

UNITED STATES CURLING ASSOCIATION
Directors Meeting
April 12-13, 2002
Country Suites Hotel, Bismarck, North Dakota

5-2-02

Minutes

Present:

Peggy Hatch
Andy Anderson
Amy Becher
Don Barcome, Jr. (April 13 only)
Winnie Bloomquist
Geoff Broadhurst
Ann Brown
Diane Brown
Joni Cotton
Grayland Cousins
Phil Draper
Phill Drobnick
Bob Fenson
Pam Finch
Denis Fox
Leslie Frosch
Dave Hill
Doris Lauf
Mike Liapis (April 12 only)
Suzanne Liapis (April 12 only)
Warren Lowe
Jack McNelly
Lorrie Michael
Chris Moore
Lynette Munkberg
Elgie Noble
Donna Purkey
Leland Rich
Peggy Rotton
Lisa Schoeneberg
Chris Sjue
Mark Swandby
Ann Swisshelm
Jane Thompson
Greg Volk
Georgia West

Not present:

Kari Erickson
Bill Forsythe
Nicole Joraanstad
Jason Larway
Richard Maskel
Sharon O'Brien
Dave Peck
Paul Pustovar
Rusty Rau
Jon Wilson

Also present:

David Garber, Executive Director
Ed Lukowich, Athlete Development Director

Rick Patzke, Communications Director
Bev Schroeder, Member Services Manager
Weston Smith, Wheelchair Curling Coordinator, Belfast CC, Team Member
Chris Vadala, USOC Director, Sports Partnerships
Richard Urevig, Chicago Curling Club, USCA Director, Illinois, 2003 (April 12 only)

1. CALL TO ORDER. **President Hatch called the meeting to order at 1:54pm.**
2. WELCOME, INTRODUCTIONS, WELCOME & RATIFY NEW DIRECTORS. Hatch introduced Richard Urevig, Chicago Curling Club, who will be a USCA director next season; Weston Smith, World Wheelchair Curler, Belfast Curling Club; and Chris Vadala, U.S. Olympic Committee, the USCA's Sports Partner. Moore will seek ratification of new directors when state/regional elections are completed this spring.
3. ROLL CALL. Moore called the roll. Results are indicated above.
4. APPOINT PARLIAMENTARIAN. **Hatch appointed Fox as meeting parliamentarian.**
5. ADDITIONS TO PRINTED AGENDA. **Motion by Swisshelm, Lowe second, to change board meeting times for Saturday April 13 to 8am-noon. Approved.**
6. APPROVE MINUTES OF PREVIOUS BOARD MEETINGS. **Motion by Lowe, McNelly second, to approve the minutes of the October 20-21, 2001 USCA board meeting. Approved.**
7. APPROVE ACTIONS OF EXECUTIVE COMMITTEE.
 - a. April 10, 2002 meeting. No actions to approve.
 - b. March 4-6, 2002 meeting. Vote on Continental Cup team selection, the week of March 4, via email. Hatch provided background on this new event, scheduled for November 7-10, 2002, in Regina, explaining the nature of Continental Cup and the vote results. The vote was 9-0 to select the 2002 National Champion teams, with one vote for a conference call. Maskel did not vote; Swisshelm did not receive notice of the meeting, as an incorrect email address was used. S. Liapis then spoke on behalf of Team Erickson, who had explained their position in a letter to the USCA. They feel that fairness required that Liapis request that this board now vote on the issue, with the options to select the team with the best record at Worlds vs. Olympics, or to have a playoff between the National Champions and Olympic teams. Hatch reported that the Executive Committee had reviewed their earlier vote and decided to stand by that vote. Discussion followed. Hatch noted that the vote was made prior to knowledge of who would be the men's and women's national champions. S. Liapis pointed out that the team was tired at Nationals, and referred to Karuizawa event, in which the USA invitation (for which Team Erickson would have been selected), had been misdirected and ultimately the USCA had forfeited its place due to delay in replying. Hatch clarified that the invitation was received after the deadline for a response due to the events of 9/11. Fenson and Finch stated they voted for the selection of the national champions in part because the identity of the teams was not known at the time of the vote.

Fox advised that the board vote would be to approve/not approve of the Executive Committee action. Noble suggested that a policy on use of winnings be developed in advance of any new events with prize money. Lukowich cautioned that USCA should provide policy process for handling invitation selections. Hatch would ask the Elite Programs Committee to consider a policy for the future. **Motion by Lowe, Finch second, to approve the actions of the Executive Committee.** S. Liapis read a piece from "In the Hack" bulletin board favoring a change in the Continental Cup selection procedure. In response to a question, Moore stated that the USCA by-laws provide authority to the Executive Committee to take actions on behalf of the USCA Board. Lowe advised that, per event owners Canadian Curling Association and World Curling Federation, there is still "wiggle room" for selection choices. **Approved 21-9, with Swisshelm, Noble, and Munkberg abstaining.**

Discussion regarding future team selection for the Continental Cup took place. **Motion by Schoeneberg, Swisshelm second, that the men's and women's National Champions be selected to participate in the Continental Cup in future years, as the first selection option.** Moore suggested a policy in case an invitation is declined by the National Champions. D. Brown suggested complete rules, for example what constitutes a team. As it became clear that details needed to be developed, **Schoeneberg and Swisshelm withdrew their motion, and Hatch referred the matter of Continental Cup team selection for 2003 and after to the Elite Programs Committee.**

8. CORRESPONDENCE, MISCELLANEOUS ITEMS.

a. St. Paul Curling Club. Hatch reported an exchange of correspondence, and a personal meeting, with the St. Paul Curling Club. The club expressed concerns with USCA focus on elite athlete programs and USCA governance. After the meeting and discussions, St. Paul wrote a letter stating they would withdraw from the USCA effective September 1, 2003, unless measurable and significant action had been taken by the USCA to address their concerns, which included a reduction in the size of the USCA board, fewer or no board-elected directors, and increased member services programs. Hatch responded with a letter, in which, among other matters, she pointed to USCA-sponsored Member Marketing Seminars as a method that several regions have used to increase club membership in recent years. Hatch encouraged the USCA to continue the dialogue, and has encouraged the club to get more involved in Minnesota Curling Association and USCA governance.

b. Potomac Curling Club loan. Hatch reported. The USCA obtained a loan from the World Curling Federation and made a corresponding loan to the Potomac Curling Club, which is secured by collateral from Potomac. Since the loan was made last fall, the facility has been completed and the club has experienced great success in membership growth post-Olympics.

