



MINUTES
2017 USA ROLLER SPORTS SPRING SEMIANNUAL BOARD MEETING
ORLANDO, FLORIDA - MAY 6-7, 2017
Board Approved - October 21, 2017

The 2017 Spring Semiannual Board of Directors Meeting was called to order in closed Executive Session at 8:00 AM on May 6, 2017, at the DoubleTree at the Entrance to Universal Orlando, Florida. Roll was called and the following were present: Trace Hansen- Board Chair, Bill Spooner-President, Renee Hildebrand-Vice President, Kay Gallatin-Treasurer, Keith Noll, Kylie Hughes, John Fearnow, Annelle Anderson, Jon Roux, Renee Hildebrand, David Adamy, Tom Hughes, Heidi Permatteo, Danny Brown and Annette Stapleton. Absent were Sara Sayasane Hebbrecht, Cheryl Cryer, Dustin Roux, and Fernando Regueiro. Also present were Ricci Porter-USARS Operations Director, and Peggy Young-USARS Corporate Secretary. A quorum was present.

An update on the status of the complaint against USARS by the Nebraska Attorney General and the investigation by the Lincoln Police Department was provided by USARS President Bill Spooner. Discussion followed.

It was announced that Jeff Couey-RSA President, Jim McMann-RSA Executive Director, Joe Smith-Grassroots Speed Development Committee Chair and other representatives would be present during the open meeting at 10 AM to do an overview of a grassroots speed skating program they are developing. The Board discussed what they had heard about the plan to date and some of the questions the Board Members had for them.

The Executive Session ended at 9:24 AM.

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The 2017 Spring Semiannual Board of Directors Meeting was called to order in open session at 9:41 AM. Roll was called and the following were present: Trace Hansen-Board Chair, Bill Spooner-President, Renee Hildebrand-Vice President, Kay Gallatin-Treasurer, Keith Noll, Kylie Hughes, John Fearnow, Annelle Anderson, Jon Roux, Renee Hildebrand, David Adamy, Tom Hughes, Heidi Permatteo, Danny Brown and Annette Stapleton-Heywood. A quorum was determined. Also present were Ricci Porter-USARS Operations Director, and Peggy Young-USARS Corporate Secretary. Absent were Board members Sara Sayasane Hebbrecht, Cheryl Cryer, Dustin Roux, and Fernando Regueiro.

USARS Board Chair Trace Hansen welcomed the following guests: Jeff Warrenberg, Shane Locklear, Jim McMahon, Janet Pavilonis, Jonathan Mosenson, Joe Hanna. Gloria Manning, Mary Allmond, Kelly Springer, Michael Jacques-Finance Chair, Bud and Shirley Engle, and Alan Bacon.

Michael Jacques was welcomed to the table as the Finance Committee Chair. Board Chairman Trace Hansen indicated the meeting would be conducted according to Roberts Rules of Order.

MOTION 1: by Bill Spooner, seconded by John Fearnow 5/6/2017 B/D

Ratify the Mail Ballot of March 6, 2017, to approve the Minutes of the 2017 USA Roller Sports Special Board of Directors Meeting, held via webinar on February 26, 2017.

CARRIED UNANIMOUSLY

Next was a status update on the list of Directives, prepared by Trace Hanson, which came out of the 2016 Fall Annual Board Meeting and the Special Board of Directors Meeting, which follow:

- Ricci Porter contacted Jennifer Geishecker at the USOC, who confirmed that the way USARS is handling the Safe Sport Program in our office is spot on.
- The establishment of a master calendar is being worked on by staff.
- The Membership Eligibility Committee Chair has been notified that all athletes are invited to participate in all Membership and Eligibility Committee meetings (rather than inviting only the one that is knowledgeable of the sport of the person being protested).
- A request was made to Jennifer Geishecker to establish a conference call about groups using the "Team USA" name, as there is a derby group calling themselves USA Roller Derby. Ricci received a verbal response from her but will continue to work to get a firm response from legal.
- Ricci Porter did contact the USOC relative to electronic voting by clubs in good standing. This is encouraged and in the USOC Bylaws.
- This directive sought clarification of the process used for applications received for Class VII members, as stated in our Bylaws. As it reads now: "The National Headquarters, initially, shall grant or deny applications for acceptance as Class VII members in accordance with these By-Laws. There shall be no protest of denials of acceptance. However, all denials of acceptance shall be referred by the National Headquarters to the Board of Directors for consideration at its next regular meeting." The USOC Sports Performance department felt there is a gray area in the way it is worded relative to denials. That reference could be removed from the Bylaws, and add "if a denial of acceptance is issued it shall be reported to the board of directors at their next meeting." This issue should be reviewed by the new Bylaws Review Committee.

DIRECTIVE 1: Changes to the USARS rules relative to requirements for Class II membership must be accomplished by a Bylaw change. USARS will establish a Bylaw Review Committee and keep this item as a Directive for our Fall Annual Meeting. A notice will be sent by Secretary to the existing board members seeking volunteers to the committee ensuring at least 20% representation by athletes. *Note:* Due to family crisis' with two staff, this was not implemented until August.

- At our last Annual Board meeting we approved changes to Article IV, Meetings, Section 3, Notice of Meetings. Ricci Porter confirmed with the USOC that the revisions were approved by the USOC.
- Relative to athlete representation on the USARS Board for athletes of all types sports approved by FIRS, it was decided to leave as currently written. Trace reported no action at this time. Currently the USARS Board includes five athletes. We now have separated for hockey (inline and rink hockey), a speed, athlete, a figure, athletes and one who has been elected as the USARS Athlete Representative to the Athlete Advisory Council. This covers four of our core sports. Roller Derby cannot qualify an athlete representative according to the USOC athlete criteria, as they have not yet had a world

championships. Four of our core sports are covered. It was decided to wait on the outcome of our bid to be the NGB for skateboarding, to consider any future changes.

- The signature at end of our Bylaws has been updated to reflect the current Corporate Secretary.
- Ricci Porter had a directive to contact the ACES group about dealing with World Team members who owe money to their sport NGB. Understanding that USOC ombudsman spoke with Danny Brown on how this could be handled, the details came from Danny. They cannot restrict participation once they have already made the team. Any restrictions placed upon to must come prior to participation in the qualifying event. For speed and art, this is the National Championships (Outdoor Nationals for speed). For other teams it is the tryouts. We could allow them to participate as long as they agree to in writing for repayment.
- USARS staff was to have received a letter written by the Finance Committee to use in notification of athletes who owe USARS money and are not in good standing. Members of the Finance Committee will divide the list up to make personal contact. A World Team contract needs to be created, and was supposed to occur several years ago. John Fearnow stated that letters had been sent out, and he was asked whether it was the same letter to all. Ricci stated that she was not 100% certain, but felt they were with the exception for details that applied to each individual. Said they were all the same. Bill Spooner said there a slight miswording, which had been addressed "may vs will."

Michael Jacques says the regions will also help to get these financial issues resolved. On figure skating side, all have been contacted and most have called with a credit card or assured that their check is in the mail. Renee Hildebrand indicated that once the speed skating athletes knew they could not continue to compete without paying their expenses, this precedent will stop.

- Ricci Porter had been directed to find a contract in the files of the former Executive Director. One had not been found. Danny noted that because of the nature of the implication and lack of enforcement, and we are trying to be sensitive to their needs.

