



Board of Directors Meeting Minutes March 7, 2019

Roll Call:

Tom Bickner, Martina Lussi, Jeff Good, Rex Bell, Jim Holland, Jed Hinkley, Billy Demong, Clint Jones, Alan Alborn, Blake Hughes, Paul Macuga, Lee Todd, Quique Nagle, Robin Outwater

October 25, 2018 Board of Directors Meeting Minutes:

Motion to approve, as submitted, made by Jeff Good. Robin Outwater seconded the motion. Motion to approve passed by unanimous vote.

President's Report: Rex Bell

Rex opened his remarks with acknowledgement of our continually expanding programs, compliments to Billy Demong, and staff, for jobs well done and encouragement for all to ask questions and provide feedback on issues of interest and/or concern.

Rex focused his report on the topic of SafeSport policy, procedure and expanded management of compliance. Rex shared that our Executive Committee has recommended that all board members complete SafeSport Training and undergo a background check by registering for membership with US Ski and Snowboard as a Club Volunteer and/or official, as the case may be, with a deadline for completion of April 1, 2019.

Lee Todd asked if SafeSport Training and background checking through another NGB is acceptable? Rex said he would prefer everyone work through US Ski and Snowboard membership for tracking and tracing reasons. He also stated that USANS needs someone to help with US Ski and Snowboard's management of this process on an ongoing basis.

Jeff Good made a motion to approve board member SafeSport Training and background checking through membership with US Ski and Snowboard. Tom Bickner seconded motion. Motion to approve passed by unanimous vote.

Jef Good also mentioned an interest in learning more about compliance within the nordic combined/ski jumping club community and Martina Lussi commented on US Ski and Snowboard membership renewal intervals.

Rex Bell closed his report by requesting all board members who have not registered for USANS membership to do so immediately.

Executive Director's Report: Billy Demong

Billy focused his report on a look-back over the year(s) and a look ahead for our May Summit Meetings and the year to come.

Billy noted the following highlights for 2018/19:

- US NC & SJ Athlete numbers more than doubled- 350 to 750. 3rd largest in world behind Norway and Russia
- Revenue growth- \$800,000 initially to \$2,000,000 plus, today
- Staff growth- from 8 to over 20 this year



- Athlete growth on both National and Jr. National teams- from 13 to 43
- Increase in Sponsorship
- Growth in Live Streaming, Website and Social Media content
- Leadership in Coaches Education/Certification
- SafeSport Certification for administration and staff
- Momentum building for events- Five Hills Tournament, US Cup Series, Continental Cup and World Cup and Junior Games

Billy explained movement into 2020 planning mode over the next month with focus on revenue generation, cost control, staffing and program development.

Financial Report: Billy Demong

Billy reported that revenue for month ending in January, 2019 was on plan but we are behind now due to increase in budgeted expenses. Shooting to break even at end of fiscal year. Working diligently on sponsorship renewals and revenue enhancements and cost control. Ellie Brown and Eric Camerota are working on a new budget platform with a goal to add margin in FY 2019/20.

Jeff Good asked about our cash flow and use of our LOC. Billy said goal is to use Q4 funding to pay down LOC. Jim Holland suggested creating a graph to chart current vs. projected expenditure and receipts. Billy said Ellen has created a tool forecasting and tracking cash flow.

Team Report: Clint Jones

Clint outlined the change in our National Teams from last year, challenges of filling gaps left by retiring athletes and shifting of focus on developing pipeline of junior skiers.

Highlights:

- Full team representation at the 2019 World Championships in Seefeld Austria last week
- Positive World Cup team growth experience
- Andrew Urlaub scored first world cup points
- Developing positive working relationship with Nicole and Justine of HeadStrong Consulting (sports Psychology)
- Positive direction and leadership for juniors resulting in a more clear path for advancement

Next steps are to re-evaluate this season and look at ways to improve next year.

Athlete Report: Alan Alborn

Highlights:

- Recent Junior National Championships and coaching efforts of Blake Hughes
- Women's Ski Jumping and Nordic Combined team efforts
- Added Support Resources
 - Mayo Clinic for both physical and nutritional training
 - HeadStrong Consultants for Sports Psychology training

Alan planning on increasing performance expectations both both staff and athletes next year.



Sport Development Report: Jed Hinkley

Activity Highlights:

- 11 Clubs/facilities planning some form of upgrade
- Recent Alaska recruiting effort reached over 600 school children
- Recent Bill Koch Festival in Middlebury Vermont had over 500 competitors and every competitor received USANS promo bag
- U12-U14 ski jumping increased in every region. Jed made special mention of NESJNC (New England Ski Jumping and Nordic Combined Club) and the efforts of Walter Malmquist and Tommy Oddy
- Weather negatively impacted many events
- Club Survey in progress- several clubs have responded with overall increase in participation and similar attrition in 14 - 20 year old age group
- “Jed Talks”; a town hall meeting type contact will all clubs, ongoing
- Level 100 Coaches Education. Level 200 underway.

Jed ended his report with a request to the board for help with ongoing participation on our US Cup, Competition and Membership Committees. Anyone interested in joining one of these committee asked to contact Jed directly.

Officials Committee Report: Paul Jastrow

Current focus:

- Organization and development of working group in preparation for next season

Governance and Nominating Committee Report: Robin Outwater

Current focus:

- Board Member term expirations and reappointments
 - Robin Outwater to follow up with applicable members regarding future interest and resurface guidelines for new candidate recommendation
- Officer term expirations and election
- Executive Committee Membership
 - Membership consideration to be given to interested individuals in addition to elected officer
- SafeSport Training and background screening for all board members

Old Business: None

New Business:

2019 USANS Summit Meetings scheduled on May 14-17, 2019 in Park City, Utah. Rex Bell encouraged all board members to attend, if at all possible.

Meeting adjourned by Rex Bell

Next Board of Directors Meeting: Friday, May 17, 2019 at 1:00 PM at the Hyatt Centric Park City Hotel (where we were last year)

Respectfully submitted,
Robin Outwater