c. Detroit Curling Club loan request. Harry Wylie and Dave Nelsen of the Detroit Curling Club have written letters to the USCA Executive Committee and Board regarding their request for a loan for their recently completed building. Their initial request was for a loan of \$331,000. They urgently need \$90,000 to pay off immediate construction expenses. Hatch has agreed to their request to make a presentation to the board during this meeting. Prior to their presentation, Anderson reported to the board that Anderson and Moore had had lengthy telephonic and written correspondence with Wylie and Nelsen. In the opinion of Anderson and Moore, in their respective capacities as USCA Finance Committee chair and Treasurer, the Detroit club has offered insufficient collateral to secure a loan. Anderson had asked Detroit to check with area banks once again and get back to him. Anderson made the commitment that he would ask the Finance Committee to review the loan request at its meeting yesterday. He had not heard back from Detroit until he recently heard they would be present at this board meeting. Anderson had also encouraged Detroit to see if they could raise the \$90,000 in collateral through solicitation of personal guarantees. *(The Detroit presentation occurred after the Treasurer's report, below.)*

d. GNCC bid for 2006 WCC. The World Curling Federation earlier this week accepted the bid of the Lowell Organizing Committee, backed by the Grand National Curling Club of America, to host the 2006 World Curling Championships in Massachusetts. Hatch noted extensive support from various quarters in Massachusetts and expects the Lowell committee to host a terrific event.

9. FINANCE.

a. Dues. Anderson noted that several clubs are delinquent in their USCA dues and will be sent reminders by the USCA office.

b. Budget. Anderson reported that the 2002 Donation Program revenues are significantly under budget. The projected USCA FY2002 budget deficit of \$22,500 will likely be \$40,000. This will create some delay in the USCA reaching its retained earnings goal of \$250,000. The Potomac loan will be booked as both an asset and a liability (vs. as a cash "flow-through").

c. Audit. Anderson noted that the annual audit report was a very clean report.

d. Internet Collaborative. The dollars are expected shortly, approximately \$133,750. *(Recording secretary's note: the dollars are now due in installments between April and July, 2002.)*

e. Insurance. The Finance Committee has reviewed the USCA insurance schedule. Liability premiums will likely rise next year.

f. Continental Cup. The USCA has the opportunity to be a part owner of the Continental Cup event along with the Canadian Curling Association and World Curling Federation. Financial partner status could result in income or losses. After discussion of the risks versus rewards, **the board decided by consensus not to become a financial partner of the Cup.**

g. Detroit loan request. The Detroit Curling Club has offered little or no acceptable collateral for a USCA-guaranteed loan, direct or through the World Curling Federation. It is problematic to set a policy for future loan requests, because the WCF has been changing its own policy in the past year. Therefore, club requests will be considered on a case-by-case basis.

10 TREASURER.

- a. Financial reports. Moore distributed financial reports including budget variances year to date.
- b. Balance sheet. The balance sheet will be adjusted to reflect the Potomac loan.
- c. Income and expenses. The original budget for fiscal year 2002 included a \$20,000 deficit. Expenses are on-track, but revenue is short in the Olympic Pin and Donation Programs, therefore a \$40-45,000 deficit is expected.
- d. Dissemination of financial records. Moore reported that the USCA By-laws provide sufficient policy guidance for dissemination of USCA financial records. The By-laws provide in Article 9. Section 9.1 that financial records are available to all members.
- e. USCA records destruction. Moore reported that a board policy for the retention of USCA records is in progress.

Presentation to the board:

2:55 p.m. Detroit Curling Club members Dave Nelsen (President) and Harry Wylie (Trustee) entered the meeting and were introduced. They distributed a handout, which described their justification for seeking at least \$90,000 in loans to pay off club construction expenses not covered by their building loan. Wylie and Nelsen pointed to the 150+ year history of the Detroit Curling Club, the value of land held and offered as collateral, and explained the reasons for the unexpected and unbudgeted construction expenses. They had now exhausted financial resources within their club. The club has made extensive efforts to solicit companies and foundations for dollars, without success. The board and the Detroit reps discussed the request, with various questions and answers. It was noted that the USCA (Finch, Anderson and Moore) had spent extensive time reviewing the detailed financial documentation previously submitted by Detroit. There was discussion, including questions and answers, before Nelsen and Wylie left the meeting at 3:28 p.m.

Board discussion. Anderson reiterated that he advised Wylie and Nelsen that he would put the matter back on the Finance Committee agenda (the committee met Thursday April 11). Anderson reviewed the Potomac loan, in which the collateral was 200% of the loan, in the form of marketable securities plus a legally binding personal guarantee. \$90,000 is what the Detroit club really needs to get out of its immediate problem. Anderson stated that personal guarantees could be a route to solve the problem, however the USCA would still need to provide the cash. The Finance Committee would consider this course of action. Anderson also asked the board if the USCA wants to take on exposure for this or other situations, and whether the board wanted to act as a conduit through the personal guarantee route. There was further discussion of WCF loan policies, with the conclusion that the WCF would likely not accept a Detroit loan even with a USCA guarantee. Anderson confirmed that the initial Detroit request did not go further than he and Moore (an expressed concern of Nelsen and Wylie), but that was because he and Moore felt qualified to conclude that the proposal would not meet the requirements for financial support set by the board to consider the request in its present form.

Hatch asked for a sense of the board—does the board want the Finance Committee to approach the Detroit Curling Club with Andy's idea of personal guarantees? D. Brown suggested that more information is needed. Detroit's immediate need means the timing is too short for a WCF loan. McNelly stated that a pass through is the only option, since the USCA is not in the banking business. Cousins asked about consequences to Detroit, including its threat to withdraw from the USCA. Consequences could include their loss of their club through foreclosure. Broadhurst reviewed the evolution of WCF policy from grants to loans. He felt that the USCA does not know what the WCF reaction would be, and suggested that USCA submit a loan request, given proper collateral is raised. Fox noted that the next WCF Executive Board meeting will be September 20. Broadhurst still felt that the USCA should pursue a WCF loan. Noble noted that WCF priorities are in countries where curling is underdeveloped. A. Brown noted it may have made a difference if the Detroit project had been submitted to the WCF in advance of the building project; after the fact, prospects are bleak. A. Brown felt that U.S. curlers would provide collateral if asked, and this would take the USCA out of the deal. Moore stated he would recommend against getting into the loan business. **Hatch directed Finance Committee to work with Detroit regarding their request, including pursuing personal guarantees.**

11. LEGAL/BY-LAWS.

- a. Review amendments. In preparation for the vote on proposed amendments to the USCA By-laws, West reviewed the amendments, which have been "noticed" to the board. *(Recording secretary's note: the by-law amendments become part of these minutes. A summary of the amendments is provided below.)*

By-law Section 3.2, AMENDMENT EXHIBIT A. A housekeeping item to clarify that athlete representation will mean 20% of ALL directors (formerly the word SUCH has been used).