John Fearnow questioned whether there is a process in place if they want to dispute what they owe. Ricci asked for direction on this from the Finance Committee or the Board of Directors. Danny stated the agreement needs to be reduced to writing to take away the ambiguities. Keith sated the expenses must be paid prior to departure for worlds, and the agreement could include a past due fine. Trace stated going forward this should not be as much of an issue, as they are booking their own air travel. Annelle stated the contracts needs to be with the parents of underage athletes.

- Jose Miguel's recommendation relative to the National Championships were reviewed and approved.
- The Derby Rules were recently sent to the Executive Committee.

At 10:10 AM, the following were welcomed to the meeting: Jeff Couey-RSA President, Jim McMahan-RSA Executive Director, Cort Wahlig-RSA Vice President, Joe Smith-Grassroots Speed Development Committee Chair, and Bobby Bentley-RSA Past President. Jeff Couey gave a brief introduction, stating that he was a competitive speed skater at one time. He thanked USARS for the invitation to be present and turned the presentation over to Jim McMahan

McMahon thanked USARS for holding their meeting in conjunction with the RSA Convention. He said Bill Spooner gave a fantastic presentation to the RSA Board. During their session to set plans for next five years, competitive skating became a dramatic discussion. After a split of the coaching associations, and other ripples, here we are today. They feel that starting a competitive grassroots program will create more

skaters and get more rinks involved. Because of the shrinkage of rinks with clubs over the years, there is a need to make it start growing. They will elect members to the nonprofit board on Wednesday, May 8, and they will determine the direction of the group.

Keith Noll stated he is attuned to multi-sport organizations and the challenges we face. Between 2004 and 2009, government statistics show that Roller Sports has been the number one sport in loss of members. Keith came onto the Board in 2014 and has seen all these challenges. As a sport person, he asked if there is a way that the RSA and USARS can work together on a program.

Jim McMahon said that the two groups should have never drifted apart, but once a non-profit is formed, it is outside of the RSA. Once elections have taken place, the RSA has to have an arm's length agreement with the group. He said their one goal is to building more skaters, but they would know more on Wednesday. Benefit of the program is to bring more skaters into the building, sell more skates, have more coaching, and the rink can profit by having a competitive club. The publicity side of having sporting events in a rink is also a benefit.

There were further questions asked. McMahon did not provide answers to most of the questions asked, again referring to election of the Board, who would be setting their own plan of action. He indicated that the RSA would have no control over this group. He would only state that their directive from the RSA was to create a competitive grassroots program.

David Adamy asked if consideration could be given to working together by having someone from USARS on their new board. McMahon was not able to answer that question, but said he could take it back to the committee. Keith Noll said we all want the same thing

Michael Jacques has been involved for many years. He saw the split, the moves, the separation and fewer and fewer rinks that had anything to do with clubs. Operators don't want clubs. Now to have them here in front of our group is a huge statement that they want competitive skating to be built and do want clubs. He knows we can do it again, and commended them for coming. No invitation is needed for an RSA representative to be presented. We have a chair for respect. We should accept their efforts in good faith and not question their motives. Jim McMahon said the pathway is there. Anelle Anderson said his direction to educate rink operators, and that is the biggest challenge. He said rink operators do not like to be told what to do but we need to lay the seeds so they see the profit for their facilities.

Mary Allmond questioned why they needed to create a non-profit organization if they were not trying to take control of our NGB status. Janet Pavilionis, an SRSTA member for 39 years, has a large grassroots club. She asked if they will need to have two different club charters. She asked how will we can get together, RSA rink operators, teachers and USARS members. Will there be separate competitions for the RSA? How can we work together? She is concerned about telling skaters they need to buy two membership cards. Jim McMahon said this was a good question. We need more coaches like Janet Pavilionis in order to be successful. There will be some stepping stones. He said it sounds like she is way above the grassroots program that the RSA is working on.

Kelly Springer said we are not where we were in the 80s. Setting up another organization for grassroots can dilute the skater pool and cause more to leave. With the numbers we have now, that would not be good. Jim McMahon said that failure is what caused the RSA to get to this point. The RSA is moving forward, with or without anyone's help. How we work is up to the new board and how we want to work with them. All need to be on the same team.

Jonathan Mosenson said he had been with inline hockey since he was 19 years old. It is now extremely fragmented because of similar ideas. He hopes a way can be found to work together, rather than pull apart.

There is a need to check egos and put history behind us and move forward. The RSA will work with USARS as the governing body of roller skating. USARS is the NGB. The new organization will come with a plan.

Bill Spooner thanked them for coming to our Board Meeting. We attended their Board Meeting. We must work together moving forward. They left the meeting at 10:45 AM.

The board resumed review of directives from the 2016 Fall Annual Board Meeting.

- The Rink Hockey Committee was directed to prepare a budget to host the 2018 Pan Am Championships for Rink Hockey in Lubbock, Texas and bring it back to the Board at the next meeting. Tom stated this directive was misunderstood. They will work on it for 2018, 2019 or 2020. He was told it would need to take place in 2018 to be a qualifier for next Pan American Games.
 - Staff was directed to prepare a list of equipment owned by USARS for insurance purposes, and this was completed
 - New claims procedure was to be posted on the USARS website. If it has not been done, it will be done.
 - The Transfer Review Committee was eliminated.
 - All future positions for CPRS should be reviewed by the Executive Committee, with a letter of nomination by the USA being sent for the approved candidate.
 - Going forward, a written report should be prepared by anyone who goes to international meetings on behalf of USA Roller Sports. This directive was reviewed as a reminder.
 - Relative to selling ads, sponsorships and marketing for our 2017 National Championships, Ricci noted that the individual she was to contact had already taken on another job, and that it could be viewed as a conflict of interest. Ricci has been working through Lincoln Convention and Visitors Bureau. She has a new contact, and it is being suggested that we could offer a package deal for 2017 and 2018. There are more conversations to be had. There is a NSC event prior to our championships, and they will do their own marketing. That should help too. Kelly Springer volunteered to help. Working with the NSC in turn helps us.
22. Renee and Gloria were to create a world team contract. A world team contract relative to a financial commitment is in progress. See Addendum A.
23. Relative to selection of world team staff, which has already been approved.
25. Relative to establishing an Independent Events Committee. John Fearnow said he spoke with some on the list. He was in contact with the George State Games, but basically we would have to do all the footwork. It is not reasonable to deal with this right now.

Directives from the Special Board Meeting in February 2017 and follow-up.

- Michael Stieb did post an RFP for vendors for apparel, photography (both still and action and videography) for the 2017 Nationals, as directed.

- A sample Vendor Code of Conduct was provided for information. Gypsy Lucas has been working on one to be finalized and approved by the Executive Committee.

Bill Spooner stated we need to have something relative to ethical business practices and standards to protect the organization. Keith stated our insurance agent, Jim Foy, says the more you can have in writing about what is expected, the better.

A break was taken at 11:05 AM, and the meeting continued at 11:17 AM.

Roberta Jackson, a highly qualified individual, had previously lead a review of the Strategic Plan with the Board, and the last update made on April 6, 2017 was provided. She indicated she was not planning to continue as the Chair, but would work to the benefit of the organization.

