests on the road, all things considered.

**Finance and Staff Reports:**

Finance Report

Mike Dufner reviewed highlights from the USANS Overall Budget 2020/2021 and Balance Sheet as of December 31, 2020 that was submitted in advance of the meeting updated as of January 31, 2021.

Fundraising Report:

Tiia Libin reported that the fund raising world has been turned upside down this year due to COVID-19. As a result, we are focusing our efforts on the use of technology, stewardship (donor database) and planning. USANS has held online and technology-based events, and is planning ahead for the 2022 Olympics. For example, we hosted COC events via live-stream for which the Utah Office of Tourism (a new partner) got coverage around the world. Tiias' written report provided additional details.

Athlete Report:

Jed Hinkley, as Sport Director, reported that he had been on the road for 4 weeks with the teams. Since the report that he submitted in advance, Decker Dean had our best men's finish in a Continental Cup (2<sup>nd</sup> place) in 5 years and for the first time since 2008, we had 3 in the top 10 in Nordic combined outside the U.S. We also had a number of bests at Junior Worlds. Jed's written report provided additional details.

Partnership Report:

Neil Fortier, founder of consulting firm, THE DIFF, updated the Board on partnership development efforts. He provided statistics on the amount of cash brought in, options for additional cash and value in kind medical services. In addition, for 1 ½ weeks, we were the top trending area of Backcountry's website and we secured a 3-year partnership with Massage Percussion. Neil's written report provided additional details.

Communications Report:

Tom Kelly's has rebuilt the existing stakeholder database to be more efficient and allow for more targeted communications so that we will be able to segment our donor database via MailChimp. Tom will be rebuilding our website over the next 4 months and has brought on a social media contractor both of which will be important as we prepare for the 2022 Olympics.

He reported that USA Nordic is taking a professional approach regarding partnerships and grants which similar organizations at the same level that Tom works with are not. He reported that this is unusual and outstanding. Tom's written report provided additional details.

**Old Business:** There was no old business.

**New Business:** There was no new business.

**Next Board Meeting:** Tentatively scheduled for May 11-14, 2021; USANS Annual Summit Meeting.

**Meeting Adjourned at 6:14 p.m. ET.** Jim Holland motioned to adjourn.

Signed:   
Matthew D. Petri, Secretary

Date: May 21, 2021