By-law Section 3.8, AMENDMENT EXHIBIT B. Housekeeping item to clarify that Annual Directors Meeting will take place immediately following Annual Members Meeting. Also, wording regarding Special meetings of the Board of Directors was deleted and transferred to new By-laws Section 3.10 (see Exhibit D., below).

By-law Section 3.9, AMENDMENT EXHIBIT C. New language adds facsimile and electronic mail as acceptable methods of Notice to directors of board meetings.

By-law Sections 3.10, 3.11 and 3.12, AMENDMENT EXHIBIT D. New sections adding language regarding Special Meetings of the Board of Directors, to add facsimile and electronic mail as acceptable methods of Notice to directors of Special Meetings; also added language to allow meetings by conference call. The words in ALL CAPS were added to the "noticed" amendment after board discussion: Special meetings of the Board of Directors shall be held whenever called by the president or by any four (4) directors. Special Meetings of THE EXECUTIVE COMMITTEE OR any committee designated by the Board of Directors, shall be held whenever called by the president or by any director WHO IS A MEMBER OF THE COMMITTEE.

By-laws Article 8.3, AMENDMENT EXHIBIT E. This article is added to bring USCA by-laws in compliance with U.S. Olympic Committee Anti-Doping rule requirements. Compliance is necessary to ensure continued USOC funding. The article provides that the USCA will follow USOC and World Curling Federation Anti-Doping rules and procedures, including procedures promulgated by the U.S. Anti-Doping Agency (USADA). The USCA will enforce and publicize sanctions after positive tests for banned substances.

By-laws Article 8.1, Sections 8.1 and 8.2; Article 12, Sections 12.1, 12.2, 12.3, 12.8; and Article 13, Sections 13.1, 13.2, 13.3, 13.4, and 13.5, AMENDMENT EXHIBIT F. The USCA grievance procedures are rewritten to separate administrative grievances (without right to binding arbitration) from right-to-compete grievances (which include the right to binding arbitration). Extensive discussion of this proposed amendment ensued. Several changes were proposed to the noticed amendment, however none were made except to correct a spelling error for the word "council."

b. Citizenship issue. Finch reported the opinions from three attorneys, two done on a pro- bono basis and one paid opinion, on the issue of requiring U.S. citizenship for eligibility for the men's and women's national championships. The USCA provided each attorney with research documents including the Ted Stevens Olympic and Amateur Sports Act, USCA By-laws, and the USOC Constitution and By-Laws. The three attorneys arrived at the same legal opinion, namely, that the USCA does have the legal right to limit championship eligibility to U.S. Citizens. Two of the attorneys also stated that the issue is also a business decision, and that the USCA should fully evaluate its business before requiring citizenship. Swisshelm reported that the USCA Athletes Advisory Council voted 9-0 to limit future men's and women's national championships to U.S. Citizens or Olympic-eligible athletes. Hatch thanked the committee for their efforts, and indicated that the issue would be debated further over the summer, with a vote, if any, at the board meeting in September, 2002.

12. NOMINATING.

Fox presented slates developed by his two committees, first, for officers and board-elected directors; and second, for USCA representatives to the World Curling Federation and U.S. Olympic Committee. The slates were mailed to directors per Notice requirements in the By-Laws. **Fox invited nominations from the floor for each office.**

For USCA officers:

President-Elect, Bob Fenson. There were **no nominations from the floor.**

Vice President, Grayland Cousins, Pam Finch, Jane Thompson and Mark Swandby. There were **no nominations from floor.**

Secretary-Treasurer, R. Chris Moore. There were **no nominations from the floor.**

For board-elected directors (up to eight are allowed):

Jack McNelly, Lisa Schoeneberg, Jane Thompson, Warren Lowe and Denis Fox.

Motion by Draper, Swandby second, to nominate from the floor Andy Anderson.

For World Curling Federation representatives:

To replace Ann Brown, who is retiring after her current three-year term. **Peggy Hatch** has been nominated. There were **no nominations from the floor.**

To replace Elgie Noble for the one-year remainder of his term, as Noble is retiring. **Andy Anderson** has been nominated. There were **no nominations from the floor**.

For USCA representative to the U.S. Olympic Committee:

Jack McNelly has been nominated for another four-year term. There were **no nominations from the floor**. Swisshelm suggested that the USCA USOC rep term should coincide with USOC quadrennium terms, which expire in 2004. No action taken on this suggestion.

Peggy Hatch has been nominated for another four-year term as Alternate USCA representative to the USOC. There were **no nominations from the floor**.

A vote will be needed only for board-elected directors. The vote will be taken during the board meeting tomorrow.

13. EXECUTIVE DIRECTOR. Garber reported on the recent resignation of an Administrative Assistant and the upcoming retirement of Administrative Assistant Sandy Glodoski. Garber stated that more detailed reports on staff activities, and staffing proposals, will be presented under the various committee reports.

14. OLYMPIC EVENTS. Hatch, McNelly and Broadhurst (*under Member Services, below*) reported on the tremendous membership activity generated by the Games, as reported in the March/April issue of the *U.S. Curling News*. Team Leader McNelly related his satisfaction with the event, the organizers and the curling athletes representation of the USA. Swisshelm credited Athlete Development Director Ed Lukowich and his assistant ADD Rodger Schmidt with key positive roles in attaining her team's fourth place finish. Swisshelm thanked the USCA for providing this support. Hatch reported that Coach Jim Dexter had told her, unsolicited, that Lukowich was instrumental in helping win the Gold Medal for the Cassie Johnson team. Swisshelm lauded Communications Director Rick Patzke's media support and technical expertise.

President Hatch recessed the meeting at about 6:00 p.m., to reconvene Saturday morning at 8:00 a.m.