MOTION 2 – by Keith Noll, seconded by Kay Gallatin 5/6/2017 B/D

President Bill Spooner will speak directly with Roberta Jackson to try to resolve any issues and encourage her to remain as the Chairperson of the Strategic Planning Committee. He has one month in which to accomplish this. (Note: She did agree to remain as the Chair)

CARRIED UNANIMOUSLY

There was discussion of creating a temporary committee to work on Nationals. More people know what is going on and what has to be done. We need to have a crew taking ownership, and they do not necessarily need to be Board Members. For many years Gloria and Annelle have worked the Figure portion, sometimes being present for all events and have put in a lot of hours. More people need to know what is necessary to plan for the championships. The National Championships will be back in Lincoln in 2018, but a location for the 2019 Nationals must be sought out. Under the rules President Bill Spooner can established the Nationals Planning Committee, which will be separate from Site Selection Committee.

Ricci Porter said that it should include staff involvement so it will be understood what the staff specifically does. She asked if the staff can do what they have always done, or will they now need to have a directive. The response was that they need to have a directive. Renee Hildebrand said a major consideration must be helping while Ricci is pregnant. Ricci will not be going to Outdoor Nationals, we need to coordinate with Ricci on what is needed.

Bill Spooner reported that through multiple meetings and exchanges, there is now a culture of trust with the Attorney General of the State of Nebraska and the issue is being resolved.

FIRS has been approved by the IOC as the International Governing Body for skateboarding, which will be in the Olympics in 2020. USARS representatives went to Colorado Springs to make a bid to become the National Governing Body for skateboarding, represented by Bill Spooner, Trace Hansen, Danny Brown, Ricci Porter, Heidi Lemmon and Joe Lehm. Kay Gallatin and Kelly Springer were present in the audience.

Bill gave an overview of our efforts to become the NGB and of the other group also seeking this status. USARS has a long history with the USOC and understands what it takes to be in compliance. The other group has little knowledge of what it takes to be an NGB, but does have huge recognition within the sport for being able to conduct the event, promote it and make a profit. Skateboarding grew within an urban culture, that is not used to governing themselves or having specific rules or judging guidelines. They are proud of having a different culture and we want to respect that. A collaborative effort between the two bidding group would be best, but the other group wants to be independent. The FIRS Roller Sports Federation in Brazil, has obtained recognition from their National Federation. Everyone is still working on

this and looking for guidance on how to move the program forward. A lot must be accomplished since skateboarding is to be in the 2020 Olympics.

MOTION 3 - by John Fearnow, seconded by Renee Hildebrand 5/6/2017 B/D

That the USARS Board of Directors accept and enter into an agreement with the Attorney General of the State of Nebraska to resolve issues raised in a complaint as a final judgement without admission of any wrong-doing by anyone or admission of violation of the law of the non-profit act.

CARRIED UNANIMOUSLY

Bill stated our attorney will do a press release and generate talking points for Board Members to use once the agreement has been signed, so they will have the appropriate responses that are safe and right for our organization. All Board Members will sign and date the settlement document to confirm their agreement to it, which was completed following the meeting.

Keith stated it is very important to establish a Compliance Committee and update our rules and be certain we have a cyber policy included. Bill has copies of codes from seven sports and the AAU that we can use to establish a policy of our own. Extension 22 is already on our phone system at the office as an anonymous hotline. Only Bill can listen to the messages (not staff).

There was an update on the Roller Games in China and the World Games in Poland. Danny explained that Roller Derby was not on the calendar of the Roller Games, however, a location has been found and Women's Derby will be a part of the Nanjing, Games. An updated schedule is being worked on this week and will be put on the FIRS website. Michael Jacques was able to confirm the hotel for the figure team and provide information for the other sports.

World Games are pretty well set for Poland. Jonathan Mosenson stated that the venue for inline hockey is one hour outside of Wroclaw and the team hotel is 30 minutes from the venue. He was concerned about transportation. Michael stated once the athletes get there, the organizing committee will take care of the teams. Bill stated that athletes always have transportation. Each team is getting approximately \$10,000 toward their travel/expenses.

Ken Shelton, Chair of the Membership Eligibility Committee, is involved with receiving protests and coordinating a committee to make the hard decisions. Bill respects his assessment, as he has been doing this for a long time. Ken feels there is not enough teeth in our rules and that we should consider having a monetary fine. Bill can establish a sub-committee to work on the rules.

DIRECTIVE 2 – The Compliance Committee should include a past officer of USARS, the Chair for the Insurance Committee, a legal representative and an athlete representative.

Bill appointed Jon Roux, Renee Hildebrand, John Fearnow and Jonathan Mosenson-athlete representative. The Committee can reach out to the field for others.

The relationship between USARS and RSA will be affected by whatever happens at this convention. Keith suggested we setup a club for USARS. All facilities would be listed under a blanket sanction. We could make them a sanctioned organization through USARS, then sell sanctions. USARS would be covered under a blanket sanction. The problem is when they choose not to have a USARS sanctioned event. Keith will talk to our insurance representative, Jim Foy. It would be beneficial to find an alternative that would be attractive to customers, operators, etc.

There was concern expressed that they had already contacted USARS member coaches to write their rules and put in motion the way they want to run their program. Bill says from their perspective, the RSA is done with waiting for us. Now we need to find a way to be collaborative.

Jon Roux asked if anyone goes out to talk to rink owners and managers where there are no clubs. There is nothing better than having someone show up at their door to discuss ways to help them. If they are not signed up with anyone, we need to work to get them. Hire some interns to hit the phones. It was noted that we need to be represented at RSA Sectional Meetings, where we could have a presence and a booth and information on how to start a program.

A break for lunch was taken at 12:42 PM. The meeting was called back to order at 2:04 PM.

Ricci gave the National Office Report. Our two interns worked well and they are now part-time employees. We are finding their strengths and try to use them with this in mind. Two more are coming soon. Some interviews have taken place but no one selected yet. Our voice mail message has finally been updated. It is much better and only takes 67 seconds to hear it all. Our phone system is outdated, so there were improvements we were not able to make, but it has been updated as best we can with our current equipment.

Ricci stated the staff needs a better definition of our roles. They are not sure where we fit in as volunteers become more involved. This process has been evolving, but needs a lot of work. We have a new lawn company and overall things are going very well. Staff morale is good for the most part and they are working very well as a team. Bill thanked Ricci, because this group is working well beyond what they are paid for. It takes a special person to lead people (or heard cats).

Bill Spooner gave the President's Report. There are lots of challenges and we have accomplished much in a short time. We have had upheaval within our own organization, new people have become involved but we have tried to maintain honest and open communication with each other. There have been changes in finance and in leadership. Change not easy in anyone's life. We have really done a lot for an organization this small, going from 19 staff members to 5 now.

We owe money to the United States Foundation for Amateur Roller Skating, and Bill will hand them a \$25,000 check the next day. We are doing good things. Three years ago, USARS modified governance with the Sport Committees. This has been a hard transition. The Sport Committees have to make the hard decisions. He believes it will get better over a four-year period. We have new leadership in finance, more female representation at the table and more athlete representatives – well over what is required by law. We are doing what is important for the strength of this organization. We have struggles with the RSA, protests to deal with, and we are making money. We need to fix membership, as it continues to drop slowly. We have found a venue for Nationals that people like. We have reasonable rates and are making a profit. We try to listen to the field and try to respond.