15. BOARD RESTRUCTURING TASK FORCE REPORT. Anderson reported that the Board Restructuring Task Force has reviewed a variety of criteria for consideration in USCA board structure, such as operating needs, legal framework, gender of board members, Athlete Representation, relationship of staff to board. No change will be recommended today, rather, different models will be presented for consideration. One factor in the thinking will be the evident disconnect between the USCA and its constituencies. Items for thought include:

- a. Size. The current board is too large, however, directors do a lot of the work of the organization, reducing board will require finding other resources to accomplish the workload
- b. Roles. Evaluate roles of the board and board members, executive committee, officers, staff, state/regional organizations, clubs and individual curlers.
- c. Geography. Governance experts say that geography should not be a factor, while quality and diversity of directors should be; a board leads but should not manage the journey; an association should limit the cost of governance to 6-7% of expenses.
- d. Committees. No need for all board members to be on committees, or for committees to be made up of board members only
- e. Nominees. Must be a perception that the nominating committee is nominating the best people, rather than utilizing primarily political criteria
- f. Term limits. Term limits will be examined (e.g., two five-year terms)
- g. Affiliates. USCA should re-address the role of its affiliated bodies (USWCA, USOC, WCF)
- h. Board-elected directors. What is the proper role of board-elected directors? Should there be fewer?
- i. Officers as directors. Should USCA officers also be directors?
- j. Executive Director role. Executive Director as chief administrative officer (current job description) as opposed to Chief Operating Officer or CEO.
- k. Paid vs. volunteer roles. More clearly identify responsibilities of paid staff vs. volunteers
- l. Relationships with constituents. Evaluate relationships with, and role of, USCA member state/regions, clubs, and individual curlers
- m. Impact on USCA mission. If board size is reduced, how to reorganize the accomplishment of mission?

Moore encouraged input from everyone via emails, notes, etc. Finch noted remembering impact of any changes on the budget. Swandby felt the concept of cutting the board in size has broad support, needs feedback since the "devil is in the details," that it is important to have broad support. Noble noted overhead costs of current large board. Volk noted ideal board size is about 10-12 members. Cousins asked for a hint on "where are we going." Anderson felt this depended on degree of support among state/regions to change away from current organization. Plan is to work over the summer, get input, get a draft out by end of the summer, then open it up to the board.

Rotton commented on imbalance between representation and curling population. Noble expressed his opinion that a USCA weakness is micromanaging by committee. He noted that in good organizations, the board makes general policy and delegates carrying out policy to staff. Hatch encouraged comments to Task Force over the summer.

16. WHEELCHAIR CURLING AND 2002 WORLD WHEELCHAIR CHAMPIONSHIPS. A. Brown reported there will be no WWC in 2003. The event will resume in 2004. The World Curling Federation is researching details, funding, responsibilities connected with the event with the International Paralympic Committee, which has accepted curling on its program. USCA also must do extensive research as to ramifications.

Brown then introduced Weston Smith, who was the key person in organizing the 2002 USCA World Wheelchair Curling Championships team from the Belfast Curling Club. Weston Smith then reported. He expressed appreciation for USCA assistance in the World Wheelchair Curling Championship process. Weston worked with Ann Brown and USCA staff. Of the six team members, average age 49, only one player had curling experience prior to last season. The team curled three times per week for 2.5 months, with both able bodied curlers in regular leagues, and as a team. There is no sweeping in wheelchair curling. Smith brought hand outs for interested board members. The team finished fourth at Worlds, and had a great learning experience. With no sweepers, the ice changed less during a game. Smith encouraged contacts from all interested parties. The USCA will survey facilities to determine handicap access.

VP areas, reports:

17. MEMBER SERVICES.

a. Club Membership & Development. Broadhurst reviewed the packet sent to clubs last fall to help them prepare to take advantage of anticipated interest in curling due to the Olympic Games. Since the Games, 22 clubs have reported on membership generation activity. Over 5000 people have attended open houses at these 22 clubs, and 558 people have signed up for "learn to curl" programs. Broadhurst said the clubs will be urged to keep in touch with these people, have early instruction activity, use mentor programs and conduct bonspiels for new curlers. In addition to the Olympic Games television exposure, the December and January broadcasts of "Rock Stars" on the Outdoor Life Network helped to promote curling to non-curlers. Videos will be made available to clubs with the price to be established. Broadhurst is looking for 20-30% club membership increase next fall. Moore encouraged Member Services to help clubs prepare to handle influx this fall. Broadhurst noted that letters have been mailed to certified and registered instructors around the country asking them for their current status and if they wish to stay active.

Broadhurst reported that 22 clubs have taken the USCA Member Marketing Seminars. Most experienced member growth afterward. Five clubs have expressed interest in attending seminars, perhaps this spring. Broadhurst reported that the Regional Officers Meeting has been postponed.

b. College Curling. Lauf reported that college tournaments were held in four regions of the country. The College Curling USA national tournament grew by eight teams. There is now a college curling web site. There is work to be done on the ongoing organization of the program. Hatch noted the USCA affiliation with the Illinois State Curling Foundation. The relationship needs to be further clarified, including event ownership and the need for player/coach agreements. Hatch will arrange discussions with ISCF management. Lauf is retiring from the board.

c. Youth Curling. Schroeder reported. A new chairperson is needed for the Youth Curling Committee. Former chair Schroeder is now a member of the USCA staff. The junior playdown rebate program has been discontinued. There are no current requests for junior stones, likely because most youth instruction programs now use full size rocks to reflect juniors' preference. The Junior Merit Program manual update should be completed this summer. The annual issue of the Youth Curling News was distributed this season after three year hiatus. Schroeder has received only 12 responses to a recent junior survey. Junior summer camps are scheduled for North Dakota (site and date to be determined); Cape Cod July 21-23 and Eau Claire August 9-11. The curling in the gym program remains popular. USCA Member Services will attend state physical education teacher conventions in Minnesota and Wisconsin. The Canadian Curling Association curling in the gym manual is being revised. Hatch asked if the program is impacting our membership. Schroeder had no specific figures.

d. Training & Instruction. Munkberg reported there is a proposal to modify the USCA Training & Instruction program. One change will be to shorten instructor clinics to one day from one weekend, to facilitate better attendance. Quality control by staff or senior instructors is difficult for this nationwide program. The committee intends to offer more courses annually, designing sites to appeal to "clusters" of nearby clubs. The goal is to involve 12 clubs per year, up from the current four to five. The committee will test feasibility to create a team of USCA people to visit clubs to discuss USCA programs other than just curler training. The instruction courses will

be simplified, with fees reduced to perhaps \$20 (currently \$50). The committee proposes creating a section on the USCA web site featuring Education & Training. A budget will be needed; Munkberg has no specific proposal at this time. A. Brown added that USCA needs at least one instructor in every club who can provide basic instruction to the new members. Schroeder will be analyzing the club instructor roster to identify "holes" and to be sure holes are filled. The USCA needs instructors who will be good with new curlers.

18. CHAMPIONSHIPS. Cousins reported he plans to work with Patzke to place information regarding USCA Championships on the USCA web site, and he encouraged other Vice Presidents to create web site information for their areas.

a. Awards. Cousins reported that Joraanstad has worked very hard and well to order and deliver championship awards.

b. Drawmaster. Cousins noted that a long-term USCA goal is to be able to provide for member use championship and non-championship draws, along with a "database" of accepted draws. Barcome reported that his work has gone fairly smoothly this season. He has discussed the concept of using "floating Linear logic" with a local university math department to develop a computer program in which parameters are input, and then a draw is calculated (variables include length of event, no back-to-back games, etc.). When completed, the drawmaster's work will be minimized. Moore asked if other curling countries have draw programs. Barcome knew of none. Moore also asked if we should retain commercial rights. Barcome felt USCA should retain rights.

c. Drug Education. Rotton reported that the USCA is in the drug education business, not the testing business. The committee assists athletes to apply for waivers to allow use of specific banned drugs, for legitimate medical reasons, from the International Olympic Committee. Several waiver requests have been successful. Swisshelm serves on USOC anti-doping committee.

d. Field of Play. Fox reported that the project to select a USCA Ice Technologist to replace John Williamson was under a Task Force headed by Maskel, and that work was still in progress. Fox believes that the "Olympic rocks" are not worth purchasing. Cousins stated that new stones for use in USCA championships would cost about \$5,000 per sheet. Fox noted an option: a commercial concern has offered a contractual turn-key program to handle championship ice making, including provision of rocks.

e. Officiating. Swandby reported that this has been the busiest year ever for USCA officials, with the Olympics and the world championships in the U.S. Officiating courses were conducted at various sites by Rotton, Donna Statzell and George Phillips. Over 70 people were trained. Rotton is retiring after a decade of service as USCA National Course Conductor. There are equipment problems with time clocks and radios. One reason is the need to ship equipment each season from the USCA office around the country for all championships, during which time the equipment gradually deteriorates. Swandby discussed the need for ongoing evaluation of officials' performance, and the need for better organization and administration of officiating activities, including spreading officiating and administration duties over more volunteers. A program will be presented to the board in September. A. Brown urged the USCA to budget for refurbishing time clocks and/or purchasing new clocks. Draper asked if the World Curling Federation pays for clocks at world championships. Brown responded no, the host committee is responsible. The USCA provided its clocks gratis to the Bismarck committee as a show of support for the event.

f. Rules. Forsythe was not present, as he is head official at current world championships. Cousins reported two rules topics the committee will address at the September meeting: first, the eligibility and substitution rules for Olympic and National teams who are currently granted direct berths into national championships; and second, to review the "fill" policy for all national championships when a region fails to send a team.

g. Site Selection. Rotton reported. She suggested that a larger site selection committee is needed, to include a representative from each member association. It has been very difficult to get sites for larger USCA events. A format change to accommodate smaller sites would be helpful, or, Rotton suggested the USCA allow separate men's and women's events. The current schedule can "burnout" officials and ice crew. Rotton also suggested consideration to use paid personnel for some of the work. The current championship site bids are: *Junior nationals*, 2003 at Broomstones (Mass.), 2004 at Centerville; *Mixed nationals*, 2003 at Wausau (Wisc.), 2004 at Mankato (Minn.); *Men's Second Chance Competition*, 2003 Grafton (N.Dak.), 2004 Waupaca (Wisc.). There is no site yet for the 2003 *Men's and Women's Championships*. Utica has offered to do men's or women's if they can be separated. Rotton suggests finding a Wisconsin site for one gender and reported interest from Portage. Rotton reported that St. Paul has expressed interest in a Mixed nationals. Most of the sites this season did well financially. Grand Forks is interested in the 2004 Men's and Women's Nationals; Rotton expects a bid from Grand Forks in September. **Motion by A. Brown, Barcome second, to accept the bids for the 2003 Junior nationals**

by Broomstones and the 2003 Second Chance by Grafton. Approved.

Rich noted new potential for TV coverage. Patzke felt that separating sites in itself does not impact TV other than to make it more expensive. He noted site needs for TV (high ceilings, seats on sides). D. Brown reported that several of the larger clubs may be interested in developing a rotation basis event schedule, however more support from the USCA would be needed. McNelly asked what kind of support. Brown replied advertising/marketing and media support, both money and labor.

Motion by Finch, McNelly second, to approve the bid for the Mixed in 2004 by Mankato, Minn. Approved, with Swisshelm opposed. Moore asked Swisshelm why her “no” vote? Swisshelm responded she was concerned with the location, which she felt may be inconvenient for many teams and result in fewer teams playing down. Rotton noted that clubs like Potomac have also indicated interest in Juniors and Mixed events. Rotton noted the USCA has guidelines for the number of sheets of ice needed to host an event. There was discussion about the costs to rent arenas for events. Frosch asked whether it is time to separating championships for the men’s and women’s events. Hatch thanked Rotton for her work.

19. COMPETITIVE PROGRAMS.

a. Elite Programs. Thompson reported for O’Brien.

i. Junior men’s world challenge. A process to select a team to represent the USA in the Junior Challenge for the 2003 junior world championship berth will be developed with a target competition date in mid-November. The winner must commit to two weekends of training plus European travel time for the early January “B” pool competition. Therefore, the winner should receive a direct berth in the 2003 Junior Men’s National Championship.

Motion by Barcome, Swisshelm second, that the USCA will defend its spot at the WJCC, will select and support a team for the competition with the condition that the teams agree to a training and preparation commitment. Hatch noted that USCA must provide budget money. There will be some WCF financial support. The selection competition site is to be determined. **Approved unanimously.**

ii. Performance funding. Thompson reported that she, Lukowich, McNelly, Hatch, Rich, Swisshelm and Garber are developing a proposal for U.S. Olympic Committee “Performance Funding” (formerly Podium) for the next quadrennium leading to the 2006 Torino Olympic Winter Games. The written proposal will be submitted by April 18, and an in-person presentation will be made to the USOC in Colorado Springs on May 4 by Lukowich, Swisshelm, McNelly and Garber.

b. Athlete Development Director report. Lukowich reported he had a very busy year. He is trying to get a USA team into the (Canadian) Skins Game. The highlight of the year was the Olympic Games, at which the organizing committee (SLOC) and the U.S. Olympic Committee did great jobs. Lukowich thanked USOC staff member Wes Barnett for special support. Team Erickson did a great amount of media promotion and worked very hard. Team Somerville was well prepared for the Olympics. The board applauded the Olympic Teams.