When you have a passion for something you have an opinion that should be heard. We must do what is best for the organization – it is all a compromise. We are recognized as the National Governing Body (NGB), and our membership respects most of what we do. He encouraged everyone to do something positive for the sport of roller skating every day. We have superb staff and excellent leadership who work together, and we need to concentrate on that.

Bill noted that the Sport Committee Chairs are now actively involved, and this change is confusing the staff. Ricci asked if the changes come down as a directive from the Board, from the President, or how it works. Bill says they are working on establishing a Personnel Committee. The Board governing the organization,

Trace is the Board Chair and Bill is the President. Staff get instructions from chairpersons, and wish to please them. Changes in priorities should go through with Ricci with Bill's knowledge.

Ricci reported that we have a new laptop for QuickBooks. We are getting another to use by anyone who comes into office to do work. We now have a property management company for the house owned by USARS. They have made a lot of progress on preparing it for rental. The old carpet has been removed, walls painted, etc., and there has been a lot of progress. When finished they will be renting it out. She said we have a new landscape service. The property looked abandoned. Bill stated after the baby comes, and Ricci has time to bond with the baby, she will be operating from the private office and can bring her child to work with her. This is the right thing to do.

John Fearnow asked how much we should be able to ask to rent the house. Trace replied with between \$1,200 and \$1,500. The cost to repair is around \$7,000. USARS cannot sell it, the city is not amenable to this. And it would severely undercut the value of our office property. We would be better off tearing the house down and paving the area. We have received information that repair of the front steps might be as much as \$5,000. There is still consideration of deeding the easement to USARS. There may be someone who would prefer not to have a backyard to maintain.

There are expenses to have a rental property, as there are always issues that are not just minor expenses. Kay stated anything we are doing now would have to be done anyway to sell it and will only improve the property should we decide to sell later.

Museum President Annelle Anderson gave an update on the Museum. We are still without a full-time curator and continue to be assisted by USARS staff members Peggy Young, Ricci Porter, Rhonda Cann and Melannie Atteberry. We have visitors daily, some local and many out of state. Based upon signatures in our guest book, in 2016 there were 2,159, with 1,376 being from out of state; and not all visitors sign the guest book.

Our collection of artifacts continues to grow. The previous curator, James Vannurden, came in and changed a few of the displays prior to Nationals this year. USARS staff members Peggy Young and Ricci Porter were in the office the weekend he was there. The video tape program funded by the Foundation is on-going. They committed a total of \$15,000 for the project, and we have spent approximately \$5,000 to date. Memorial donations totaling \$5,300 for Kurt Anselmi have been received. We recently lost Jim Pollard and the Museum received funding for a new TV/DVR player in his memory from the South Central Region. Give to Lincoln Day is May 18. We need to ask our webmaster to put that on the Museum website. There will be a raffle at the RSA Convention, and the RSA gives USARS and the Museum complementary adjoining booths for use during their trade show. Annelle indicated she had Museum raffle tickets available for \$50 for anyone who wants to purchase one.

At the RSA Board meeting, when they passed out per diem checks for their Board members, eight were donated to the Museum. The mirror bell donated about a year ago has been mounted near the ceiling, and when she informed the Museum Trustees, she received the donation of pin lights from Randy Ray and Diane Braun and families. The Hammond organ donated by Dominic Cangelosi was not working properly and he funded its repair. This support by all is appreciated and very nice.

Annelle has been President for many years, it has been a passion for her. She notified the Museum's Trustees that she would not seek re-election as President, but is interested in remaining as a Trustee. Those in attendance gave her a round of applause for her service. She also mentioned that the funds

raised in the raffle are sent through Give to Lincoln Day. Donations from Bud and Shirley Engle go through Give to Lincoln Day, with a match provided by GE.

Bill Spooner gave a Foundation for Amateur Roller Skating report. They will meet on Sunday afternoon. The Foundation investments continue to grow. They have managed the money well, and still have the original amount received from the 1984 Los Angeles Olympics. USARS needs to put forth two names to be on their Board of Trustees and suggested that a female should be considered. Note: This topic was addressed again later in the meeting, with Bill Spooner and Kay Gallatin being approved.

A brief update was provided on the Athlete Travel Endowment Fund. The goal is to reach enough that payments could be provided to World Team Athletes to help with their expense of participation. It has not grown significantly in recent years, with a balance of around \$57,000. We need to publicize this fund and encourage new donors. There is a page in the program of each National Championships, but we need encourage new and continuing donations.

John Fearnow reported that Naomi Grigg is the current Chair of the Slalom Committee. All are interested in their sport, but need to refocus and step up to the plate as a USARS sport. Slalom events will take place at World this year, and it is hoped this will generate more interest. They are coming along slowly. The committee would like for slalom to be included on the USARS website. Danny Brown indicated that he has worked on a coach certification and testing program.

Inline hockey flights have been booked for the World Games and are being worked on for World Roller Games in Nanjing, China. Unfortunately, they could not come up with enough athletes to field a Junior Women's Team. Senior Men, Senior Women and Junior Men Inline Hockey Teams will compete in Nanjing. Items are being donated by Verbero. Jonathan Mosenson said he picked up a big sponsor last week. A stick company has agreed to donate \$5,000. Inline hockey is using \$5,000 from the money donated by USRS for t-shirts and shorts. Helmets will have a sticker on the front, offers have been received for discount rates for products, some are getting free sticks, etc. Keith stated that Bauer (and Mission) went bankrupt. It was owned by Adidas. Jon Roux felt they were in pretty good shape with plans for international participation. No rule changes were anticipated for inline hockey.

MOTION 4 - by Bill Spooner, 2nd by David Adamy 5/6/2017 B/D

Approve the Inline Hockey Committee Meeting Minutes. See Addendum B.

CARRIED UNANIMOUSLY

Kay gave a summary of the Speed Committee Report. Committee Chairman Jay Ingram had been out of the country and just got home, so the Committee had not yet had an opportunity to review the Minutes. She touched on a variety of issues before USARS and the Board. See the preliminary Committee Report - Addendum C.

There was general discussion on the current protests against speed skaters and officials. It was stated some of the problem with verification of memberships will be resolved when membership is handled through the RSpportz program. Coaches and officials who cannot pass the Safe Sports and background checks will not be able to be a member. And the system won't let anyone register with a club that doesn't have a charter. Keith stated everyone must be treated equally. Everyone who receives probation or a suspension should be listed on the USARS website for the convenience of meet directors, but we cannot list reason for the action taken. This should be no different from professional boards who list members with sanctions.

Ricci said that we have been operating under the direction that once a membership form is in the office, they have a membership. The problem is there are lots of payments that do not go through. Danny Brown said there are multiple issues here. Kay noted the change in the membership year was confusing too. Rspartz will save huge amounts of staff time. Hope to have QuickBooks in a month, then for next season we hope to have Rspartz operational. Changing system and linking with the old systems is a challenge.

Kelly Springer spoke about the concept of grassroots and how we needed to renew our relationships with leagues and with rink operators. He suggested we consider giving our sanction to the leagues at no cost and we become more user-friendly. Those leagues would be part of what we are doing.

A short break was taken. Aaron Gogley, recently added to the Finance Committee, was then present and introduced to the Board.

Because the Speed Report was not received in time to send to the Board prior to arrival, Trace asked Peggy to send it out to the Board member by email so they could review it prior to voting at this meeting (which was done later that evening).