The U.S. Junior Women won the gold medal at Junior Worlds. Team Cassie Johnson beat two defending world champions in the semifinal and final games.

Lukowich will attend the USOC Global Coach Conference in May. Lukowich is heading the development of the USCA 2006 High Performance Plan. One new concept is developing more U.S. cashspiels with a strong international field. Some of the top curling nations provide substantial financial support to their elite teams. Lukowich expressed interest in continuing his duties with USCA. He wants to finish the work he has started, including winning Olympic medals. Swisshelm thanked Lukowich for his work with the 13 Olympic Trials teams and the two Olympic teams. Swisshelm credited Lukowich and Rodger Schmidt (Assistant ADD) with being critical factors in helping the U.S. women’s Olympic team to reach semi-final playoffs.

c. Athlete Funding. Frosch reported that the committee’s busy time was coming up, with Basic Grants and other funding selections. Applications will be provided for athletes in May. Frosch suggested a name change to “Team Training funds” instead of “Team Travel funds.” Need to determine priority order for assigning available spots for Elite Athlete Health Insurance (paid by USOC) if, as usually happens, several Basic Grant recipients decline EAHI.

d. Coaching. Rich reported that the committee wants the USCA to become more proactive in its programs for training coaches and team leaders, and wishes to increase the pool of qualified team leaders. In response to question from Munkberg, Rich stated that the USCA will express interest in the World Curling Federation’s Olympic Celebration Tour, which is designed to promote curling development through use of Olympic medal winners at appearances.

e. Sports Science. Maskel is competing in the Worlds. There was no report.

f. World Team Preparation. A. Brown noted successful team preparation for this season's world and Olympic teams.

20. OPERATIONS.

a. Legal & Bylaws. Finch noted that the report was made earlier in this meeting.

b. Human Resources. Lowe reported.

i. Staffing needs. The USCA staff is one person short handed now and will be two short in June. Lowe asked for board approval to hire replacement staff, including moving from one 50% person and one 75% person to two full time persons, to recognize actual needs to complete workload. **Motion by Lowe, Anderson second, to authorize hiring two people, full time as opposed to the current 50% and 70% time, as replacements.** Munkberg suggested waiting until consultants have examined needs, and asked about World Curling Federation development person grants. Lowe noted that the WCF program would pay 20% of salaries for three years. Moore pointed out need for trade offs due to added expense. Drobnick asked if volunteers could do more USCA work to minimize need for added staff. **Approved, with Drobnick opposed.**

ii. ADD contract. The Athlete Development Director position contract expires June 30 and will need renewal. The position is funded through USOC grants. Thompson noted that the Executive Committee will approve any contract renewal after a performance review and after grant funding levels are known.

iii. Office workload. Garber reported that this Olympic year had produced successes but that the workload was extremely heavy. Garber has asked two curlers with professional qualifications in the consulting field to help him with a workload analysis in May. It is likely the curlers will conduct an evaluation, and on a "pro bono" basis.

iv. Staff bonuses. The Human Resources committee complimented staff work, and proposed that staff bonuses be awarded, with funding taken from the new revenue expected between now and July 1 from the Internet Collaborative enterprise. It was noted that several areas in the USCA would like to use these funds. The Executive Committee will address use of the funds in the 2003 budget process.

c. Finance. Anderson reported earlier in this meeting.

d. Athlete/Curler Recognition (Maskel). No report.

e. ACF&M Liaison. Bloomquist reported for S. Liapis. **Motion by Bloomquist, A. Brown second, to recognize the volunteer efforts of John Roche with a plaque and an article in the Curling News.** It was noted that there had already been an article about Roche's work in the Curling News and thus this part of the motion had been accomplished. Hatch encouraged a new category of volunteer recognition. Moore asked about funding. Anderson stated that costs are modest and can come from the budget of the American Curling Foundation and Museum. **Approved.** The committee suggests that the \$6,000 plus dollars in USCA revenue realized from sale of old curling stones be used to set up a fund to support curling clubs. Anderson reviewed concept of using separate ACF&M fund for donations from people who prefer that their contributions not be included in USCA operating funds. **Hatch** feels this is a great idea and **asked the Finance Committee to examine this issue on a broad basis.** The USCA board controls the ACF&M, but the ACF&M remains a separate legal entity.

21. MARKETING.

a. Public Relations/Media. Finch asked Patzke to report.

i. OLN program. Patzke reported that the USCA program *Rock Stars, the World of Curling* had been broadcast in December and January on Outdoor Life Network. The production costs of \$81,470 were financed by a grant from the World Curling Federation. The air time costs were waived as part of a barter agreement with OLN. Patzke thanked the Canadian Broadcasting Corporation for its valuable assistance in production, including recruiting stars Paul Gross and Leslie Nielson. The purpose of the project was to educate non-curlers about curling, pre-Olympics. Viewer feedback was mostly positive, with some criticism. A video is available. If USCA sends a copy to all clubs, a budget item will be required. A separate four to five minute piece summarizes the making of the program. The USCA has rights to this shorter piece, which should be helpful to show to new curlers. Broadhurst asked if the program can be edited or time coded. Patzke said not without extensive work. The plan is to sell tapes for about \$20. Fifty copies were given to the WCF this week for distribution to its member nations.

ii. USCA internet site. Patzke noted the great help he had received from Rich, and from Dan Field of USCA sponsor Aurora Computer Solutions, which provides VIK assistance worth tens of thousands of dollars. Aurora has offered a web site deal (see USCA web site) to member clubs, and club members, at discounted rates. Thus far six clubs have expressed interest. Field is working to develop a zip code search program for the USCA web site which non-curlers in areas without curling can use to contact people from their area who also wish to get involved with curling. More e-commerce opportunities will be developed for the web site. Field has been a great volunteer help to Patzke at the Olympic Trials, the Olympics, the nationals and the Bismarck Worlds.

iii. Athlete PR and Communications. Patzke has developed 100 athlete biographies for media use. Media opportunities have been handled. Clubs and volunteers are important for athletes.

iv. Video news releases to television stations. Patzke reported that one video news release was accomplished by satellite, with a cost of \$2,000, including a direct feed to all NBC affiliates plus the Fox Network and other TV outlets. A nice curling spot was broadcast on Nickelodean for Kids, featuring a former curler from Superior, Wisc. Barcome thanked Patzke for doing a great job. The board gave Patzke a hearty round of applause.