Michael Jacques, Finance Committee Chair, thanked the very active Finance Committee of nine for their hard work with many meetings. Minutes were provided in advance for the Board's review, along with the meeting agenda. He gave his history as the RSA Finance Committee Chairman for two nine-year terms, during which that organization had the best finances they have ever had.

As USARS Finance Committee Chair, he has been serving for six months, along with a committee which he said was very well chosen. All nine members consistently attend meetings that are often two to three hours in length. Two years ago, USARS was in dire straights, however, things are improving now.

The audit is not yet completed due to information system changes and other challenges, and an extension was filed. There was surplus from operations last year, making it possible to pay insurance premiums annually, as opposed to monthly, where we incur finance charges to borrow the money. The Finance Committee Chair noted as the committee is increasingly involved, they find challenges and make appropriate changes. Change is slow and the organization cannot just flip a switch, because one change affects other parts of the organization.

Michael reported that USARS is stronger now financially than it has been in the last seven to ten years. Cash flow is good, and the organization can meet its obligations without using the line of credit. The Committee looked at the debt of nearly \$400,000 to the US Foundation for Amateur Roller Skating and has recommended that a principal payment of \$25,000 be made. USARS continues to make interest payments on the owed amount at a rate of 3.77%. Additional principal payments will be reviewed every six months by the Finance Committee.

The Finance Committee utilized the Board directive of consensus in its voting procedure (one more than a majority). There have been large accounting bills, due to last year's audit that required one audit for the 2014 period and two audits for 2015, one of which focused specifically on the USARS Executive Director. In addition, USARS legal fees have been much higher due to the involvement that has been necessary because of the Nebraska Attorney General, and these will continue until the issue is finally resolved.

The Finance Committee is much more confident in the numbers presented to the Board, now working closely with the USARS accounting staff. The transition to QuickBooks will enhance our ability to have more automated services to ensure compliance, ease the workload of entry, and reduce the potential for errors.

The Finance Chair reported that USARS is currently in good shape, but cautions that the membership is down by significant amounts in speed and art. We need to assess why this is happening since this has a negative effect on revenue, and work to build it. Every check, every credit card expenditure, every contract is monitored by either Michael, Kay, Danny or Bill to ensure checks and balances are in place.

Within the committee reports are many recommendations that, if passed, will change the previous practice of athletes totally funding the world team travel for themselves and for each to assume a share of expenses of the support staff.

The Finance Committee is recommending that for 2017, USARS fund each team (art, speed and rink hockey) by covering the expenses of a team coach, a team manager, and a trainer. They struggled with the affordability of doing so, but also recognize our obligation to support world athletes, compliance with our mission and the mission of the USOC. It is anticipated that the potential expense for travel, per diem, etc., might be as much as \$40,000, however, it would reduce the obligation of the athletes who already invest so much in representing the USA. In the distant past, the USOC made contributions to USARS that paid much of the expenses, but that funding disappeared. Now that USARS is doing slightly better financially, the Finance Committee recommends that we do something to reduce world team athlete expenses by funding the staff support, up to a limit of three. *Note:* This was amended by the Executive Committee at their May 21 meeting to limit support to \$8,500 for art, speed, inline hockey and rink hockey teams and \$3,000 for the derby team.

There was a discussion about accounts receivables being very high, as a result of being unable to collect expenses from individual athletes and a lack of accountability. Recent efforts have been made through finance to collect these past due amounts for a period of four years, which is believed to be the statute of limitations. Some will need to be written off as uncollectable if the athlete is no longer involved with our sport, resulting in a lack of leverage. However, as of this time, approximately \$20,000 in uncollected money, has recently been collected.

The Finance Committee Chair has talked with regional representatives to discuss the money owed and the understating that protected athletes need to be limited from entry to the Qualifying Championships. There is a disagreement between the Finance Committee Chair and Danny in their discussions with the USOC attorney as to what that means. Trace offered to seek clarification. Efforts will be continued to collect owed money, seeking credit card payments, establishing payment plans with USARS, etc.

Because of a change in the way World Championships Figure events were conducted, parents and athletes sought verification of their total expenses, which in the past were not questioned. The accuracy of this data was compromised based upon who staying in what rooms, for how long, as they moved around following arrival at the event. Without this information in detail, USARS staff was at a disadvantage on expense allocations. In addition, at least two team managers did not provide the required reports within one month of the event, one not submitting it until March – five months after the conclusion of the World Championships. Staff was thus unable to respond to the questions from parents and athletes.

A sub-committee of the Finance Committee was established to look at electronic tools for submitting team expenses as they occur. Their recommendation was to use Concur, a system used in many industries and the government. This process uses telephones and tablets to make submissions for reimbursement, based on criteria that are built within policy and government guidelines.

It was noted in the March 14 Finance Committee Meeting Minutes, the Committee can make only recommendations to the Board or to the Executive Committee between meetings.

MOTION 5 - by Keith Noll, 2nd by David Adamy 5/6/2017 BD

Accept the Finance Committee Report as amended. See Addendum D.

CARRIED UNANIMOUSLY

Annelle Anderson announced Michael Jacques would receive Life Membership in the RSA at the Life Member Dinner that evening. A round of applause followed.

MOTION 6 - by Bill Spooner, seconded by Danny Brown 5/6/2017 B/D

It is recommended that QuickBooks become operational on May 15.

CARRIED UNANIMOUSLY

Danny Brown, who has been serving as the Derby liaison, reviewed the Derby Committee Meeting Minutes, which include the recommendation that pricing for the National Championships remain the same as last year. See Addendum E.

MOTION 7 - by Keith Noll, 2nd by David Adamy 5/6/2017 B/D

Approve the Derby Committee Minutes.

CARRIED UNANIMOUSLY

The Figure Skating Committee Meeting Minutes were discussed. Finance reviewed a proposal for adult reorganization and determined it should not cause a negative impact. The Figure Skating Committee will move forward with education of the proposal and responses from the field. Currently 62% of all adults compete in 55 or older. The baby boomers have aged and current rules are convoluted and lead to frequent challenges. The program was being brought up at the meeting to ensure that the Board is aware. It is expected that the Figure Committee will likely bring it back to the Board at the Fall Board Meeting using General Rule 21 to seek approval for the 2018 season. A survey went out to regional representatives who voted favorably. It still needs to be reviewed at regional coaches' meetings.

Michael Stieb says that anyone who has blocked Constant Contact or the Newsblast from USA Roller Sports, won't get the survey. Michael has a list of coaches with bounce-backs. This is a personal issue with the coach who changes settings and they must be accountable for their behavior. The material will be posted in multiple sites for fairness. Danny says it is within the authority of the Sport Committee to make changes. The Board needs to make sure they have done their due diligence.

MOTION 8 - by Keith Noll, 2nd by Danny Brown

Approve the Figure Committee Report. See Addendum F.

CARRIED UNANIMOUSLY

Tom Hughes gave a Rink Hockey Committee Report. A referee from Argentina was invited to work at this year's National Championships. He will pay his own transportation and we will provide a shared hotel room and per diem. This is one way to help educate referees in the United States. The Rink Hockey Committee is revamping their program at Nationals a little. The floor will be set up on Saturday by noon, with the official practice that day. The final game for every Championship will take place on the last day of the competitions (Friday). It was noted Slalom could use floor on July 10, 11, 12, or 13, with no cost to USARS if spread it over four days.

Tom Hughes reported that teams had been selected for the World Roller Games, and they are working on getting the participant deposits.

MOTION 9 - by Bill Spooner, seconded by Renee Hildebrand 5/6/2017 B/D

Accept the Rink Hockey Committee Minutes. See Addendum G.

CARRIED UNANIMOUSLY

MOTION 10 - by Danny Brown, seconded by John Fearnow 5/6/2017 B/D

This Board shall establish a new committee called the Personnel Committee. Its responsibility is to evaluate the needs of staffing of USA Roller Sports, including potential sub-contractors. They shall make recommendations to the Board of Directors, which may include job descriptions, responsibilities and salary recommendations.

CARRIED UNANIMOUSLY

DIRECTIVE 3: The Personnel Committee shall include Renee Hildebrand, Ricci Porter, and Danny Brown. Others may be sought to participate. Ricci will post a notice on the USARS website for volunteers from the membership.

Keith Noll stated establishing our relationship with Foy Insurance has resulted in a saving of \$500,000 over the years. Keith confirmed that we are good on insurance for this year and premiums continued to go down. We were able to reduce the deductible from \$5,000 to \$2,500. Nor reports were given from the Membership Eligibility Committee or the Athlete Performance Committee.

The Hall of Fame and Honors met the night before, and their report was handed out.

Ken Shelton, Membership Eligibility Committee Chair, has asked for a review of the protest rules for many years. It was agreed to appoint a committee to review these procedures and policies. Several were suggested, perhaps Ken Shelton, David Adamy, Annette Stapleton and Jonathan Mosenson. The possibility including a fine for those found guilty was mentioned and posting their names on our website.

MOTION 11 - by David Adamy, seconded by Renee Hildebrand

After final determination, and the deadline for appeals, post on the USARS website the names of member who are suspended or given probation, including the date it ends.

CARRIED UNANIMOUSLY

Next, by speaker phone Michael Stieb made a presentation offering mobile apps. He discussed using the app at this year's outdoor Nationals as a test and creating a catalog of items for sale at nationals. He spoke of setting up two streams of revenue. The program can offer a contact screen, providing directions on how to get to the event. There can be an exclusive photo section, separate from those on the website.

There are multiple ways to get videos into the system. It can include schedules, results, travel benefits, hotel list, PayPal for donations, local attractions, etc. Trace passed out a formal proposal for additional review by the Board. Bill thanked Michael for his presentation.

It was noted that Keith Noll would not be present for the meeting the next morning.

Bill Spooner gave the Honors Committee Report. See Addendum H. The committee met the night before to review nominations from the field, their history, etc. Hall of Fame recommendations to the Board must be approved unanimously by the committee. Bill explained the process and historically this has blocked some people from being advanced to the Board. The reasons for not advancing a candidate are not publicly provided, as there is no wish to insult anyone one.

MOTION 12 - by Trace Hansen, seconded by David Adamy 5/6/2017 B/D

To approve The Hall of Fame and Honors Committee recommendations, with the addition of Kelly Springer to receive the Meritorious Service Award. (He was approved by the Committee but unintentionally left out of the printed document because of the late preparation of the report.)

CARRIED (Danny and Kay and Renee abstained)

MOTION 13 - by David Adamy, seconded by John Fearnow 5/6/2017 B/D

To recess for the night.

CARRIED UNANIMOUSLY

The meeting recessed at 5:40 PM, and was called back to session at 8AM Sunday morning.

* * * * *

The Semiannual Board Meeting was called to order at 8:07 AM on May 7, 2017. Roll was called and a quorum was again present as the day prior (with the exception that Keith Noll was absent).

Ricci Porter, Chair of the Elite Coaches Committee, reports that two applications had been received, but both were sent back as being incomplete.

Ricci Porter stated the Board should be aware that based upon a microscopic review of the USARS Bylaws when applying to be the NGB for skateboarding, they were not found by the USOC to be 100% compliant. Our sport is not in trouble, but they will let us know where the issues are the Board can discuss and modify our Bylaws.

The sport of Inline Speed Skating has been added to the Youth Olympic Games (ages 15 to 18), with only 75 slots available. Each continent was given an allotment of spaces, one male and one female. The total athletes able to participate in the event is 24, with all federations participating. We petitioned to have two spaces added for the USA and contacted the USOC to see if we paid the expense if we could send two athletes. It is exciting that speed skating has been added, but with the athlete count for all the sports the USOC would not allocate any slots to speed skaters.

Annette Stapleton Heywood reported the AAC met in January following the end of quadrennial. New committee chairs were named, new AAC representatives attended. They discussed Safe Sport, Operation Gold and other items of interest to athlete representatives of the various NGBs.

Danny Brown reported that Sabatino Aracu was reelected as the FIRS President at the Elective Congress in Nanjing, China. They learned that Sabatino decided to restructure the sport committees. In the past, each sport committees ran their own World Championships events; however, this will not be the case in the future. Danny was previously on the CIPA (Artistic Roller Skating) Technical Committee. however, with the restructure he is no longer. He will serve as the Chief Referee at the upcoming World Roller Figure Skating Games, managing the events on floor and the officials.

Danny Brown is the CPRS Vice President from North America, with a term expiring in 2019. He stated elections will take place during the 2019 Pan American Games in Lima, Peru. Figure skating, speed skating and skateboarding have been approved to participate. Inline and Rink Hockey were not approved. There was not a lot of support from Peru for their inclusion, but we will continue to petition them for participation by our other sports. The good news is that there will be the same athlete count participating as there was in Toronto. At the Pan American Sports Organization (PASO) Elective Congress, Neven Ivan Ilic Alvarez from Chile was elected as new president of PASO, replacing Mario Vázquez Raña.

Bill Spooner stated that our status in the Pan Am Games is very important. Kelly Springer stated there have been a lot of conversations about trying to get a representative on the International Speed Committee (CIC) and suggested that Renee Hildebrand or Charlie Lucas as possibilities. He believes we start to work on getting a representative elected now.

Danny noted the President of FIRS appoints the chairperson of each sports, and they appoint the sport committee members. We should advance the names of those who would be interested in serving to Jorge Ivan Roldan, current President of the International Speed Committee (CIC), and do the same for International Inline Hockey Committee (CIRILH), and for the International Rink Hockey Committee (CIRH). USARS should approve these nominations before they are put forward. For the International Artistic Skating Committee (CIPA), Margaret Brooks was replaced by Nichola Genchi. Tom Hughes stated he would be interested in being on the Rink Hockey Committee, and Renee confirmed she would like to be on the Speed Committee.

Danny reported CIPA is working on a new scoring and judging system, similar to what ice uses, assigning values for items within the performance. It should be in place for the 2018 World Championships. For the 2017 Pan Am Cup for Figure Skating in Florida, we brought Nicola Genchi to help train on the scoring system and expose it to judges and coaches. It is important to get that information out so that skaters and coaches know how to structure their programs for maximum point value. Bill said that some mock judging was done beside those who have used the new system. It is a different way of judging and puts the scoring values back to the way they used to be.

Danny stated we will need upgraded equipment, but the scoring software is free. The equipment need to be able to deal with the videography aspect for review. There are specific equipment needs and the cost has not been determined, but it should not be very expensive. There was discussion on how this can be used by the regions and additional time the scoring it may add.