v. Olympic Media Summit. Patzke reported that the Olympic Media Summit held last fall has enjoyed record attendance. Amy Wright and Andy Borland attended and were very effective athlete representatives. This contributed to the media build up for the Olympic Games.

vi. Host site media marketing. Patzke worked with 2002 nationals host sites to present the opportunities in using the USCA "media marketing" program. Several host sites have experienced record event profits by using this program.

vii. Controversy management. The USCA has a controversy management plan used to help USCA officials to handle potential negative media attention.

viii. AT&T sponsorship. At a conference in Salt Lake City, Patzke made a key contact resulting in a valuable Value-in-kind sponsorship with AT&T for two USCA events, worth perhaps \$20,000.

ix. Broadcast prospects. Patzke reported that ESPN is picking up the TSN worlds feed (ESPN owns a share of TSN). He is not sure what ESPN will do with the feed; they may use it this summer. Comedian Jay Mohr wanted to use a clip from the USA-Canada worlds round robin game. Intent is "catch the curling fever." After the Olympic curling TV ratings success, NBC has expressed interest in buying rights to World Curling and USCA National Championships. The WCF already produces these events. In May, Patzke will meet in New York City with NBC officials, and with Richard Harding of the WCF. The main concern is not rights fees, which would be modest, but that a rights buyer (NBC or other) will actually exercise its rights to broadcast curling events and not keep curling events "on the shelf." TSN and CBC people have been great to work with, have given tape of World and World Junior Championships action to Patzke for U.S. use.

x. Patzke offered the board several "what if" ideas:

- non-curlers can join the USCA through its web site, with certain benefits
- create a curling tour, maybe in places with no curling now
- develop a mini-portable ice sheet to promote the game, like Coca-Cola used in Salt Lake City at the Olympics
- partner with a sport like golf to help find future curlers

Patzke noted he had arranged a preview of the movie *Men with Brooms* at a local Bismarck cinema to promote the Worlds and curling. The theater rental would be offset with viewer donations, with any surplus donated to Bismarck Junior Curling. Star Paul Gross will be at the showing. *(Recording Secretary's note: the promotion was a success, and about \$250 will be donated to Bismarck junior curling programs.)*

b. Donation Development. Draper reported that the budgeted revenue was \$65,000, actual may only reach about \$50,000. Draper has breakout detail for those interested in reviewing results from their clubs. Draper thanked Lorrie Michael, who is leaving the board, for her great efforts as chair. For the Olympic pin program, revenues are only \$5,000 to date, against a \$15,000 budget.

c. Sponsor Development. Draper reported that the committee favors engagement of a sports marketing company to work on the USCA's behalf.

d. NGB Internet Collaborative Agreement. (covered earlier in meeting).

22. SPECIAL PROJECTS.

a. World Seniors. Fenson reported that 12 men's and two women's teams played down in Superior, Wisc., to represent the USA at the first official WCF World Senior Championships. Both winners, teams Johnson and Purkey, represented us well. The men won the gold medal, the women won the bronze. Fenson suggested the USCA should plan for a popular event in the future, with a regular championship administered under Championships. Fenson noted the eligibility age difference between the USCA senior bonspiel (55) and the WCF worlds (50). Anderson wondered if a world playdown competition could be held concurrently with the USCA senior men's bonspiel. This needs to be determined.

b. Format Task Force. Fenson reported that the Task Force work has proceeded slowly. Championship format is an emotional and contentious subject. The goal is to improve playdowns to get the best possible teams at nationals. Fenson said the Task Force would present a format proposal for consideration at the September USCA board meeting. He plans to send a specific draft to all constituencies this summer, with a request for feedback in time for a vote in September, with any change to impact the 2004 men's and women's nationals. Draper proposed vote in spring meeting. **There was a consensus to plan for a vote at the Spring, 2003 meeting.**

23. USOC.

a. General report. McNelly reported. He lauded the Olympic teams, and support from USOC and SLOC. Swisshelm thanked USCA volunteers and other volunteers friendly faces for their hard work, which made for a real home field advantage. She thanked McNelly for his help in working with USOC to get team needs fulfilled during the Games; Swisshelm thanked Munkberg for her extensive efforts in securing and outfitting housing for Olympic athletes, and for setting up Curling House, and stated that Munkberg will be missed on the board. She thanked Olympic Teammates from Team Erickson and Team Somerville. Barcome commented that the USCA and USOC support people at the Games were great. He suggests a restructuring of the team leader and support staff organization to develop a better command structure. Barcome thanked McNelly for a first class job with great support at the Games. Cotton commented that the Games were an unbelievable experience and repeated the thank you's. She marveled at Patzke driving with both his cell phones going at once. McNelly lauded Munkberg for her tireless work in furnishing two homes and one apartment for the Olympic Games. He asked the board to recognize Munkberg's work, and presented her with a token of appreciation. The board accorded Munkberg a standing ovation.

b. U.S. Olympic Committee quest. McNelly introduced Chris Vadala of the U.S. Olympic Committee, the USCA's advocate for Performance Funding grants. Vadala seconded the kudos for the U.S. men's, women's, juniors, seniors and Olympic teams. He said it's been a great year for curling. The USOC has had three CEOs in last 14 months, resulting in quite a transition period. The USOC consistent message about its goals is winning medals, and winning hearts and minds (of the American public). Vadala stated that the USOC wishes its programs to be coach driven and athlete centered. New USOC CEO Lloyd Ward is optimistic about future funding sources, but the USOC and its member National Governing Bodies (NGB) must develop marketing revenue in a different way, including additional joint projects. The 2002 Games were excellent in all regards. Vadala wished to express a message to "manage expectations" on funding by relating that in the last quadrennium, \$18 million was available in Podium funding for the eight winter NGBs. For this "quad," the same level of resources are not available. Funding awards for 2003 will be finalized by the end of May. Vadala noted the USOC Sports Partnership Concept includes five management teams, each with 4 people. His team works with Curling, Biathlon, Bowling, Cycling, Diving, Swimming, Synchronized Swimming and Triathlon. Vadala urged the USCA to use USOC as a resource, stating that his team is the USCA's advocate and liaison. Based on expressed needs, he will send the USCA information from other sports, such as by-laws, for its evaluation. Vadala echoed Lowe's comments from the Human Resources presentation and stated that the USOC has a great relationship with the USCA staff. The USOC will continue to strive to minimize the paperwork needs. Barcome thanked Vadala for USOC support.