There were no reports relating to international speed, rink hockey or derby (as it was previously reported that derby would be a part of the World Roller Games this year)

Standing business was next covered, with it noted based on the Nebraska football schedule, the next meeting would best take place in Lincoln on October 20-21 and 22. Board members were asked to check their schedules to see if they had any conflicts at that time.

John Fearnow stepped back from the table, as a Board Member, to offer a proposal from his apparel company, the Cricket Loft. He began by thanking everyone for the many years that Cricket Loft has been the apparel company. It has been a good marriage for the organization and for his company. He is proposing a two-year contract, with the ability to go another two years after that. He has been working to find a company that can provide the same design for five years. The Italians manufacture their outfits in Italy and use them for years. It is difficult here to get the same outfit in red, white and blue to make it work for teams in multiple years.

He also mentioned a proposal for an online store whereby USARS would get a percentage of income from anything sold. This could tie in with the app proposed by Michael Stieb.

John provided 200 t-shirts last year. He gives away staff shirts, shirts for Elite coaches, and quite a bit not on the agreement. He is willing and able to do this. Feels his quality is very good. He is looking at buying a new machine that will print on any t-shirt. His work is for roller skating basically, with very little done outside of our sport. They run year around. At one point they were sewing everything, doing work for 90% of the art clubs. Online sales have changed this.

John would like to continue to work with USARS but on a longer-term basis. Two years, plus two – long term planning objective to do same jacket and pants takes planning.

There was supposed to be a committee formed for world apparel, but he could not connect with them. Coaches and team managers were not available to make judgements and approval. Only Michael Jacques and Gloria Manning reached out to him, so it was hard to know what people want. Michael Jacques said he tried to help coordinate the outfits, by showing him the inline hockey design, not so they could be exactly the same, but so they could be coordinated. John would like a committee involved to be certain they get what they want. The goal is to work with direction.

The Finance Committee voted to have a one year agreement with the information they had, and wished to have more bids to look at. The Finance was supportive of having an online store. John can make that happen. The Board must make the decision. Trace-moved the proposed contract till later in the meeting so the it could be reviewed.

Danny said that Inline Hockey created their own thing, not using USARS fonts, which should be used going forward. Every team should have the same jackets and pants for presentation. We need to have lightweight pants and jackets that can be layer up if needed. We need a consistent look on the international level ever single year. Jonathan Mosenson is not against getting an apparel sponsor and having the same apparel for all teams. Inline Hockey budgeted money for apparel. Danny asked that they use the approved font in future, especially for all the sports competing in the same location. John said this year they need to change everything they have, which is an additional cost.

Michael stated that Tenacious did our video streaming last year. It was past their deadline for consideration this year for first right of refusal. The submitted contract was late getting to us, after multiple reminders. It did reach the Finance Committee at the last minute, and was very expensive. The cost to USARS cash out was \$6,000 and other expenses beyond that, totaling up to \$10,000. Their use of the house, furnishings, etc., was expensive. We lost money last year between Callum and Tenacious. USARS made \$7,000 from Callum and lost \$10,000 from Tenacious, for a net loss of \$3,000. It was high quality streaming and provided as a service to our members. Speedway has 5 mgb streaming (fast speed). We have people who have not received their photos or videos. Quality good, delivery not so good

With the other proposal if they can make a profit, we get 30% of net/net, and even if we break even we would be doing alright. There is no risk, except we have not used them in the past – but we are familiar with what they offer. Options were discussed including selection of Callum, which would not include streaming. Kay stated live streaming is a standard and she would discourage the Board from going with anyone who cannot provide it. Even third world countries are doing it. It would be a big mistake if we consider using a company that cannot stream. The presentation reflects an image by streaming events. Danny Brown said that Tenacious broke up every event into requirements and production was very time-consuming for them. The problem is the 100s of hours editing, which comes back in cost in their proposal. They didn't get orders from speed, roller hockey or derby. Most sales were from adult figure events. Their quality is high, but it is not good when customers cannot get the product a year later. And they have still not given USARS the images they do have.

Danny has seen the work that Ulises does, which may not be as good as Tenacious, but it as good as that of TMR. Tenacious was expecting to do the National Championships. Last year's cost was acceptable, but this year they wanted more. The question is whether Escobar have the expertise and manpower it takes to video tape and do images.

Trace confirmed with Shots4Sports that they could cover the entire championships. Callum Sports was not specified.

MOTION 14 - by Renee Hildebrand, seconded by Trace Hansen 5/7/2017 B/D

Approve Shots4Sports as the action and awards photographer as well as for streaming video services.

CARRIED UNANIMOUSLY

MOTION 15 - by Danny Brown, seconded by Annette Stapleton 5/7/2017 B/D

Reach out to Rsporz or put out an rfp for companies who would be interested in providing an app

CARRIED UNANIMOUSLY

We must do due diligence and investigate what is available to get the best for our sport.

DIRECTIVE 4 – The USARS webmaster will post an rfp.

COMMITTEE ON COMMITTEE - Members of the Committee on Committee are elected at the Spring Semiannual Board Meeting. David Adamy nominated John Fearnow to replace John Gustafson on the Committee on Committees. Renee Hildebrand nominated Annette Stapleton to replace Trace Hansen as the Athlete Representative on the Committee on Committees. With no other nominations coming forth the nominations were closed. **BY ACCLAMATION, JOHN FEARNOW REPLACES JOHN GUSTAFSON AND ANNETTE STAPLETON HEYWOOD REPLACES TRACE HANSEN AS THE ATHLETE REPRESENTATIVE ON THE COMMITTEE ON COMMITTEES.**

It was noted that for the Committee term beginning after the October Fall Board Meeting, we will need an athlete on the Finance Committee, to replace Trace whose ten-year eligibility will expire. The Committee is very figure heavy right now.

USARS needs to come up with a packet of information that includes what our National Championships provide to a host city, including the economic impact, and what our financial and logistical needs are. We should establish a National Venue Search group made up of three to four people who can look for possible host cities. It was noted keeping the championships in the Midwest is best, in cities with a population of

200,000 - 400,000. Bigger cities tend to spend CVB money on big events. We could also consider using a college campus that would have floor space to accommodate our events, perhaps with an off-site training center that could be used for slalom, derby, and figure practice.

DIRECTIVE 4 – Seek volunteers to be on a Search Committee for Future National Championships – Heidi Permatteo, Renee Hildebrand and John Fearnow indicated their interest.

Ricci Porter stated there will be a 2018 World University Games (WUG). She gave a brief summary of the past situation relative to the 2017 WUG. The Board had approved participation by a speed team, but did not support funding them for it. Through conversation with the WUG organizers, a contract was required, which included a \$5000 non-refundable commitment. The speed coach stated he underestimated their ability to obtain financial support, and they were not able to go. After he declined, she received another email from someone else asking for speed skating, to take place in Taipei. October 1-7, 2018, under much the same conditions.

Renee stated USARS can only do so much and doesn't see how we can fund it. Kay said committee support is behind their participation, but not financially. The Speed Committee is working on a policy to provide a letter of support for a US team, and it would not necessarily be for world team. Renee stated until we can fully fund our World Championships team members, she cannot see funding other events such as the World University Games.

Kelly Springer feels we need to have an organization system to deal with this type of participation by USARS member. They would need to apply with us to receive a letter of support. We need to create a US Team uniform – different for the World Team uniforms. We need to go back to having focus on a national team again, and we can guide and help them to hit some of these competitions. Renee agrees we should reinstate the National Team, which could go to Europe and Colombia for training. The idea of uniforms and national teams needs to be worked on in the sport committee. Wearing a USA team uniform makes a difference too.

Heidi reported on a fund-raising seminar she attended at the USOC in Colorado Springs on January 9-11, which was attended by over 25 NGBs. USA Roller Sports was the only sport present that did not have a Fund-Raising Committee. Main topics included where does the money go, how is it used, show the bank within 24 hours, maintaining a database of donors, conducting a visual survey for donors with 4-5 questions, how to write emails to donors, video emails and video thank you for supporting our world team.

The message linked from the video email, may include a skater, so they feel like part of team, or perhaps the President can do the video to put a face with the donation. Although there was information that did not apply to us, there were ideas she thought we should embrace via an annual campaign.

We could have an Alumni Membership. We could set up an account for a bonfire t-shirt campaign for each sport. The Alumni members get a t-shirt and we get the money. It could say "I supported USA Roller Sports." We can create a database for our donors and make sure we have a "birthdate" in order to continue communications with messages like "first donation, one year ago today you made a donation to USARS – this is what we did with the funds raised" and include a link that might show a video. We could put a go cam on some of the athletes and live stream it on Facebook. Some fundraising committees set up dinners with world team members and have a team member at each table.

Trace suggested offering a fundraising workshop at nationals for those who are interested in helping raise funds. Sometimes we come up with ideas and then we end up with so much on our plate, they don't get the

focus they need. If we could get members involved, the results might be better. This would not be an office job, but a board job. Handwritten thank you notes mean a lot because they took the time to write them.

Jonathan Mosenson suggested that those who handle fundraising for each sport should communicate quarterly to share ideas and motivation. He is interested in being on this committee for fundraising as an athlete representative. It was suggested he could also be the athlete rep for the Finance Committee.

John Fearnow noted a small group at Figure Nationals raised \$18,000. Having a workshop is a great idea. Jonathan with Dan Heid come up with something for all sports. We need to let people know – they will give.

We must be very careful with fundraising. There are lots of rules in Lincoln about not-for-profit fundraising and raffles. For raffles at the National Championships we need a permit. Also rules with the IRS for a 501 (c) 3 are strict. There can be nothing that profits one individual over the other. Janet Pavilionis should be on the committee.

Fearnow asked if there are any ramifications for vendors who wish to raise funds to be donated. Janet said she thought it was fine to donate to the organization to be used at their discretion.

There was discussion on sales tax for the social skate – it is being checked into. More discussion took place on sponsorships vs. donations.

MOTION 17 - by David Adamy, 2nd by Renee Hildebrand

Establish a Fundraising Committee to include Heidi, Kylie, Kelly, and Jonathan Mosenson.

CARRIED UNANIMOUSLY

At 10:15 AM recording secretary Peggy Young, along with Tom and Kylie Hughes, had to leave the meeting to catch flights home. The following minutes are prepared from notes provided by Ricci Porter and Bill Spooner.

The proposal provided earlier from Cricket Loft was brought back to the table.

MOTION 18 - by David Adamy, seconded by Renee Hildebrand 5/7/2017 B/D

To accept the proposal submitted by Cricket Loft for a two-year term.

During discussion, it was stated there were two proposals in the document. One working toward consistency with the World Team apparel on design and uniformity.

Michael Jacques, Finance Committee Chair, supported having a two–year contract, subject to the negotiation of terms by the Executive Committee.

MOTION 18 A - by David Adamy, seconded by Renee Hildebrand 5/7/2017 B/D

Amend the motion to be as follows:

Approve Cricket Loft as the apparel vendor for a two-year period, subject to the Executive Committee addressing the details and concerns brought forth by the Board of Directors.

CARRIED UNANIMOUSLY

The second proposal from the Cricket Loft was regarding an online store.

MOTION 19 - By Kay Gallatin, seconded by Heidi Permatteo 5/7/2017 B/D

Send out to bid for an online store, like we did with the previously proposed app.

It was stated that the store should be USARS branded merchandise only and not skate sales.

MOTION 19 A - by Kay Gallatin, 2nd by Heidi Permatteo 5/7/2017 B/D

The motion was amended to state USARS branded apparel and merchandise and send out a directive for an RFP for an online store on our website.

CARRIED UNANIMOUSLY

USARS appointees to the Foundation Board were discussed. It was stated typically the President and one other Board Member of USARS (preferably someone with a finance background) meets face-to-face with the Trustees one time per year at the Foundation Meeting.

FOUNDATION BOARD - David Adamy nominated Kay Gallatin and Bill Spooner for the Foundation Board. With no further nominations forthcoming, they were **APPROVED BY ACCLIMATION**.

Note: On May 16, the USARS Executive Committee approved additional three-year terms on the Foundation for Scott Kleiman and David Ramsey and a new three-year term for Kay Gallatin.

The Board discussed background checks, and specifically the establishment of a written policy on handling red-light notifications. A committee was recommended to deal with red-light notices, to provide consistency and expediency. In addition to committee review, each red light should be reviewed through our attorney and insurance representatives.

Trace was willing to serve as chair of the Background Check Committee; and David, Renee, and Heidi volunteered to be on it as well. A discussion ensued as to who should be involved, the USARS Board, Membership Eligibility Committee or other committees.

MOTION 20 - by Danny, 2nd by John Fearnow 5/7/2017

Establish a Special Board of Directors Committee to review red light/green light determinations from Background checks.

CARRIED UNANIMOUSLY

John also volunteered for the committee. Trace said he would write a letter to put on the USARS website as an informational piece.

The Board next discussed the Waiver to the Next Higher Championships rule.

MOTION 21 - by John Fearnow, 2nd by Renee Hildebrand 5/7/2017 BD

Move the review of the Waiver to the Next Higher Championships rule to the Executive Committee.

CARRIED UNANIMOUSLY

The next topic was a letter for World Teams in reference to team apparel at Worlds. Trace said he would speak to athlete at the meetings at Nationals. More discussion followed about what if anything can be done to require all teams to wear the same or similar apparel. It was recommended that Jen with the USOC be asked, and Ricci said she would do that.

MOTION 22 - By Bill Spooner, 2nd by Renee Hildebrand 5/7/2017 B/D

To adjourn the Spring Semiannual Board of Directors Meeting of USA Roller Sports.

CARRIED UNANIMOUSLY

The meeting was adjourned at 12:03 PM.

Respectfully submitted,
Peggy Young
USARS Corporate Secretary



ADDENDA
2017 USA ROLLER SPORTS
SPRING SEMIANNUAL BOARD OF DIRECTORS MEETING
Orlando, Florida

World Team Agreement.....	Addendum A
Inline Hockey Committee Meeting Minutes.....	Addendum B
Speed Committee Meeting Minutes.....	Addendum C
Finance Committee Meeting Minutes.....	Addendum D
Derby Committee Meeting Minutes.....	Addendum E
Figure Committee Meeting Minutes.....	Addendum F
Rink Hockey Committee Meeting Minutes.....	Addendum G
Honors Committee Meeting Minutes.....	Addendum H