24. ATHLETES ADVISORY COUNCIL. Swisshelm (who serves as the USCA's representative to the USOC Athletes Advisory Council, and is a USOC board of directors member) reported that the USCA-AAC elections had resulted in a slate of elected reps for the USCA board, including Swisshelm, Richard Maskel, Amy Becher, Stacey Liapis, Allison Pottinger, Phill Drobnick, Nicole Joraanstad and Paul Pustovar. In addition, two empty men's slots must be filled by May 1. Swisshelm thanked the USCA for the AAC's 20% voice and vote, and thanked reps Barcome and Cotton, who are stepping down. **Motion by Anderson, Lowe second, that the board accept by acclamation the eight AAC nominations to the USCA Board of Directors. Approved, with Swisshelm and Becher abstaining.**

11. NOMINATING COMMITTEE, ELECTION, continued.

Motion by Lowe, A. Brown second, for acceptance by acclamation of the nominating committee's slate

detailed earlier this meeting, including the single nomination from the floor. Approved.

25. WORLD CURLING FEDERATION.

a. Rules changes. Lowe reported that the WCF is discussing these rules change proposals:

- i. that a substitute player not have to play at position for person subbed;
- ii. regarding sweeping behind the tee line, that any one sweeper may sweep behind the tee (not just skip or third);
- iii. possible changes to allow time outs in adult play.

Lowe noted that the WCF will not be changing the four-rock Free Guard Zone rule.

b. Elections. Lowe reported that, in the WCF elections this week, Hiro Saito of Japan has replaced Bruno Schallberger of Switzerland on the WCF Executive Board.

c. Senior Worlds. The WCF will fund four airfares for senior teams for senior world championships. The WCF will assist World Curling Championship host committees to accommodate concurrent World Senior Championships.

d. Junior Challenge. The U.S. Junior Men must compete at the "B" Challenge in Copenhagen; the WCF will pay airfares; the event is scheduled for early to mid-January, 2003, with the final dates to be set by the WCF Executive Board at its September meeting.

e. World University Games. Curling is on the program of the World University Games, scheduled for January 16-26, 2003, in Torviso, Italy. Participants must be college students ages 17-28. Per diem fees for participants will be \$45/per day per diem. WCF will provide ice technicians to host committee. The invitations process is not clear. The invitation does not go to USCA. The selection process is unclear and must be developed. Swisshelm said the event is considered elite level, subject to drug testing. Funding uncertain. There is much research to do.

f. Future world events. Noble reported that the 2006 World Championships have just been awarded to Lowell, Mass. The 2003 Junior Worlds will be in Flims, Switzerland. The 2004 Junior Worlds will be in Canada with the site to be determined. The 2003 Worlds will be in Winnipeg, 2004 in Gavle, Sweden, 2005 in Canada.

g. WCF staff. Noble reported that Keith Wendorf is now working for the WCF as a Development Officer.

h. World Championship field. Lowe reported that the WCF board has voted to direct the WCF president to appoint a committee to review selection procedures for World Curling Championships. Once this subject is opened, all is subject to review and change. Likely impacts will be after 2006. A. Brown added that impetus from the change came from Pacific Rim Zone nations, which now have six WCF members and one berth at World Championships.

26. USWCA. Purkey reported that Janet Farr of the Cleveland Skating Club is incoming President of the U.S. Women's Curling Association. All USWCA events were full this year. The junior bonspiel is expanding. The USWCA provides team travel funding for the event. The USWCA Promotions and PR area is developing jewelry and stationery merchandise. The USWCA regional liaison system works well. USWCA has several development funds. Purkey also reported that the new Nutmeg Curling Club building project has been approved by the city of Bridgeport for a multi-use ice facility. Hatch asked if USCA could use the USWCA regional system for distribution of USCA information, and Purkey responded yes.

27. OPEN BOARD ACTION ITEMS.

a. Action on proposed by-law amendments. Finch further described the amendments to the Grievance Review process. She explained that the USCA president is empowered to appoint Grievance Review panel members other than those directors who made initial decision on the issue at hand. Finch noted that this presidential authority satisfied a concern expressed yesterday by S. Liapis. Swisshelm expressed concern with the grievance limitation of six months. Finch noted that this provision matches USOC By-laws time limit. Finch then read the balance of the noticed By-laws amendments.

Motion by A. Brown, Lowe second, to accept the By-Laws amendments as noticed and amended in board discussion yesterday (detailed in these minutes, above). Approved with Swisshelm voting no.

b. Election of officers, board-elected directors, WCF reps and USOC reps. (This was accomplished between item numbered 24 and 25, above.)

28. UNFINISHED BUSINESS. S. Liapis emailed board last night on the subject of the Continental Cup team

selection. She thanked the board for the opportunity to speak yesterday. Liapis noted she was not happy with the decision to select the 2002 national champion teams. She expressed concern with the fact that the press release issued by Patzke noting the Continental Cup teams had been released prior to the board's vote, yesterday, which supported the Executive Committee decision. Liapis expects a reply from Hatch. Patzke stated he produced the press release based on what he understood to be USCA policy. Moore supported Patzke's statement by observing that the decision was made by Executive Committee, which is authorized to make decisions of this type on behalf of the board, between board meetings. Moore pointed out that Liapis' email implies that the decision on the Continental Cup representatives had not yet been made because it was to be made at the April Board meeting. This is not the case. The Board considered yesterday whether or not to ratify the Executive Committee's decision made at its March meeting to designate the 2002 Men's and Women's champions as the Continental Cup representatives and the Board voted to ratify the Executive Committee's decision.

Hatch asked if the Board felt pressured to support the Executive Committee action due to existence of the press release, which in any case most board members had not seen. The board provided no specific comment to Hatch on this matter and thus no further action was taken. Hatch will ensure that a reply is sent to S. Liapis.

29. NEW BUSINESS.

Hatch lauded outgoing USCA directors A. Brown, Cotton, Munkberg, Barcome, Lauf, Rotton, Noble and Michael. Noble, completing 30 years of service on the board, commended the board for being more democratic, especially relative to governance system of the World Curling Federation. Noble feels this has been one of the most positive USCA meetings and looks forward to further changes in USCA governance.

Hatch stated it was an honor to be USCA president. The experience has been lots of work, and a growth experience with some frustrations, and Hatch thanks directors and staff and for grace and good humor. Hatch presented the gavel to incoming president McNelly. McNelly thanked Hatch for her service and noted he looks forward to serving as USCA president.

30. ADJOURN. **Motion by Drobnick, Becher second, to adjourn. Meeting adjourned at 12:22 p.m.**

Respectfully submitted,
David Garber
Recording Secretary

Reviewed and authorized,
R. Chris Moore
Secretary